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TO:	CHAIR AND MEMBERS COMMUNITY AND PROTECTIVE SERVICES COMMITTEE MEETING ON AUGUST 25, 2014
FROM:	SANDRA DATARS BERE MANAGING DIRECTOR, HOUSING, SOCIAL SERVICES AND DEARNESS HOME
SUBJECT:	LONDON & MIDDLESEX LOCAL IMMIGRATION PARTNERSHIP STRATEGIC PLAN 2013 – 2016 AND UPDATE

RECOMMENDATION

That, on the recommendation of the Managing Director, Housing, Social Services and Dearness Home, the London & Middlesex Local Immigration Partnership Strategic Plan 2013 - 2016 **BE ENDORSED.**

PREVIOUS REPORTS PERTINENT TO THIS MATTER
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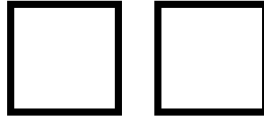
- London-Middlesex Immigration Employment Task Force Update (April 21, 2008 & June 18, 2007)
- Immigration Employment Task Force Update (August 21, 2006)
- Diversity Initiatives Report (August 23, 2006)
- Welcoming Cultural Diversity in London (May 29, 2006, June 18, 2007 & May 26, 2008)
- Highlights of Current City of London Creative City Cultural Initiatives (April 5, 2006)
- Local Immigration Partnership Funding Application (May 26, 2008)
- Local Immigration Partnership Funding (January 26, 2009)
- Contract for Local Immigration Partnership (BoC - July 22, 2009)
- Local Immigration Partnership – Signing Authority (BoC - Sept. 16, 2009)
- Update re Local Immigration Partnership (January 11, 2010)
- London & Middlesex Local Immigration Partnership Strategic Plan & Update (CPSC Sept. 27, 2010)
- Update on London & Middlesex Local Immigration Partnership (CPSC - May 17, 2011)

BACKGROUND

This report provides an update about the collaborative work of the London and Middlesex Local Immigration Partnership (LMLIP) and requests endorsement for the LMLIP Strategic Plan 2013 – 2016.

The LMLIP is one of a number of overarching community initiatives to address the broader needs of our community. On July 27, 2009, Council approved an Agreement with Citizenship and Immigration Canada (CIC) for a Local Immigration Partnership, to provide a collaborative framework for local planning, development and implementation of sustainable solutions for the successful integration of newcomers and immigrants. This initiative meets three City priorities: A Strong Economy, A Vibrant & Diverse Community and A Caring Community. Since that time, the LMLIP has taken an active strategic community approach which has resulted in successful outcomes for immigrants in our community. The LMLIP addresses the needs of more than 20% of our population. To ensure collaboration across sectors and to achieve outcomes, LMLIP works in partnership with Age Friendly London, the Child & Youth Network and Strengthening Neighbourhoods.

The LMLIP Strategic Plan 2013 - 2016 builds upon the first Immigrant Strategic Plan which was endorsed by Council in 2010 and includes identified needs, gaps and successes of work done to date. A broad section of the community continues to be involved in the work of the LMLIP which has engaged 800 individuals including immigrants, service providers (both immigrant and generic), school boards, Health Unit, Libraries, Middlesex County, LEDC, government, etc. The



City has been actively involved as LMLIP Co-chair and also through leading a number of key activities contained in the Plan.

OVERVIEW

The LMLIP, one of 35 Local Immigration Partnerships in Ontario, is a community based partnership approach with an overall objective to enhance collaboration, coordination and strategic planning at the community level to foster more welcoming and inclusive communities and improve settlement and integration outcomes. Through the CIC contract, all Immigration Partnerships must:

- Be led by an inclusive partnership council that is broad based and representative of the community
- Undertake research on newcomers needs and the community's assets and gaps, and raise awareness of those needs with the partnership's members and the wider community
- Develop a local strategy identifying key priorities for the community
- Implement Action Plans to achieve the community's strategic priorities

Building upon a long history of community engagement and partnerships to most effectively serve immigrants, the LMLIP process began in early 2009. Since receiving initial funding in September 2009, LMLIP has achieved the following key milestones:

- ✓ 2 Community Capacity and Needs Inventories developed – completed in partnership with the Centre on Migration and Ethnic Relations, Western University
- ✓ London and Middlesex Local Immigrant Partnership Council established
- ✓ Community Immigrant Strategic Plan 2010 developed and completed
- ✓ LMLIP Strategic Plan 2013 – 2016 developed with work ongoing
- ✓ Community development approach used for all activities, resulting in over 100 people engaged on an ongoing basis
- ✓ 20 collaborative new projects and services initiated to address identified needs in our community (e.g. mental health supports, justice supports etc.)
- ✓ Enhanced focus on employment for immigrants, developed in collaboration with the London & Middlesex Immigrant Employment Council and other community partners, which include the development of tools for employment services staff, a networking event with City staff for internationally trained professionals, and entrepreneurship information sessions

LMLIP Council

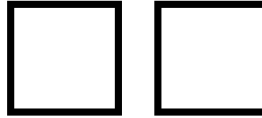
Structure

The LMLIP Council, which was fully established in February 2010, is guided by the Terms of Reference (Appendix B in attached Strategic Plan). The LMLIP Council has been committed to a community development approach where multiple stakeholders participate in planning and coordinating to enhance delivery of integration services to all immigrants.

LMLIP Guiding Principles

The work of the Council is guided by the following principles:

- **Inclusivity:** Our scope will be inclusive of all immigrants in London and Middlesex, regardless of their immigration status, citizenship, age, gender, health status, sexual orientation and number of years in our community.
- **Advocacy:** Advocacy for the integration of immigrants (with regard to housing for example).
- **Collaboration:** There is an inherent mutual responsibility between our community and immigrants.
- **Diversity:** We respect diversity within immigrant communities and build understanding across immigrant communities and cultures.



- **Social Justice:** We will seek to promote inclusion and civic engagement of all immigrants and work toward changes to ensure their integration.
- **Client Centered:** The holistic needs of the individual are at the centre of our work.
- **Empowerment:** We will enhance and restore their capacity to live a healthy life and to enable them to make informed decisions.

For the purpose of the LMLIP, an immigrant is identified as any individual who defines themselves as an immigrant; this includes but is not limited to: Canadian Citizens, Permanent Residents, Convention Refugees, Temporary Residents, and individuals with no immigration status.

LMLIP Council Structure

The LMLIP Council is composed of a Central Council and the following Sub-councils reflecting six areas of focus identified by the community:

- **Education** - This includes, English as a second language (ESL), Language Instruction for New Canadians (LINC), elementary, secondary and post-secondary education.
- **Employment** - This includes mentorship, bridging, job search programs, credential assessment, employment and employment supports.
- **Health and Wellbeing** - This includes, but is not limited to, mental health, impact of trauma/war, access to services, recreation, nutrition and life skills.
- **Inclusion and Civic Engagement** - This includes all social, parental, child and cultural supports.
- **Justice and Protection Services** - This includes the police and preventative services such as criminal justice, child welfare, and other services.
- **Settlement** - This includes interpretation services, housing, transitional services, information and referrals.

The six Sub-councils are not intended to be distinct from one another but rather are interconnected. The Central Council is composed of the Chair of each Sub-council, eight immigrant representatives, a research liaison, and funders.

LMLIP Central Council Members

Co-Chairs: Janet Tufts & Elisabeth White

Sub-Council Chair: Education – Muriel Abbott
 Employment – Wilma de Rond
 Health & Wellbeing – Corinne Walsh
 Inclusion & Civic Engagement – Rose Aquino
 Justice & Protection Services – Ahmed Yahya Ali
 Settlement – Mohamed Al-Adeimi

Members at Large: Saad Aldin Michele Manocchi
 Grace Johnson Naeem Qureshi
 Asmaa Joudy Dev Sainani
 Gaston Mabaya German Gutierrez-Sanin

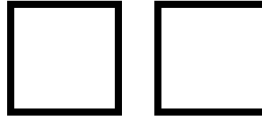
Research Liaison: Dr. Victoria Esses

Funders: Barbara Milanovic, Citizenship & Immigration Canada
 Jo-Ann Hutchison, Ministry of Citizenship & Immigration

Staff: Huda Hussein, Project Coordinator
 Gina Zhang, Project Assistant

Project Supports

WIL Employment Connections has an Agreement with the City to be the employer for the two LMLIP staff who oversee the day to day operations and support the diverse work of the community volunteers who together facilitate the achievement of project outcomes.



Partnerships

Our community has a rich long standing tradition of addressing needs of all cultures including immigrants. The LMLIP continues to build on this existing expertise through active partnerships with:

- The London & Middlesex Immigration Portal - which is the key communication tool for access to information.
- The Pathways 2 Prosperity (formerly Welcoming Communities Initiative) - which is a collaborative multi-disciplinary alliance of university and community partners designed to develop, test, and implement strategies to attract and include immigrants and minorities in small and medium sized Ontario cities. Our key partnership is with Western Ontario University.
- Service providers, educators, faith groups, ethno-cultural groups, francophone community, immigrants, and government - to ensure a holistic approach which maximizes opportunities and outcomes.
- Local Immigration Partnerships in other communities - to leverage opportunities, share best practices, and co-operate on broader advocacy issues.

LMLIP STRATEGIC PLAN 2013 - 2016

Overarching Outcomes of the LMLIP Community Immigrant Strategic Plan

The overarching outcomes, initially endorsed by the community on May 26, 2010, were reviewed through community consultations, Council and Sub-council deliberations and a community capacity survey and found to continue to be the main outcomes for 2013 to 2016. These five high level outcomes highlight the intersecting themes across all Sub-councils.

- **Supports and Services for Immigrants**
Immigrants have increased access to supports and services to ensure that they can successfully participate in all aspects of the community.
- **Communication and Access to Information**
Immigrants have increased access to information about available services, cultural expectations and how to access services and supports to successfully use the system in the community.
- **Host Community**
London and Middlesex residents are exposed, educated and engaged in understanding and accepting diverse traditions, behaviours and experiences of all the cultures that make up the community.
- **Supports for Service Providers**
Service providers and volunteers have increased access to sustainable funding, information on supports to collaboration, diversity training and resources to ensure timely, effective and responsive services for immigrants.
- **Advocacy/Systemic Change**
Reduction of systemic barriers (i.e., local, provincial, federal and host community) that impede immigrants' ability to successfully engage in the community.

The attached Strategic Plan provides details of all the action steps.

FINANCIAL IMPACT

The initiative is 100% funded by Citizenship & Immigration Canada and our current contract goes until March 31, 2016. Citizenship & Immigration Canada has indicated that there is a commitment to continue the implementation work of the Local Immigration Partnerships. We have been informed that there will be a Call for Proposals in 2015 to cover the period following

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March 2016.

CONCLUSION

The LMLIP and its Strategic Plan 2013 – 2016 provide the collaborative framework for local planning, development and implementation of sustainable solutions for the successful integration of newcomers and immigrants. We will continue our strategic approach to supporting immigrants, building upon the excellent activities that are on-going and the work done to date in the areas of attraction, integration and retention of immigrants.

We will keep the Committee informed about this initiative.

SUBMITTED BY:	RECOMMENDED BY:
ELISABETH K. WHITE MANAGER, EMPLOYMENT & STRATEGIC INITIATIVES	SANDRA DATARS BERE MANAGING DIRECTOR, HOUSING, SOCIAL SERVICES AND DEARNESS HOME

- C: Grant Hopcroft, Director, Intergovernmental and Community Liaison
 Robin Armistead, Manager, Culture and Municipal Policy
 Jill Tansley, Municipal Policy Specialist
 Momodou Jeng, Manager, Social Research and Planning
 Janet Tufts, Director, Community Services - United Way of London and Middlesex
 Cindy Howard, Director of Social Services, County of Middlesex
 Andrew Busmanis, Manager, Citizenship and Immigration Canada
 Barbara Milanovic, Integration Officer, Citizenship and Immigration Canada
 Huda Hussein, Project Manager, London & Middlesex Local Immigration Partnership