



**London**  
CANADA

## Diversity, Race Relations and Inclusivity Award Nomination Form

### NOMINEE INFORMATION

Name of organization: London-Middlesex Immigrant Employment Council (LMIEC)	
Business Address: 141 Dundas Street, 4 <sup>th</sup> Floor	
City: London	Postal code: N6A 1G3
Name(s) of contact people (including position titles): <b>Gus Kotsiomitis, LMIEC Chairperson, (Vice President Commercial Banking, RBC Royal Bank)</b> <b>Joaquim Balles, LMIEC Vice Chairperson, (Vice President &amp; General Counsel, Trudell Medical Limited)</b>	
Staff contact: Jennifer Hollis, LMIEC Project Manager	
Business Telephone: 519.663.0774 Ext 228	Business Fax: 519 .663.5377
Business E-mail: <a href="mailto:gus.kotsiomitis@rbc.com">gus.kotsiomitis@rbc.com</a> ; <a href="mailto:jballes@tmlcorp.com">jballes@tmlcorp.com</a> Please also cc: LMIEC staff at <a href="mailto:JenniferH@LMIEC.ca">JenniferH@LMIEC.ca</a>	
Category: (check one) <input type="checkbox"/> Small business/small labour (49 or fewer employees/members) <input type="checkbox"/> Corporations/large business/large labour (50 or more employees/members) <input type="checkbox"/> Institutions (public or private) <input checked="" type="checkbox"/> Social/community services (including Not-for-Profits), education and training <input type="checkbox"/> Youth/young adult groups or organizations	

### INITIATIVE INFORMATION (attach additional sheets or supporting material as required)

<p>Program initiative:</p> <p>The London Middlesex Immigrant Employment Council (LMIEC) is a strategic business-led initiative that connects local employers to Canadian newcomers to strengthen our regional economy. It delivers a suite of programs to bridge London companies to newcomer talent including LMIEC Mentorship for Immigrant Employment programs and the LMIEC Job Match Network.</p>
<p>Date of implementation: Since 2008, the employer-led LMIEC has been strategically working together to open doors of London and Middlesex companies to recruiting and retaining newcomer talent.</p>
<p>Key department(s) or committees involved:</p> <ul style="list-style-type: none"> <li>LMIEC Governance Council (Employer-led)</li> <li>LMIEC Mentorship for Immigrant Employment Advisory Committee (Immigrant serving organizations and economic development groups)</li> <li>LMIEC Job Match Network Advisory Committee (Immigrant serving organizations and economic development groups)</li> </ul> <p>See below and attached for additional details.</p>
<p>Key people involved:</p> <p>The LMIEC Governance Council is led by 8 employer volunteers advancing strategies for newcomer talent attraction and retention in London-Middlesex. These volunteers presently include:</p>

- Gus Kotsiomitis (Chair), VP Commercial Banking, RBC Royal Bank
- Joaquim Balles (Vice Chair), Vice President & General Counsel, Trudell Medical Limited
- Jeff Bowerbank, Manager, Employee Relations, Diversity & Recruitment, Union Gas
- Paul Cocker, President & CEO, McKay-Cocker Construction (Retired)
- Lisa Harrison, Vice President Corporate Operations, Robarts Clinical Trials
- Phil Hunt, Director, London Health Sciences Centre
- Vijai Lakshmikanthan, Vice President, Starlim North America Corporation
- Sarah E. Tattersall, Manager, Recruitment & Talent Development, 3M Canada Company

An additional 17 Community organizations participate as partners in LMIEC initiatives such as LMIEC Mentorship for Immigrant Employment and LMIEC Job Match Network. These organizations presently include:

- Access Centre for Regulated Employment
- ACFO London Sarnia
- City of London
- College Boreal
- Community Employment Services
- County of Perth
- Cross Cultural Learner Centre
- Elgin Middlesex Oxford Workforce Planning & Development Board
- Fanshawe College
- Human Resources Professionals London & District
- London Chamber of Commerce
- London Economic Development Corporation
- LUSO Community Services
- Oxford Workforce Development Partnership
- TechAlliance
- Western University
- WIL Employment Connections

Description of initiative:

The London Middlesex Immigrant Employment Council (LMIEC) was launched in 2008 as a business-led organization with the purpose of connecting local employers to Canadian newcomers and, in turn, strengthen our regional economy primarily by:

- Advancing, promoting and marketing the business case for recruiting and retaining immigrants;
- Connecting area companies with immigrant employment tools and resources including search tools to access newcomer talent, mentoring programs and credential evaluation screening supports;
- Convening employers to identify emerging gaps and priorities in talent attraction and retention; and
- Delivering strategies and programs to bridge labour market supply and demand.

The LMIEC has grown from an initial Task Force of 14 employers to a Council of over 250 Employer Leaders sharing the business case for hiring newcomer talent with well over 1,500 business representatives to-date. Through employer participation, LMIEC has delivered a number of several successful programs to improve the labour market integration of immigrant job seekers including the LMIEC Job Match Network, a suite of LMIEC Mentorship for Immigrant Employment programs, a Global Experience at Work partnership with the London Chamber of Commerce and the Employer

Leadership Strategy. With the support of federal, provincial, municipal and private sector investments, seventeen community and regional partners work together through these LMIEC initiatives to connect employers with newcomer talent.

The LMIEC was recognized for its work with an Ontario Economic Development Award in February 2012, and over the years several founding employer members of the LMIEC have received a Newcomer Champion Award from the province of Ontario.

How has the initiative contributed to the promotion of diversity, anti-racism, inclusivity and human rights in London and promoting London as a welcoming city?

This initiative has had a number of significant impacts, as follows:

1)Employer Engagement

- 250 Employer Leaders marketing London Region immigrant recruitment and retention resources to over 1,500 business representatives.

2)Employment Outcomes

- 975 Internationally Trained Individuals employed in their field or in a related field that have participated in LMIEC programs.

3)Mentoring

- 425 internationally trained job-seeking mentees matched with London business leaders in mentoring partnerships.
- 390 mentees have secured employment in or related to their field.
- 325 volunteer mentors.
- 14 Corporate Champions promoting participation in suite of LMIEC Mentorship for Immigrant Employment Programs, including the Corporation of the City of London

4)Partnerships

- 17 community partners involved in LMIEC program delivery including newly-added program partners in Southwestern Ontario.
- Connected to Immigrant Employment Councils with coast-to-coast representation in employer engagement on immigrant employment solutions.

5)Programs/Investments

- Successful development and delivery of 7 projects/programs to-date to bridge London Region's business community to newcomer talent including: London Middlesex Immigrant Employment Task Force, LMIEC Employer Leadership Strategy, Global Experience @ Work, LMIEC Mentorship for Immigrant Employment, LMIEC Peer Mentorship for Immigrant Employment, LMIEC Group Mentorship for Immigrant Employment and LMIEC Job Match Network
- Funding secured from a diversified funding base of over 8 private and public sector investment points to support program delivery and LMIEC employer engagement activities.

What short or long-term impact has/will the initiative have on the promotion of diversity, anti-racism, inclusivity and human rights in London and promoting London as a welcoming city?

LMIEC Employers are working together to attract, welcome and retain newcomer talent to London Region. The LMIEC has had a measurable impact on employment outcomes for immigrants in our community. LMIEC Employers are also strategically working together to advance our community as a welcoming destination and a destination of choice as cities and provinces across Canada (and countries internationally) compete for global talent.

Please also see response to a previous question in which the impacts are featured.

What is the potential for expansion and/or inspiration for replication of the initiative?

This initiative and its developed services are often cited as models to other communities. LMIEC partners with other Immigrant Employment Councils across Canada to share innovative strategies and models surrounding employer engagement in newcomer talent integration.

How can receiving this Award be used to further promote diversity, anti-racism, inclusivity and human rights in London and to further promote London as a welcoming city?

The recognition and promotion associated with receiving this Award will assist with further employer recruitment and engagement, while also assisting newcomers and their families in becoming more aware of the supports and services dedicated to enhancing their employment success. Celebrating local Employer Champions of newcomer talent boosts our shared community awareness of the ways we are working together to welcome and retain newcomer talent, while also encouraging more employers and newcomers to get involved in these local strategies.

#### **NOMINATOR INFORMATION**

Name: Robert Collins, Director, Workforce Development, London Economic Development Corporation

Address: 701-380 Wellington Street

City: London

Postal code: N6A 5B5

Telephone: 519.661.4526

Fax: 519.661.5331

E-mail: rcollins@ledc.com

Signature:

Date: 4 September 2015

**Note: By signing this form you are hereby confirming that the Nominee has consented to the nomination.**

#### **Submissions must be received by September 30 to:**

London Diversity and Race Relations Advisory Committee  
c/o Committee Secretary, City Clerk's Office  
City of London  
300 Dufferin Avenue, PO Box 5035  
London, ON N6A 4L9

Phone: 519-661-2500 Ext. 5417

Fax: 519-661-4892

E-mail: [jmartin@london.ca](mailto:jmartin@london.ca)

*NOTICE OF COLLECTION OF PERSONAL INFORMATION*

Please be advised that all nominations submitted for the Diversity, Race Relations and Inclusivity Award become part of the public record. The nominations will be published on a public agenda and made available electronically through the City of London public internet website. The personal information collected on this form is collected under the authority of the Municipal Act 2001, as amended, and will be used to administer the Diversity, Race Relations and Inclusivity Award program. Questions about this collection should be addressed to the City Clerk at 300 Dufferin Avenue, London, Ontario N6A 4L9 Tel: 661-2500 Ext. 4937