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TO:	CHAIR AND MEMBERS COMMUNITY AND PROTECTIVE SERVICES COMMITTEE MEETING ON SEPTEMBER 20, 2016
FROM:	SANDRA DATARS BERE MANAGING DIRECTOR, HOUSING, SOCIAL SERVICES AND DEARNESS HOME
SUBJECT:	LONDON & MIDDLESEX LOCAL IMMIGRATION PARTNERSHIP STRATEGIC PLAN 2016 – 2019

RECOMMENDATION

That, on the recommendation of the Managing Director, Housing, Social Services and Dearness Home, the London & Middlesex Local Immigration Partnership Strategic Plan 2016 - 2019 **BE ENDORSED.**

PREVIOUS REPORTS PERTINENT TO THIS MATTER

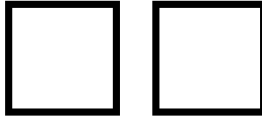
- London-Middlesex Immigration Employment Task Force Update (April 21, 2008 & June 18, 2007)
- Immigration Employment Task Force Update (August 21, 2006)
- Diversity Initiatives Report (August 23, 2006)
- Welcoming Cultural Diversity in London (May 29, 2006, June 18, 2007 & May 26, 2008)
- Highlights 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)
- London & Middlesex Local Immigration Partnership Strategic Plan 2013-2016 and Update (August 25, 2014)

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 2016 – 2019.

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 Immigration, Citizenship and Refugees Canada (IRCC) formerly Citizenship and Immigration Canada 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 two of the City's strategic areas of focus: *Strengthening our Community* and *Growing our Economy*. Since 2009, 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 2016 - 2019 builds upon the first Immigrant Strategic Plan which was endorsed by Council in 2010, and the second plan endorsed in 2014, and includes identified needs, gaps and successes to date. A broad section of the community continues to be involved



in the work of the LMLIP which in 2015 engaged approximately 2,000 individuals including immigrants, service providers (both immigrant and generic), school boards, Health Unit, Libraries, Middlesex County, LEDC, the three orders of government, the London Police Service, hospitals 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 contract with Immigration, Refugees, and Citizenship Canada (IRCC), 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

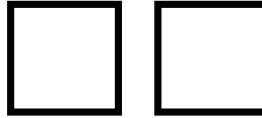
Building upon a long history of community engagement and partnerships to most effectively serve immigrants, the LMLIP process began in early 2009. Since receiving initial funding in September 2009, LMLIP has achieved the following key milestones:

- ✓ 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 and completed
- ✓ Community development approach used for all activities, resulting in over 2,000 people engaged on an ongoing basis
- ✓ More than 25 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 (2014)
- ✓ Organized the *Employer Resource Forum* in collaboration with the London-Middlesex Immigrant Employment Council and Middlesex County, to educate employers on resources available in the region to help them in hiring, recruiting and retaining immigrant talent (2015)
- ✓ Presented to the Standing Committee on Citizenship and Immigration House of Commons about promoting economic prosperity through settlement services
- ✓ Supported the coordination of receiving Syrian Newcomers to London by providing an information session for private sponsors and participating at the Community Stake Holders Meeting in December 2015

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.

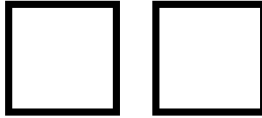
LMLIP Central Council Members

Co-Chairs: Dev Sainani and Jill Tansley

<i>Sub-Council Chair:</i>	Education –	Phillipa Myers
	Employment –	Wilma de Rond
	Health & Wellbeing –	Corinne Walsh
	Inclusion & Civic Engagement –	Rose Aquino
	Justice & Protection Services –	Ahmed Yahya Ali
	Settlement –	Mohamed Al-Adeimi

<i>Members at Large:</i>	Saad Aldin	Mahin Ghasemiyani
	Sonali Advani	Naeem Qureshi
	Gaston Mabaya	Simon Pont

<i>Research Liaison:</i>	Dr. Victoria Esses
Francophone Immigrant Network:	Christelle Desforges



United Way London & Middlesex: Sara Middleton

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

Staff: Huda Hussein, Project Coordinator
Maria D'Souza, 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 research partnership is with Western University.
- Service providers, educators, faith groups, ethno-cultural groups, Francophone community, immigrants, and government - to ensure a holistic approach which maximizes opportunities and outcomes.
- Participated in Syrian Task Force, chaired by the City, to coordinate community efforts to settle and integrate Syrian newcomers.
- Local Immigration Partnerships in other communities - to leverage opportunities, share best practices, and co-operate on broader advocacy issues.

LMLIP STRATEGIC PLAN 2016 - 2019

Overarching Outcomes of the LMLIP Strategic Plan

The overarching outcomes, initially endorsed by the Central Council on April 25, 2016 were reviewed through community consultations, Council and Sub-council deliberations and a community capacity survey and found to continue to be the primary desired outcomes for 2016 to 2019. These five high level outcomes highlight the intersecting themes across all Sub-councils:

- **Welcoming community**
The London and Middlesex community appreciates diversity and actively supports immigrants. All residents have a positive attitude toward and, awareness and understanding of the need to engage in the full participation of immigrants into Canadian society.
- **Communication and Access to Information**
Communication between and among Central Council, Sub-councils, all levels of government, the community, service providers and immigrants is easily accessible, timely, clear and relevant.
- **Coordination and collaboration**
Maximized outcomes for immigrants are achieved by improved coordination and collaboration among all service providers.

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- Supports and services for immigrants**
 Immigrants have increased access to supports and services to ensure that they can fully and successfully participate in the community.
- Reduction of systemic barriers**
 All levels of government, funders and institutions are engaged in order to reduce the existing barriers that impede immigrants' ability to successfully participate in the community.

The attached Strategic Plan 2016-2019 (Appendix A) - provides details of all the action steps with a description of the plan in the attached presentation (Appendix B). Appendix C provides a pictorial overview of services and supports available to immigrants and newcomers in our community. This overview may be viewed in both English and French on the LMLIP page of the London and Middlesex Immigration Portal (immigration.london.ca and immigration.middlesex.ca). The LMLIP is the primary vehicle to respond to telephone enquiries about local services for immigrants. This work was initiated by the Syrian Task Force, which was chaired by the City of London.

FINANCIAL IMPACT

The initiative is 100% funded by Immigration, Refugees, and Citizenship Canada and our current contract goes until March 31, 2017. IRCC has indicated that there is a commitment to continue the implementation work of the Local Immigration Partnerships.

CONCLUSION

The LMLIP and its Strategic Plan 2016 – 2019 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.

SUBMITTED BY:	RECOMMENDED BY:
JILL TANSLEY MANAGER, STRATEGIC PARTNERSHIPS AND PROGRAMS	SANDRA DATARS BERE MANAGING DIRECTOR, HOUSING, SOCIAL SERVICES AND DEARNESS HOME

- C: Kate Graham, Director, Community and Economic Innovation
 Robin Armistead, Manager, Culture and Municipal Policy
 Momodou Jeng, Manager, Social Research and Planning
 Dev Sainani, Co-Chair, LMLIP
 Cindy Howard, Director of Social Services, County of Middlesex
 Barbara Milanovic, Integration Officer, Immigration, Refugees and Citizenship Canada
 Huda Hussein, Project Manager, London & Middlesex Local Immigration Partnership