

COMMUNTY IMMIGRANT INTEGRATION PLAN 2016-2021
WORKPLAN

Green = Project Complete

Red = Working Group Formed

| ECONOMIC SUCCESS | | | | | |
|---|---|---|--|------|---|
| GOALS | OBJECTIVES | PROJECTS | WORKING GROUP | YEAR | STATUS |
| Goal 1: Newcomers experience positive labour market outcomes due to addressed systematic barriers to employment | 1.1 Assist the broader employment sector with action planning and implementation on the following: | (a) Sit on Local Emp Planning Council (LEPC) governance structure--ongoing | NCC, WDB PED, City, County, Trent Chamber, | 1 | Began Jan 2016 Ongoing |
| | a) Accessible labour market information; | (a) & (e) Integrate accessible labour market information and job skill matching into WDB strat plan | | 1 | |
| | b) HR and entrepreneurial advisory service; | (c) – Connect immigrant entrepreneurs to existing Chamber groups, networking initiatives , and to available resources for starting new business ventures(PED, CFDC) | | 1-5 | |
| | c) Professional Immigrant Network including mentorship supports; | (a)+(b)+(c) Establish a local Immigrant Employers Table | | 2-4 | |
| | d) Immigrant-business owners network | (c) Connect with Professional Immigrant Network (http://www.networksforimmigrants.ca/) | | 2-5 | |
| | e) Job-skill matching; | (e) WDB creates a database of skills of newcomers to match with their database of demand for employees | WDB, NCC | 1 | Began Sept 2016 |
| | f) Work-place and vocational language and cross-cultural training | (e) Immigration portal works with WDB and Magnet to provide a job skills inventory on the Portal. | WDB, City, NCC | 1 | Began Sept 2016 |
| | g) Developing materials on the benefits (i.e. business case—potentially marketing) from hiring newcomers as changes to the local consumer base reflect the changing demography in Canada and Ontario; and develop a promotional strategy with measurable targets. (i.e. individual employers, community, employer to employer, targeted sectors). | (e) + (h) Re-introduce Workplace Integration Program (WIP) | NCC Outreach Staff | 1 | Integration of WIP outreach into NCC Outreach Activities to Begin Sept 2016 |
| | | (g) Fleming OSLT program (?) | | 2 | |
| | | (h) link to Ontario's "Anti-Rumour" strategy when it is available. | | 2 | |
| | | (h) Link with S.U.C.C.E.S.S. /Active Career Advancement Project (ACAP) in Toronto to assist employers to hire newcomers | | 2 | |
| | | (h) Reintroduce the Newcomer Integration Toolkit Add the Toolkit program to the WDB strategic plan | | 1 | |
| | | Immigrant Entrepreneur dinner and marketing project | NCC, PED, City | 1 | Initial meeting in July, Aug, 2016, next meeting in Nov 2016 |
| | 1.2 Develop a resource kit and hands-on training for smaller-sized employers on navigating government programs (i.e. various immigration pathways) and understanding the business case for a cross-cultural/diversity perspective See also 1.1 b) and g) above. | | | 2-3 | |
| | 1.3 Develop intercultural communication tools for the Canadian workplace. | | | 2 | |

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| Goal 2: Launch the Local Workplace Diversity Champions Network and Workplace Diversity Award | 2.1 Establish a Workplace Diversity Champion Network and the protocol for presenting an annual Workplace Diversity Award. | Network and protocol established | | 3 | |
| Goal 3: International students and their families experience an early and constant connection to the Peterborough area | 3.1 Develop and implement a plan to help retain international students post-graduation through: connecting with international students and their families early and through providing information re integration opportunities and available services (e.g. co-ops, internship programs, learning placements, etc.) through (i.e. student engagement, attraction and retention). Portal (project) | | | | |
| | | Paid Co-ops? | | 2-3 | |
| | | Mentoring | | 2 | |
| | | Gather a portrait of the student population | Trent | 1 | Complete July 2016 |
| | | Integrate info into Fleming and Trent orientation and ongoing communication | | 2 | |
| | | Trent & Fleming hold joint meeting to address settlement & integration issues for international students. | Trent, Fleming, NCC | 1 | First Meeting October 2016 |
| | | ITCH coffee house promoted to Trent & Fleming international students. | | 1 | |

| SOCIAL INCLUSION | | | | | |
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| GOALS | OBJECTIVES | PROJECTS | WORKING GROUP | YEAR | STATUS |
| Goal 1: Newcomers experience an increased sense of belonging with institutional and neighbourhood-level communities in the Peterborough area | 1.1 a) Increase awareness of settlement services, advice on real estate/housing, education and training opportunities, funeral services, financial literacy, health care, groceries, legal rights, etc. (e.g. before they immigrate let them know what is available, what to expect, how to access Welcome Peterborough portal, New Canadians Centre services, and other community resources). 1.1 b) Promote 211 Peterborough as a source of information for reliable accurate and up-to-date local information for newcomers, service providers and all community partners (project) | Portal stats | City, NCC | 1 | Ongoing |
| | | MIIO Portal links from NCC | NCC | 1 | Complete |
| | | Newcomers, immigrants & refugees are participating in city ward activities such as Councillor open houses and participatory budgeting process. | | 4 | |
| | | | | | |
| | 1.2 Enhance access to community information resources through increased promotion of pre-and post-arrival tools for newcomers, and expand and improve on existing resources as needed (e.g. resources available through Welcome Peterborough portal, New Canadians Centre, Trent University and Fleming College, etc.). | Portal stats | City, NCC | 1 | Ongoing |
| | | MIIO portal links from NCC | NCC, | 1 | Complete |
| | 1.3 Newcomers and local citizens work together to plan our neighbourhoods and meet the needs of a more diverse Peterborough | Newcomers, immigrants and refugees representation facilitated in at least 3 planning tables, associations, municipal boards, or advisory committees yearly | Social integration worker (pending funding) | 2-5 | |
| | | Develop a civic leadership program | | 2-5 | |
| | | PR and Voting | | 2-5 | |
| | | Boards/City Committees | | 2-5 | |
| | | Projects:(through participating in neighbourhood associations, planning of community events, engaging in the official plan discussions and neighbourhood | | 2-5 | |
| | 1.4 Improve and expand the diversity and cross-cultural communication training offered by the New Canadians Centre building further on our community anti-discrimination values. (broadly focussed on community)See also Goal 1.3 in Economic Prosperity above | | | | |
| | | Conduct a review of the existing training program and propose changes. | OPIRG, CRRC, NCC | 1 | |
| Goal 2: Immigrant employees and their employers experience and improved cross-cultural understanding and fewer incidences of language as a barrier to social and workplace integration | 2.1 Continue the work of the ESL Forum of Peterborough to develop workplace and vocational-specific and non-workplace-related language training opportunities for all citizens of Peterborough City and County (see also 1.1 in economic prosperity above) | Follow up on recommendations of the Workplace Language Study & ESL Forum Implement at least one recommendations per year/Improving Access to ESL | Janet Hunter, ESL Forum | 1 | Started through Refugee Resettlementt Task Force--Aug 2017 |
| | | Fleming OSLT proposal (?) | | | |
| | 2.2 Develop new resources to support immigrant employees and their employers in overcoming language and cultural barriers to workplace integration (specifically—i.e diversity in the workplace)—connect to 1.1 in economic prosperity above and reference NIT training by NCC | | | 2 | |
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| EDUCATING FOR CHANGE | | | | |
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| STRATEGY | SPECIFIC PROJECTS | WORKING GROUP | YEAR | STATUS |
| Strategy 1: Peterborough citizens and newcomers have regular opportunities to come together and learn from one another about our newcomer stories and experiences | 1.1 Further build on and strengthen the existing successful public education events and outreach programs Including: | | -- | |
| | Multicultural Canada Day Festival Fiesta Peterborough | NCC Outreach Staff | 1-5 | Multicultural Canada Day 2016--Complete Fiesta Peterborough 2016 Complete |
| | "Together We Prosper" conference series the Speakers' Bureau program | | 2 1 | |
| | 1.2 Develop cooking program so newcomers can show their culture and share their stories while preparing a shared meal (e.g. Taste of Unity Cooking Classes through COIN) | Fleming College, NCC | 1 | |
| | 1.3 At least one educational event, symposium annually PIP members or community or both. | PIP Staff, Coordinating Committee | 1-5 | 2016--Our Canada: Exploring Canadian Values through Culture, Faith and Identity Complete 2016 (Oct educational event in planning stages) |
| | 1.4 PIP annual membership event (including business as per TOR, celebration and recognition of PIP, members)**could also include an educational component | PIP Staff, Coordinating Committee | 1-5 | 2016--Complete April |
| | 1.5 Annual Citizenship Ceremony | | 2-5 | |
| | 1.6 At least monthly Communication to PIP members | NCC Outreach Staff | 1-5 | PIP section of NCC monthly newsletter complete in Aug 2016 |
| | 1.7 Use the portal as a mechanism for newcomers to learn about Peterborough. | City, NCC | 1-5 | Ongoing |
| Strategy 2: Peterborough citizens and newcomers experience a public marketing and education campaign that engages their curiosity and transforms their understanding about the role of immigrants and newcomers in Peterborough's future | 1.8 Get on the Agenda of local networks (DBIA, Chamber, Rotary, etc.) to further public immigrant integration dialogue the County and City | | 1-5 | |
| | 2.1. Develop and implement a comprehensive public marketing and education campaign, including public messages that educate citizens about racism and discrimination, aimed at these audiences: a) City and County citizens; b) Newcomers; c) PIP membership. | NCC Outreach staff, GAR Team Leader, Sophie, Carol, Elizabeth R. | 1-5 | Brainstorming Group to form in year 1, Marketing Campains to begin years 2-5 |
| | 2.2 Newcomer Speaking Training | | 1 | |
| | 2.3 Success Stories | NCC Outreach Staff | 1-5 | Refugee Profiles in August 2016 in Examiner, PTW, CHEX |
| | 2.4 Media Campaign---focussed on broader community | | Year 2-5 | See 2.1 Above |

| INFLUENCING CHANGE AT THE GOVERNMENT LEVEL | | | | |
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| STRATEGY | SPECIFIC PROJECTS | WORKING GROUP | YEAR | STATUS |
| Strategy 1: Engage in review and operationalisation processes of the Official Plan and encourage a diversity and culture lens to these processes | 1.1 Attend discussion and planning tables on the Official Plans and deliver presentations to City and County Council as needed. | | 1 | |
| | Write submission/response to Official Plan Part 1 | PIP Staff, Coordinating Committee | 1 | Sept 2016--In Draft Form |
| | 1.2 Host a discussion group for City and County in the context of the Official Plan Review processes. | | 1 | |
| | Invite presentation from City planner to Coordinating Committee | | 2 | |
| | Support NCC in connecting a group of newcomers to City planning staff at an arranged meeting. | | 2-3 | |
| Strategy 2: Address government policies to reflect community-driven priorities related to immigrant integration | 2.1 Participate and influence policy making at the Municipal, Provincial and Federal levels: | | -- | |
| | (a) Host event with municipal decision makers to further public immigrant integration dialogue in the County and City | | 2-5 | |
| | (b) Support staff to engage with peers across the province and country to collaborate on influencing policy. | | 2-5 | |
| | (c) Provide official submissions representing the perspective of the PIP and the value of a diverse and inclusive community and participate in City and County consultation opportunities. | | 2-5 | |
| | 2.2 Promote newcomer participation and civic engagement among immigrants in Peterborough: | | 3 & 4 | |
| | (a) Develop a list of newcomers and allies interested in serving on committees and decision-making bodies to represent a newcomer perspective. (E.g. DiverCity on Board—Maytree Foundation) | | 2 | |
| | (b) Connect with NCC volunteer base to find mentors to support Board training and confidence for newcomers | | 2-5 | |
| Strategy 3: Push community planning priorities regarding immigrant recruitment, attraction and retention | 3.1 Building on the existing relationship with the City and County raise awareness and push for a broad, multi-sectoral strategy for immigrant recruitment, attraction and retention in the area. | | 1-5 | |
| | (a) Present to City and County Councils on the links between economic success and the ability to attract and retain newcomers | | 2-5 | |
| | (b) Consider presenting to advisory groups and other official committees | | 2-5 | |
| | (c) Support the City and County in developing a diversity and inclusion plan | | 2-3 | |
| Strategy 4: Develop community-based research projects to support evidence-informed policy and decision-making | 4.1 Support the development and oversight of research projects as identified by PIP working groups and leadership throughout the life of the community plan | | 2-5 | |
| | - Pursue opportunities to undertake research projects to inform decision making | | 2-5 | |

| Measuring Our Progress (Outcomes Measurement) | | | | |
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| Strategy | Specific Projects | Working Group | Year | Status |
| Strategy 1: Measure and report periodically the progress of the community immigrant integration plan | 1.1 Monitor the achievement of the goals of the Community Immigrant Plan: | PSPC, NCC, Todd Barr | 1 | To be formed Sept 2016 |
| | (a) Identify metrics and build them into annual work plans. | | | |
| | (b) Identify and utilise 3 rd party metrics to track our success (e.g. census data, labour market info, etc.) | | | |
| | (c) Set up an outcomes measurement working group to design a template to track progress of the annual work plans and overall plan. Include newcomer perspective in committee. | | | |