



**A Community Initiative of Individuals and**

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# **LMLIP Strategic Plan**

## **2022-2025**

**Submitted to Immigration, Refugees & Citizenship Canada**

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## I. Letter from the Co-chairs

April 1 2022

As the current Strategic Plan ends in March 2022, over the last few months, the five Sub-councils, the Central Council and the various work groups have worked closely to identify the gaps and opportunities for the next three years. The Community Capacity Report of 2022 as well as a number of reports including the [Report on Discrimination](#) commissioned by the LMLIP, were also used to further identify gaps and opportunities. The following five priorities will continue to guide the work of the *LMLIP Strategic Plan 2022-2025*:

- Welcoming community: Encouraging the London & Middlesex community to appreciate diversity and actively work to attract, support, and retain immigrants. All residents welcome the full participation of immigrants into Canadian society and work together to eliminate racism and discrimination in all its forms.
- Communication and access to information: Enhancing communication between and among immigrants, the London and Middlesex community, service providers and government.
- Coordination and collaboration: Optimizing outcomes for immigrants through improved coordination and collaboration among service providers.
- Access to supports and services for immigrants: Providing immigrants and immigrant families timely, clear, and relevant information and tools to access and navigate supports and services.
- Reduction of systemic barriers: Engaging all levels of government, funders, and institutions to reduce systemic barriers that impede immigrants' ability to successfully participate in the London and Middlesex community.

On behalf of the London & Middlesex Local Immigration Partnership Council and its five sub-councils, we are pleased to present the *LMLIP Strategic Plan 2022-2025*. The new plan outlines our community's objectives in supporting the successful integration of immigrants in the community.

We are hopeful to continue the partnerships with all the sectors including system partners, settlement organizations, ethno-cultural associations, interested residents and faith groups to address issues that impede and/or slow down the integration process of immigrants in our region. We sincerely thank our volunteers.

Thank you for your continued support.

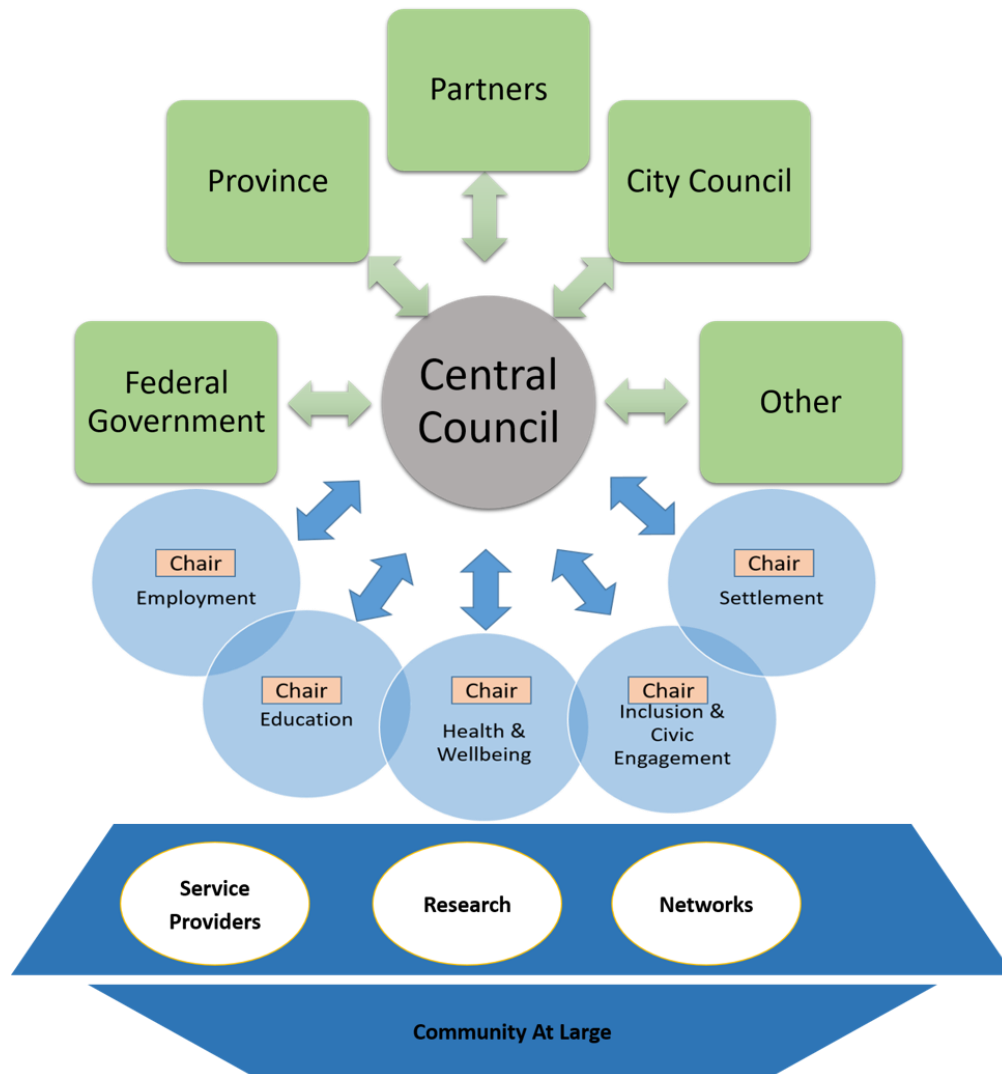
Jill Tansley  
LMLIP Co-Chair

Dev Sainani  
LMLIP Co-Chair

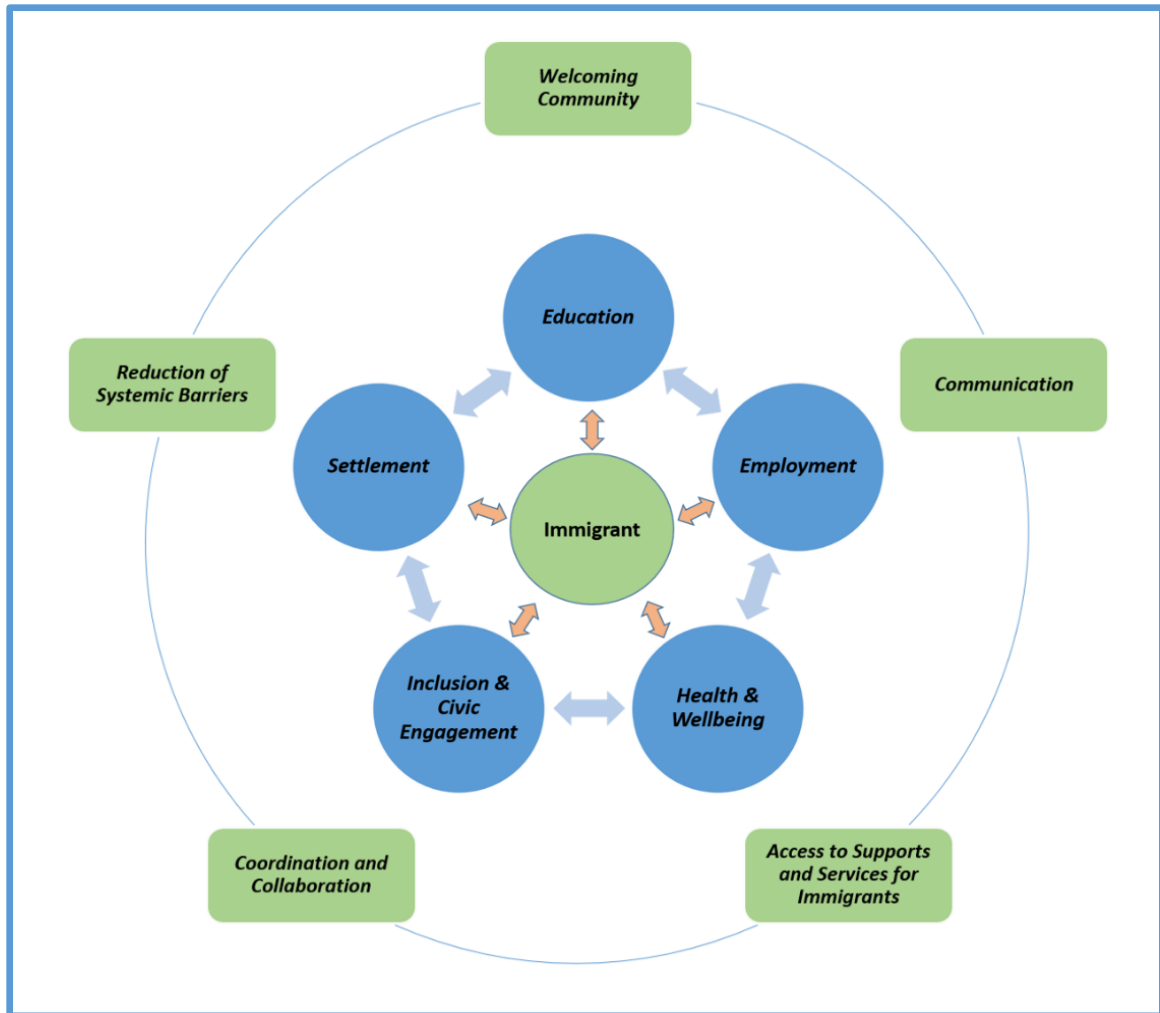
## II. About the London & Middlesex Local Immigration Partnership (LMLIP)

About the London & Middlesex Local Immigration Partnership (LMLIP)

- Funded since 2009 by Immigration, Refugees and Citizenship Canada (IRCC);
- Supported by the Province of Ontario and the Association of Municipalities of Ontario;
- Co-led by the City of London and a community member;
- Guided by a Central Council and five issue specific Sub-councils and supported by post-graduate institutions, community services across sectors and volunteers as outlined in the following image;
- Is a collaborative framework to facilitate the successful integration of immigrants;
- Strives to create a stronger, healthier and more welcoming community



## a. Overarching Themes



The five overarching themes will continue to guide the work of the LMLIP with the support of the community, for the coming three years.

## b. Immigration, Refugees and Citizenship Canada Outcomes

LMLIP Council and Sub-councils will strive to align their activities with the following Immigration, Refugees and Citizenship Canada (IRCC) outcomes, for the successful integration of immigrants:

- **Immediate** Outcome: Partners deliver responsive and coordinated settlement and community services
- **Intermediate** Outcome: Communities foster welcoming environment for immigrants
- Immigrants increase participation in communities and social network

### III. Highlights of LMLIP Strategic Plan 2019-2022

Hundreds of volunteers and organizations supported the implementation of the activities in the last three years. A number of partnerships have been strengthened and or created to facilitate the integration of immigrants. LMLIP coordinated sessions and events to address major issues that emerged, such as the Afghan crisis. Some key highlights include:

- With the financial support from the settlement sector, namely South London Neighbourhood Resource Centre, Carrefour communautaire francophone de London, London Cross Cultural Learner Centre, LUSO Community Services, Collège Boréal, North London Resource Centre, Western University and community volunteers, organized the three *Annual All Are Welcome Here* events and the fourth Annual Setting Immigrants Up for Success;
- Established partnerships among faith institutions and coordinated virtual coffee times and one potluck dinner between two faith groups;
- LMLIP Fact Finding Work Group produced six outputs (based on data from Statistic Canada) on percentage of immigrants in the region, the education level of immigrants compared to non-immigrants, income of qualified immigrants as compared to the income received by qualified non-immigrants, immigrants helping through the pandemic, success of immigrants and visible minorities in universities and colleges and finally on the growth of London population due to immigration;
- Hosted three *I am London* social media campaigns;
- Strengthened the partnership with Immploy – WIL Connections, and the South Western Ontario Local Immigration Partnerships and organized five webinars to engage employers in the region;
- To raise awareness about the settlement services during COVID-19 and accessibility, presented at three webinars organized by the Refugee Settlement Training Program;
- Presented on Anti-racism activities undertaken by the LMLIP at the National Settlement Council;
- Presented to fifteen elementary school classes at the Thames Valley District School Board on the significance of creating welcoming communities;
- Commissioned the Anti-Discrimination Survey to study the experiences of discrimination in the region and shared results with the community through five presentations;
- Presented on immigration matters and the results of the Anti-Discrimination to the Kiwanis Senior Centre
- Compiled stories of immigrants who made a difference in the lives of Londoners during the pandemic and shared their stories widely;
- Coordinated training for seniors on using Zoom and one training for Nepalese speaking seniors;
- Engaged students from Western University to assist with the creation of a marketing plan for the 1000actsofwelcome.ca website;
- Expanded the distribution sites for the #All Are Welcome Here Lawn signs; four branches of the London Public Library have joined the distribution list along with the settlement sector.

#### **IV. Executive Summary: *London & Middlesex Local Immigration Partnership Strategic Plan April 2022-2025***

In the next three years, LMLIP and its community partners and volunteers will continue to work together to create a more welcoming community in the region. This will be done by mobilizing the community in all its sectors to find innovative ways of addressing issues that impede the integration of immigrants.

The LMLIP Central Council will continue to engage the three levels of government, policy makers, funders and institutions to support the successful integration of immigrants in the region. LMLIP will continue to work on issues of discrimination in all its forms and create the tools needed to combat racism in all its forms. The five issue specific sub-councils will look into strengthening relationships between and among immigrants, Indigenous Peoples and non-immigrant residents. Educating the public on issues related to immigrants is one of their activities moving forward.

LMLIP Sub-councils will continue the interfaith conversation among faith groups by coordinating coffee times and potluck dinners. The annual *Setting Immigrants Up For Success* will be organized. The Fact Finding Group will continue sharing facts about immigrants and immigration to educate the public and counteract myths. Stories of successful integration of immigrants will be shared and celebrated. LMLIP and its partners will continue to respond to issues as they emerge.

LMLIP will continue to raise awareness about services, events, opportunities for engagement and job postings through the LMLIP biweekly Round Up.

#### **V. LMLIP Strategic Plans 2022-2025**

In this section, the plan for the Central Council and the five issue sub-councils are outlined.

##### **LMLIP Central Council 2022-2025**

###### **Members at this table include:**

LMLIP Co-Chairs  
Sub-council Chairs  
Members-at-large  
Middlesex County  
Research Liaison, Western University  
Réseau de soutien à l'Immigration Francophone  
United Way Elgin Middlesex  
WIL Employment Connections

Priority/Gap	Activity/Strategy	Timelines	Immigration, Refugees and Citizenship Canada Outcomes
<p><b>Welcoming community: Encouraging the London and Middlesex community to appreciate diversity and actively work to attract, support and retain immigrants. All residents welcome the full participation of immigrants in Canadian society and work together to eliminate racism and discrimination in all forms.</b></p>			
<p>Strengthen understanding of and respect for diverse communities, and recognize barriers faced by immigrants</p>	<ul style="list-style-type: none"> <li>• Develop and provide anti-discrimination tools in collaboration with partners</li> <li>• Work with partners, on the implementation of the City of London’s Anti-Islamophobia Recommendations including the online reporting site and reports from that site</li> <li>• Build relationship with media to educate community by counteracting myths with relevant stories and information, with a focus on the positive outcomes of diversity.</li> <li>• Continue working on the All Are Welcome Here campaign and enhance its reach</li> <li>• Continue to work with partner</li> </ul>	<p>2022-2025</p>	<p>Communities foster welcoming environment for immigrants</p>



Priority/Gap	Activity/Strategy	Timelines	Immigration, Refugees and Citizenship Canada Outcomes
	<p>organizations on events supporting welcoming communities, such as but not limited to the Journeys of Migration at Western University, Life as a Refugee led by the Cross Cultural Learner Centre, the City of London initiatives.</p> <ul style="list-style-type: none"> <li>• Continue to facilitate conversations and events to raise awareness and profile issues facing immigrants, such as challenges in employment, housing etc.</li> </ul>		
<p><b>Communication: Enhancing communication between and among immigrants, the London and Middlesex community, service providers and government.</b></p>			
<p>Enhance the role of LMLIP as a convener of information (within the LMLIP community and the general community) about services and supports</p>	<ul style="list-style-type: none"> <li>• Support the LMLIP sub-councils' activities (i.e., Central Council members to actively engage in promoting the work of the LMLIP and events)</li> <li>• Engage with media outlets including those in Middlesex County</li> </ul>	<p>2022-2025</p>	<p>Partners deliver responsive and coordinated settlement and community services</p> <p>Communities foster welcoming environment for immigrants</p>

Priority/Gap	Activity/Strategy	Timelines	Immigration, Refugees and Citizenship Canada Outcomes
	<ul style="list-style-type: none"> <li>Continue publishing the biweekly LMLIP Round Up to share current and relevant information with partners and newcomers</li> </ul>		
Align governance structure of LMLIP to most effectively meet the needs of our community	<ul style="list-style-type: none"> <li>Continue to review LMLIP governance structure to ensure alignment with community needs.</li> <li>Review Terms of Reference</li> </ul>	2022-2025	All IRCC Outcomes <sup>1</sup>
<b>Coordination and collaboration: Optimizing outcomes for immigrants through improved coordination and collaboration among service providers.</b>			
Build and strengthen partnerships with service providers and LIPs and RIFs regionally and nationally	<ul style="list-style-type: none"> <li>Through the Service Delivery Improvement Project, work with partners to develop a model that uses an integrated community approach to settlement service delivery and funding.</li> <li>Continue participating in the Southwestern Ontario Local Immigration Partnerships and the National Council for Local Immigration</li> </ul>	2022-2025	Partners deliver responsive and coordinated settlement and community services

<sup>1</sup> Page 4

Priority/Gap	Activity/Strategy	Timelines	Immigration, Refugees and Citizenship Canada Outcomes
	Partnerships meetings and activities, as well as in Pathways to Prosperity activities.		
Continue to educate service providers on available resources, services and issues related to immigrants and integration	<ul style="list-style-type: none"> <li>• Coordinate information sharing sessions on resources and issues related to integration</li> </ul>	2022-2025	<p>Partners deliver responsive and coordinated settlement and community services</p> <p>Immigrants increase participation in communities and social networks</p>
Support ongoing relationships with Francophone partners to ensure inclusion of francophone perspectives and needs	<ul style="list-style-type: none"> <li>• Continue representation of the Réseau de soutien à l'Immigration francophone Centre-Sud-Ouest de l'Ontario, on the LMLIP.</li> <li>• Continue to engage local Francophone partners on relevant sub-councils.</li> </ul>	2022-2025	Communities foster welcoming environment for immigrants
<b>Reduction of systemic barriers: Engaging all levels of government, funders and institutions to reduce systemic barriers that impede immigrants' ability to successfully participate in the London and Middlesex community.</b>			
Raise awareness among funders and engage decision-makers about the complexity and diversity of needs faced by immigrants	<ul style="list-style-type: none"> <li>• Publicize findings of the discrimination survey.</li> <li>• Continue to educate about immigration and public policies</li> <li>• Conduct community capacity survey.</li> </ul>	2022-2025	<p>Partners deliver responsive and coordinated settlement and community services</p> <p>Communities foster welcoming environment for immigrants</p>

Priority/Gap	Activity/Strategy	Timelines	Immigration, Refugees and Citizenship Canada Outcomes
	<ul style="list-style-type: none"> <li>Publicize local and relevant reports such as the labour market participation report to support service providers in their planning.</li> <li>Raise the profile of key issues faced by immigrants in the region, such as supports in housing, mental health, language training, employment, and discrimination, through events and participation at different tables</li> </ul>		
Foster cross system relationships and collaboration	<ul style="list-style-type: none"> <li>Continue to facilitate conversations among system partners , government, and other partners to explore opportunities for collaboration in maximizing services for immigrants</li> </ul>	2022-2025	<p>Partners deliver responsive and coordinated settlement and community services</p> <p>Communities foster welcoming environment for immigrants</p>
Continue to develop an integrated & supportive system of services and supports for immigrants	<ul style="list-style-type: none"> <li>Develop an evaluation to obtain feedback from service providers on how resources</li> </ul>	2022-2025	All IRCC Outcomes <sup>2</sup>

<sup>2</sup> Page 4

Priority/Gap	Activity/Strategy	Timelines	Immigration, Refugees and Citizenship Canada Outcomes
	developed and provided by the LMLIP are used.		

## LMLIP Education Sub-council 2022-2025

### Planning Table Participants:

Brescia University College, Western University  
 Carrefour Communautaire Francophone de London  
 Conseil scolaire catholique Providence  
 Conseil scolaire Viamonde  
 Fanshawe College  
 Investing in Children  
 London District Catholic School Board  
 LUSO Community Services  
 Thames Valley District School Board  
 YMCA Southwestern Ontario

Priority/Gap	Activity/Strategy	Timelines	Immigration, Refugees and Citizenship Canada Outcomes
<b>Welcoming community: Encouraging the London and Middlesex community to appreciate diversity and actively work to attract, support and retain immigrants. All residents welcome the full participation of immigrants into Canadian society and work together to eliminate racism and discrimination in all forms.</b>			
Promote an environment that encourages victims of discrimination to report their experiences” and engage in effective initiatives to prevent and reduce discrimination	<ul style="list-style-type: none"> <li>Promote “Bystander Intervention Tips” in both languages</li> <li>Educate immigrants on using available tools to report discrimination</li> <li>Support the collation of reported incidents</li> </ul>	2022-2025	Partners deliver responsive and coordinated settlement and community services  Communities foster welcoming environment for immigrants
Improve understanding and acceptance of newcomers and	<ul style="list-style-type: none"> <li>In collaboration with the Inclusion &amp; Civic Engagement Sub-council, compile a book with “I am London” stories to be shared widely. Resource to be</li> </ul>	2022-2025	Partners deliver responsive and coordinated settlement and community services

Priority/Gap	Activity/Strategy	Timelines	Immigration, Refugees and Citizenship Canada Outcomes
immigrants across the school community	<p>promoted via the City of London's Anti-Racism Directorate.</p> <ul style="list-style-type: none"> <li>Develop a Human Library toolkit in French that may be used as a guideline for school staff and guest speakers.</li> <li>Explore organizing Human Libraries at the two French School Boards.</li> </ul>		Communities foster welcoming environment for immigrants
Support school community understanding and acceptance of newcomers and immigrants	<ul style="list-style-type: none"> <li>Promote all bilingual campaigns and resources that welcome newcomers within the school community eg: Tous Sont les Bienvenus Ici.</li> <li>Participate in planning the annual All Are Welcome event</li> <li>Support settlement workers in Anglophone and Francophone schools as needed</li> </ul>	2022-2025	<p>Partners deliver responsive and coordinated settlement and community services</p> <p>Communities foster welcoming environment for immigrants</p>
Build positive relationships between immigrants and Indigenous students	<ul style="list-style-type: none"> <li>Organize the first Youth Forum and share the learning</li> </ul>	2022-2025	Communities foster welcoming environment for immigrants
<b>Communication: Enhancing communication between and among immigrants, the London and Middlesex community, service providers and government.</b>			
Optimize communication strategies in order to facilitate the work of the LMLIP within the LMLIP network, which includes the Central Council and the Sub-Councils	<ul style="list-style-type: none"> <li>Leverage existing communication channels, which include LMLIP Roundup, Central Council reports, social media platforms</li> <li>Establish communication channel with other sub-councils about relevant issues</li> </ul>	2022-2025	<p>Immigrants increase participation in communities and social network</p> <p>Communities foster welcoming environment for immigrants</p>
<b>Coordination and collaboration: Optimizing outcomes for immigrants through improved coordination and collaboration among all service providers.</b>			
Support school community understanding and acceptance of	<ul style="list-style-type: none"> <li>Develop collaborative initiatives between service providers and school communities to increase understanding</li> </ul>	2022-2025	Communities foster welcoming environment for immigrants

Priority/Gap	Activity/Strategy	Timelines	Immigration, Refugees and Citizenship Canada Outcomes
newcomers and immigrants	and acceptance of newcomers and immigrants.		
<b>Access to supports and services for immigrants: Providing Immigrants and immigrant families with timely, clear and relevant information and tools to access and navigate supports and services.</b>			
Address parents'/ caregivers' understanding of the Canadian education system	<ul style="list-style-type: none"> <li>• Support and promote webinars on understanding the Canadian education system organized by SWIS and TÉEs for newcomer parents and caregivers.</li> <li>• Educate immigrant parents about post-secondary pathways.</li> <li>• Collaborate with Brescia University College to provide opportunities for students to meet and greet professionals.</li> </ul>	2022-2023	Immigrants increase participation in communities and social network
<b>Reduction of systemic barriers: Engaging all levels of government, funders and institutions to reduce systemic barriers that impede immigrants' ability to successfully participate in the London and Middlesex community.</b>			
French newcomers and immigrants have access to support and resources	<ul style="list-style-type: none"> <li>• Promote francophone events, services and French resources through the LMLP Roundup, events, networks and settlement agencies.</li> <li>• Continue to provide translations of LMLIP resources into French.</li> </ul>	2022-2025	All IRCC Outcomes <sup>3</sup>
Collaborate on assessing dietary needs of immigrants in hospitals	<ul style="list-style-type: none"> <li>• Collaborate with the Health &amp; Well Being and Brescia University College to explore researching the dietary needs of immigrant patients</li> </ul>	2022-2025	<p>Partners deliver responsive and coordinated settlement and community services</p> <p>Communities foster welcoming environment for immigrants</p>

<sup>3</sup> Pages 4

## Employment Sub-council

### Planning Table Participants

City of London  
Community Employment Choices  
IMMPLOY - WIL Employment Connections  
London Economic Development Corporation  
Pathways Employment Help Centre  
Middlesex County

Priority/Gap	Activity/Strategy	Timelines	Immigration, Refugees and Citizenship Canada Outcomes
<p><b><u>Welcoming community:</u> Encouraging the London and Middlesex community to appreciate diversity and actively work to attract, support and retain immigrants. All residents welcome the full participation of immigrants into Canadian society and work together to eliminate racism and discrimination in all forms.</b></p>			
Raise awareness of successes related to immigrant employment	<ul style="list-style-type: none"> <li>Recognize employers who have successfully engaged in offering meaningful employment for immigrants through social media.</li> <li>Recognize employers that have successfully engaged in offering meaningful employment for immigrants through a Welcoming Workplace Award at the All Are Welcome Event.</li> </ul>	2022-2025	<p>Partners deliver responsive and coordinated settlement and community services</p> <p>Communities foster welcoming environment for immigrants</p>
Develop and collaborate with key initiatives to reduce discrimination	<ul style="list-style-type: none"> <li>Identify and support strategies and initiatives underway to strengthen diversity and inclusion for all job seekers.</li> </ul>	2022-2025	<p>Partners deliver responsive and coordinated settlement and community services</p> <p>Communities foster welcoming environment for immigrants</p>



Priority/Gap	Activity/Strategy	Timelines	Immigration, Refugees and Citizenship Canada Outcomes
and racism in all forms in the community and its workplaces	<ul style="list-style-type: none"> <li>Support and develop communication strategies that highlight the importance of continuing to welcome newcomer skills and experiences to labour market and economic recovery post COVID-19.</li> </ul>		
<p><b>Communication: Enhancing communication between and among immigrants, the London and Middlesex community, service providers and government.</b></p>			
Enhance communication between and among immigrants, service providers, employers and government	<ul style="list-style-type: none"> <li>Examine the results of the 2021 census</li> <li>Review, update and share fact sheets</li> <li>Seek ways to promote labour market information to immigrants through services providers</li> <li>Translate newcomer and community fact sheets into multiple languages.</li> </ul>	2022-2023	Partners deliver responsive and coordinated settlement and community services
Enhance communication within LMLIP, including LMLIP's Central Council and Sub-councils	<ul style="list-style-type: none"> <li>Identify parallel or aligned activities of other Sub-councils and how information can be shared and promoted to broaden knowledge base within LMLIP and community.</li> <li>Invite Chairs or designated guests from other LMLIP Sub-Councils to attend an</li> </ul>	2022-2025	<p>Partners deliver responsive and coordinated settlement and community services</p> <p>Communities foster welcoming environment for immigrants</p>

Priority/Gap	Activity/Strategy	Timelines	Immigration, Refugees and Citizenship Canada Outcomes
	Employment Sub-Council meeting for a presentation or discussion where there are areas of alignment/shared objectives.		
<b>Coordination and collaboration: Optimizing outcomes for immigrants through improved coordination and collaboration among all service providers.</b>			
Increase service providers and community partners knowledge of available resources in community to support immigrants' successful employment	<ul style="list-style-type: none"> <li>Organize and host a professional development virtual session for service providers and community partners from all sectors on available resources that supports employment.</li> </ul>	2022-2025	<p>Partners deliver responsive and coordinated settlement and community services</p> <p>Immigrants increase participation in communities and social network</p>
Support initiatives that address issues of Education for Employment	<ul style="list-style-type: none"> <li>Increase collaboration and communication with employment service providers and employer associations seeking to promote diversity and inclusion in the workplace</li> <li>Employment Sub-Council to share information on tools and resources with Ontario Works caseworkers.</li> </ul>	2022-2025	<p>Partners deliver responsive and coordinated settlement and community services</p> <p>Communities foster welcoming environment for immigrants</p>

Priority/Gap	Activity/Strategy	Timelines	Immigration, Refugees and Citizenship Canada Outcomes
<b>Access to supports and services for immigrants: Providing Immigrants and immigrant families with timely, clear and relevant information and tools to access and navigate supports and services.</b>			
<p>Increase immigrant access to wrap-around employment, mentoring and licensure supports in the community to support successful labour market integration.</p>	<ul style="list-style-type: none"> <li>• Identify channels of information exchange in the community for newcomers seeking employment (in-person connectors or digital apps/websites) such as libraries, family centres, government offices, legal supports, faith groups, tourism, and health centres.</li> <li>• Encourage service providers connected to the LMLIP to share information on their services with these connection points.</li> <li>• Encourage service providers to provide information (web-based and/or print) in multi-languages to increase access.</li> <li>• Promote services that are available online to strengthen ongoing access to services for newcomers during and after the pandemic.</li> </ul>	<p>2022-2025</p>	<p>Immigrants increase participation in communities and social network</p> <p>Communities foster welcoming environment for immigrants</p>
<b>Reduction of systemic barriers: Engaging all levels of government, funders and institutions to reduce systemic barriers that impede immigrants' ability to successfully participate in the London and Middlesex community.</b>			
<p>Partner with government,</p>	<ul style="list-style-type: none"> <li>• Support all three levels of government and their agencies in</li> </ul>	<p>2022-2025</p>	<p>Partners deliver responsive and coordinated settlement and community services</p>

Priority/Gap	Activity/Strategy	Timelines	Immigration, Refugees and Citizenship Canada Outcomes
<p>their agencies and institutions to champion immigrant labour market integration</p>	<p>London &amp; Middlesex in hosting information sessions in English and French on opportunities for immigrants to access employment, internships, placements and mentorship opportunities in public institutions.</p> <ul style="list-style-type: none"> <li>• Continue to review current services provided and identify who is excluded from those services and identify the ineligibility barriers.</li> <li>• Share data on the impacts, trends and issues of concern of employment during and post pandemic on immigrants and racialized communities.</li> <li>• Work with community agencies and others who identify systemic barriers to attracting and retaining immigrant talent in the workforce including barriers relating to government eligibility criteria.</li> </ul>		<p>Communities foster welcoming environment for immigrants</p>

## LMLIP Health & Well Being Sub-council 2022-2025

### Planning Table Participants

Addiction Services Thames Valley (French Services)  
 Canadian Mental Health Association Middlesex  
 City of London  
 Freelance Interpreter  
 King's University College  
 London Cross Cultural Learner Centre  
 London Public Library  
 Muslim Resource Centre for Social Supports & Integration  
 Platinum Leadership Inc.  
 YMCA of Southwestern Ontario

Priority/Gap	Activity/Strategy	Timelines	Immigration, Refugees and Citizenship Canada Outcomes
<b>Welcoming community: Encouraging the London and Middlesex community to appreciate diversity and actively work to attract, support and retain immigrants. All residents welcome the full participation of immigrants into Canadian society and work together to eliminate racism and discrimination in all forms.</b>			
Impact of racism on health	<ul style="list-style-type: none"> <li>• Work with other Sub-councils and/or the City on the development of a toolkit of strategies for reducing discrimination with the community that can be tested, fine-tuned, and utilized.</li> <li>• Promote and share information on strategies to combat racism</li> <li>• On a bi-annual basis coordinate Opening Doors workshops that address the issue</li> </ul>	2022-2025	<p>Partners deliver responsive and coordinated settlement and community services</p> <p>Communities foster welcoming environment for immigrants</p>
Supports for newcomer seniors' health and wellbeing	<ul style="list-style-type: none"> <li>• Coordinate Zoom training for seniors as per need</li> <li>• Coordinate interfaith (and or multicultural) virtual coffee time for seniors and potluck dinners</li> </ul>	2022-2025	Immigrants increase participation in communities and social network

Priority/Gap	Activity/Strategy	Timelines	Immigration, Refugees and Citizenship Canada Outcomes
	<ul style="list-style-type: none"> <li>Share information about seniors' programs across the region</li> </ul>		
<b>Communication and access to information: Enhancing communication between and among immigrants, the London and Middlesex community, service providers and government.</b>			
Enhance communication within LMLIP, including LMLIP's Central Council and Sub-councils	<ul style="list-style-type: none"> <li>Provide regular updates to Central Council and this sub-council</li> <li>Continue to broaden knowledge base within LMLIP by sharing information.</li> <li>Work with other sub-councils on relevant projects</li> </ul>	2022-2025	All IRCC Outcomes <sup>4</sup>
Increase outreach to the community	<ul style="list-style-type: none"> <li>Hold a public event in collaboration with other Sub-councils, the City and Middlesex County to publicize LMLIP work and attract more community volunteers</li> <li>Promote information among immigrants about health issues</li> </ul>	2022-2025	Immigrants increase participation in communities and social network
<b>Coordination and collaboration: Optimizing outcomes for immigrants through improved coordination and collaboration among service providers.</b>			
Improve health outcomes for immigrant children and youth	<ul style="list-style-type: none"> <li>Explore opportunities with the community, family centres and settlement agencies to work on areas of alignment to support health outcomes for immigrants</li> <li>Promote health information in the LMLIP Roundup and social media outlets</li> </ul>	2022-2025	Partners deliver responsive and coordinated settlement and community services  Communities foster welcoming environment for immigrants
Increase collaboration with faith groups	<ul style="list-style-type: none"> <li>In partnership with faith institutions, coordinate the annual Setting Immigrants up for Success in collaboration with the Settlement and Inclusion &amp; Civic Engagement Sub-councils</li> </ul>	2022-2025	Partners deliver responsive and coordinated settlement and

<sup>4</sup> Pages 4

Priority/Gap	Activity/Strategy	Timelines	Immigration, Refugees and Citizenship Canada Outcomes
	<ul style="list-style-type: none"> <li>• Provide relevant information to the faith sector about immigrants and immigration</li> <li>• Support initiatives that enhance service providers understanding of immigrant needs</li> </ul>		<p>community services</p> <p>Communities foster welcoming environment for immigrants</p>
<p><b>Access to supports and services for immigrants: Providing Immigrants and immigrant families timely, clear and relevant information and tools to access and navigate supports and services.</b></p>			
<p>Increase awareness of local health resources</p>	<ul style="list-style-type: none"> <li>• Coordinate and promote information sessions on health services</li> <li>• Promote information from the health unit and other local health sectors</li> <li>• Share widely resources created through this sub-council and relevant resources in the region</li> </ul>	<p>2022-2025</p>	<p>Immigrants increase participation in communities and social network</p>
<p>Enhance awareness of and access to mental health services</p>	<ul style="list-style-type: none"> <li>• Publish and disseminate information on mental health resources using latest census data to identify immigrant populations.</li> <li>• List available resources on addiction (in all its forms) and share widely</li> <li>• Explore partnership with Ontario Health Team</li> </ul>	<p>2022-2025</p>	<p>Immigrants increase participation in communities and social network</p>
<p><b>Reduction of systemic barriers: Engaging all levels of government, funders and institutions to reduce systemic barriers that impede immigrants' ability to successfully participate in the London and Middlesex community.</b></p>			
<p>Enhance awareness of the need for professional health interpretation services for immigrants</p>	<ul style="list-style-type: none"> <li>• Share available interpretation tools with medical professionals in partnership with the Ontario Health Team</li> </ul>	<p>2022-2025</p>	<p>Immigrants increase participation in communities and social network</p> <p>Communities foster welcoming environment for immigrants</p>

Priority/Gap	Activity/Strategy	Timelines	Immigration, Refugees and Citizenship Canada Outcomes
Enhance awareness of housing as a key social determinant of health	<ul style="list-style-type: none"> <li>Explore literature review with students from Western to research impact of housing on immigrants and its impact on their health</li> <li>Share the recent research on housing once available widely and with Local Immigration Partnerships across the region</li> </ul>	2022-2025	Communities foster welcoming environment for immigrants
Assess dietary needs of immigrants in hospitals	<ul style="list-style-type: none"> <li>Explore researching the dietary needs of immigrant patients in collaboration with Brescia University College and the Education Sub-council</li> </ul>	2022-2025	Communities foster welcoming environment for immigrants

## LIP Inclusion & Civic Engagement Sub-council 2022-2025

### Planning Table Participants

Community Volunteers  
Ethno-cultural Association  
City of London  
London Cross Cultural Learner Centre  
London Public Library  
Muslim Resource Centre for Social Support and Integration  
Network for Economic and Social Trends  
Pillar Nonprofit Network  
Western University

Priority/Gap	Activity/Strategy	Timelines	Immigration, Refugees and Citizenship Canada Outcomes
<p><b>Welcoming community: Encouraging the London and Middlesex community to appreciate diversity and actively work to attract, support and retain immigrants. All residents welcome the full participation of immigrants into Canadian society and work together to eliminate racism and discrimination in all forms.</b></p>			
Strengthen community engagement by immigrants at all levels (Social, civic, political).	<ul style="list-style-type: none"> <li>Continue activities of Ready to Volunteer Work Group in partnership with the Settlement Sub-council</li> <li>Collaborate with agencies in sports and cultural activities to encourage immigrant participation</li> </ul>	2022-2025	Immigrants increase participation in communities and social network



Priority/Gap	Activity/Strategy	Timelines	Immigration, Refugees and Citizenship Canada Outcomes
Help immigrants find a sense of belonging	<ul style="list-style-type: none"> <li>Collaborate with London Arts Council Building Allyship Program and London Heritage Council</li> <li>Educate immigrants about elections</li> </ul>		
Improve leadership development and supports for immigrants	<ul style="list-style-type: none"> <li>Explore collaborating with partners to organize sessions by immigrants to immigrants on leadership skills. Use the ICE Leadership Inventory resource to educate on mentorship/leadership programs in the community during these presentations.</li> </ul>	2022-2023	Immigrants increase participation in communities and social network
Enhance knowledge within the receiving community about engaging immigrants and about immigrants' contributions to our community	<ul style="list-style-type: none"> <li>Collate and disseminate facts related to immigrants and their contributions to the community and explore collaboration with the City of London Anti-Racism and Anti-Oppression Division</li> <li>Continue to implement, promote and support the annual <i>I am London</i> social media campaign and collaborate with the London Arts Council for inclusive musical entertainment for the annual <i>I am London</i> celebration.</li> </ul>	2022-2025	Immigrants increase participation in communities and social network  Communities foster welcoming environment for immigrants
Enhance supports for newcomer seniors	<ul style="list-style-type: none"> <li>With the Settlement and Health &amp; Well Being Sub-councils, continue to organize meet ups for seniors from different faith groups</li> </ul>	2022-2025	Immigrants increase participation in communities and social network
Increase newcomers knowledge about Indigenous history	<ul style="list-style-type: none"> <li>In collaboration with the Education &amp; Settlement Sub-council, liaise with the Indigenous community to provide presentations educating newcomers about Indigenous history</li> </ul>	2022-2025	Immigrants increase participation in communities and social network
<b>Communication: Enhancing communication between and among immigrants, the London and Middlesex community, service providers and government.</b>			

Priority/Gap	Activity/Strategy	Timelines	Immigration, Refugees and Citizenship Canada Outcomes
Raise awareness of and access to supports for immigrants about inclusion and civic engagement	<ul style="list-style-type: none"> <li>Continue with Seniors &amp; Faith Work Group activities.</li> <li>Continue to collaborate with Age Friendly Network and other community partners to obtain and disseminate information at Faith/Ethno-Cultural Group gatherings and other events or venues that seniors attend.</li> </ul>	2022-2025	Immigrants increase participation in communities and social network
Enhance Communication among networks which include Central Council and Sub-councils	<ul style="list-style-type: none"> <li>Continue to provide updates to Central Council and the Inclusion &amp; Civic Engagement Sub-council.</li> <li>Continue to communicate with other sub-councils about issues, services, and events that are co-relevant. Provide opportunities for other LMLIP Sub-councils' members to present on their projects and plans.</li> </ul>	2022-2025	Communities foster welcoming environment for immigrants
<b>Coordination and collaboration: Optimizing outcomes for immigrants through improved coordination and service providers</b>			
Access untapped immigrant volunteer participation, training and resources	<ul style="list-style-type: none"> <li>Continue the activities of the Ready to Volunteer Work Group in collaboration with the Settlement Sub-council.</li> </ul>	2022-2025	Immigrants increase participation in communities and social network
Increase knowledge about volunteerism in both the receiving community and immigrant communities	<ul style="list-style-type: none"> <li>Coordinate with the London and Area Volunteer Association (LAVA) and other agencies to increase knowledge of volunteerism amongst immigrants and volunteering opportunities for immigrants.</li> </ul>	2022-2025	Immigrants increase participation in communities and social network
Increase collaboration with faith groups	<ul style="list-style-type: none"> <li>In collaboration with the Settlement and Health &amp; Well Being Sub-councils, organize the annual "Setting Immigrants Up for Success" event between faith groups and settlement services.</li> </ul>	2022-2025	Communities foster welcoming environment for immigrants
<b>Access to supports and services for immigrants: Providing immigrants and immigrant families with timely, clear and relevant information and tools to access and navigate supports and services.</b>			

Priority/Gap	Activity/Strategy	Timelines	Immigration, Refugees and Citizenship Canada Outcomes
Inform and engage immigrants	<ul style="list-style-type: none"> <li>Distribute printed and digital materials on community services to different community groups to share with their members and/or coordinate for service providers to provide these materials to community groups.</li> <li>Inform and educate about cultural awareness programs via LMLIP social media platforms.</li> </ul>	2022-2025	<p>Immigrants increase participation in communities and social network</p> <p>Communities foster welcoming environment for immigrants</p>

## LMLIP Settlement Sub-council 2022-2025

### Planning Table Participants

Community Volunteers (Immigrant and non-immigrant)  
 College Boreal  
 John Howard Society of London & District  
 London Cross Cultural Learner Centre  
 London Police Service  
 London Public Library  
 LUSO Community Services  
 Northwest London Resource Centre  
 YMCA of Southwestern Ontario

Priority/Gap	Activity/Strategy	Timelines	Immigration, Refugees and Citizenship Canada Outcomes
<p><b>Welcoming community:</b> Encouraging the London and Middlesex community to appreciate diversity and actively work to attract, support and retain immigrants. All residents welcome the full participation of immigrants into Canadian society and work together to eliminate racism and discrimination in all forms.</p>			

Priority/Gap	Activity/Strategy	Timelines	Immigration, Refugees and Citizenship Canada Outcomes
Involve established immigrants	<ul style="list-style-type: none"> <li>• In partnership with settlement agencies, continue to coordinate sessions for new immigrants by established immigrants on their settlement journey</li> <li>• Explore collaborating with partners to organize sessions by immigrants to immigrants on leadership skills</li> <li>• Support the Education Sub-council's Meet and Greet sessions held in collaboration with Brescia University College that provide opportunities for students to learn about professions.</li> </ul>	2022-2025	<p>Immigrants increase participation in communities and social network</p> <p>Partners deliver responsive and coordinated settlement and community services</p> <p>Communities foster welcoming environment for immigrants</p>
Engage receiving community in welcoming all	<ul style="list-style-type: none"> <li>• Continue to participate in the Welcoming Communities Work Group</li> <li>• Increase the profile of key issues faced by immigrants in the region, such as supports in housing, mental health, language training, employment and discrimination, through events and participation at different tables.</li> <li>• Provide information sessions on immigration, the categories and the impact of immigration on individuals</li> </ul>	2022-2025	<p>Partners deliver responsive and coordinated settlement and community services</p> <p>Communities foster welcoming environment for immigrants</p>
Increase newcomers knowledge about Indigenous history	<ul style="list-style-type: none"> <li>• In collaboration with the Education &amp; Inclusion Civic Engagement Sub-council, liaise with the Indigenous community to provide presentations</li> </ul>	2022-2025	Communities foster welcoming environment for immigrants

Priority/Gap	Activity/Strategy	Timelines	Immigration, Refugees and Citizenship Canada Outcomes
	educating newcomers about Indigenous history		
Strengthen community engagement by immigrants	<ul style="list-style-type: none"> <li>Continue activities of the Ready to Volunteer Work Group in partnership with the Inclusion &amp; Civic Engagement Sub-council</li> </ul>	2022-2025	Immigrants increase participation in communities and social network
Enhance supports for newcomer seniors	<ul style="list-style-type: none"> <li>With the Inclusion Civic Engagement Sub-council and Health &amp; Well Being Sub-councils, continue to organize meet ups for seniors from different faith groups</li> <li>Provide information to families about seniors' services</li> <li>Connect seniors with ethno-cultural groups</li> </ul>	2022-2025	Immigrants increase participation in communities and social network
<b>Communication: Enhancing communication between and among immigrants, the London and Middlesex community, service providers and government.</b>			
Enhance Internal communications	<ul style="list-style-type: none"> <li>Continue the joint Sub-council projects</li> <li>Continue visits between Sub-councils to share</li> </ul>	2022-2025	Communities foster welcoming environment for immigrants
Enhance awareness about services, targeted and universal, among newcomers	<ul style="list-style-type: none"> <li>Invite guest speakers from the community to speak about the services they used</li> <li>Continue to share information about settlement services through webinars and the LMLIP Round Up</li> </ul>		Immigrants increase participation in communities and social network
<b>Coordination and collaboration: Optimizing outcomes for immigrants through improved coordination and collaboration among all service providers.</b>			
Strengthen relationships with ethno-cultural and religious groups to support them in helping immigrants	<ul style="list-style-type: none"> <li>Create partnership with ethno-cultural groups</li> <li>Raise awareness among ethno-cultural groups on how to access supports that help newcomers succeed in Canada</li> </ul>	2022-2025	Immigrants increase participation in communities and social network

Priority/Gap	Activity/Strategy	Timelines	Immigration, Refugees and Citizenship Canada Outcomes
Enhance collaboration with resource centres, settlement agencies and schools	<ul style="list-style-type: none"> <li>Support newcomer parents by sharing information about Settlement Workers in Schools (SWIS)</li> <li>Enhance collaboration with settlement services by sharing information about them with faith and ethno-cultural groups</li> </ul>	2022-2025	Communities foster welcoming environment for immigrants
<b>Access to supports and services for immigrants: Providing immigrants and immigrant families with timely, clear and relevant information and tools to access and navigate supports and services.</b>			
Increase awareness about housing issues	<ul style="list-style-type: none"> <li>Raise awareness amongst immigrants about housing in their own languages</li> <li>Recognize and acknowledge welcoming landlords through the annual awards</li> </ul>	2022-2025	Partners deliver responsive and coordinated settlement and community services  Communities foster welcoming environment for immigrants
Enhance Immigrant youth's and women's knowledge about the Canadian Justice System	<ul style="list-style-type: none"> <li>Provide information to immigrants on services, rights and responsibilities in their own language (brochures, videos, social media)</li> <li>Engage immigrant youth using platforms that they use to inform about the justice system and available resources.</li> </ul>	2022-2025	Immigrants increase participation in communities and social network

## VI. Conclusion

Over the next three years, LMLIP Council and Sub-councils will continue to raise awareness on available resources funded by IRCC and universal services; highlight supports on mental health and accessibility; enhance coordination among service providers and engage faith groups, businesses, residents and ethno-cultural groups in the settlement process. Council will continue to strengthen existing partnerships and explore establishing new partnerships and collaborations that will focus on facilitating the successful integration of immigrants.

As the conduit for information, LMLIP will promote, share with and inform the community of opportunities that will strengthen the community's role in serving immigrants. As a convener, LMLIP will continue to bring stakeholders and communities together to address the identified priorities and find local solutions as a community. As a leader, LMLIP will engage stakeholders in the region to combat

racism, and explore creating tools that will be tested to prove their effectiveness and use to combat all kinds of discrimination.

## VII. Acknowledgements

The London & Middlesex Local Immigration Partnership is thankful to Immigration, Refugees and Citizenship Canada (IRCC) for its continued financial support. The City of London continues to play a crucial role in providing leadership and support. We thank our Central Council and the Sub-councils members for their ongoing commitment, contributions and time, (LMLIP Council members, see 30). Our sincere thanks to all those who participated on our work groups, attended our events, consultation meetings, and participated as panelists and as faces of London for the *I am London* social media campaigns (Other Participants, see page 38). We are thankful for the additional funding from IRCC to support the work of Developing Models of Community-based Plans for Settlement Service Delivery and Funding.

We are grateful to the continued in-kind support of organizations, service providers, faith institutions and institutions who supported their staff members to participate on the LMLIP Council, Sub-councils and Work Groups (Participating Organizations & Associations, see page 38).

LMLIP will continue to count on the community, service providers, researchers, students, faith groups, community volunteers and institutions for their support in executing the next three-year plan. With everyone's support, we can create a more welcoming community in our region.

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Meaghan MacDonell	Murray Nosanchuk	Parsa Tajilli
Megan Bodza	Mustafa Ali	Pastor Sandie Thomas
Megan Sager	Nada Hashem	Pat Hodgins
Meineka Kulasinghe	Nader Basha	Pat Shack
Melanie Franke	Nadine Abi Raad	Patricia Dool
Melba Parra	Naeem Qureshi	Patricia Foto
Melbin James	Nahi Hatoum	Patricia Sargeant
Melissa Alder	Nancy Griffiths	Patricia Watson
Melony Daye	Nancy McSloy	Patrick Bestall
Menna Abdou	Nancy Needham	Patrick O'Connor
Mervat Tadrus	Nancy Simmons	Paul Hubert
Mia Loebach-Readings	Naomi Sheinbaum	Paul James
Michael Buzzelli	Nasima Omari Sayar	Paul Levac
Michael van Holst	Nassisse Solomon	Paul Pighin
Michele Manocchi	Natalee Wales	Paul Seale
Michelle Brissette	Natalia Lapshina	Paula Vergara
Michelle Dellamora	Natalia Pabon	Paulo Castro
Michelle Oiseoghade	Natasa Todeva	Pearlette Cassells
Michelle Son	Naya Alnasser	Peggy Sattler
Michelle Travis	Neda Salloum	Peninah Mutin
Michelle Watson	Nejat Ali	Peter Fragiskatos
Mike Feng	Nicole Buteau	Peter Zhao
Mike Tamasi	Nicole Kristoff	Phuong Vu
Mikyla Pragashpathy	Nicole Lewis-Bateman	Pilar Riano
Mila Huhtala	Nicole Pinder	Piya Tewari
Milbys Coello	Nishtha Paryani	Pouya Tajilli
Mohammed Fouad Al Haddad	Nishu Atrey	Priyanka Priyanka
Mohammed Jawad	Nivethika Jeyakumar	Questyn Rodriguez
Moirra Barnes	Noor Lalani	Quili Zhang
Moiz Rajwani	Norma Lyttle-Chicoine	Rachel Zhao
Mojdeh Cox	Nour Hamid	Rael Wienburg
Mona Elfar	Olayinka Ademuyiwa	Rafe Sleewa
Monica Braz	Olesya Gryn	Rahim Syed
Moshe Rubenstein	Olivia Circelli	Rajaa Al-Abed

Rakhee Chopra	Saleh Althamena	Siham Elkassem
Rama Musharbash	Saleha Khan	Siham Kadi
Ramona Constantin	Salimah Shariff	Sitara Jameel
Rana Husain	Sally Abood	Sofiat Ajibowu
Rana Jadan	Sally Bennett	Sonia Iseid
Raneem Ibrahim	Sam Badawi	Sonia Muhimpundu
Raquel Lopez	Sam Cherid	Sonila Kacagjeli
Ray John Jr.	Samia Alnahdi	Sonu Sihra
Razia Tahir	Samuel Lavoie	Sr. Carol Forhan
Rebecca Byers	Sandra Astaiza	Starr McGahey-Albert
Rebecca Dalton	Sandra Cruz	Stefany Cutuli
Rebecca Ruddy	Sandra Zarate	Stephanie Cooper
Rebekah Bruni	Sara Bawazir	Stephanie Dixon
Regina Croskery	Sarah Campbell	Stephanie Jackson
Reymond Kouamé	Sarah Gilmore	Stephanie Schreuders
Rick Parson	Sarah Luth	Stephanie Vanderburgt
Rick Townend	Sarah Read	Stephen Giustizia
Riley Kennedy	Sarah-Lee Umraugh	Stephen Turner
Riley Samson	Sarvarinder Singh	Steve MacDonald
Rob Nagus	Sasha Tanner	Sue Yang
Rob Tuer	Sayed Masih Ullah	Sughra Ali
Robert George	Hashimy	Suhanya Ketheeswaran
Rochelle Mendez	Scott Stephenson	Sujan Adhikari
Roderic Beaujot	Sebastien Kouakou	Summer Burton
Rodrigo Gondim	Serge Kabongo	Summer Thorp
Rona Ma	Shad Abdalla	Suneet Kukreja
Rosa Ramirez	Shamso Omar	Suresh Shrestha
Rosh Abdullah	Shanza Ejaz	Surya Acharya
Roxanne Gilroy-Machado	Shauna Rae	Susan Demir
Rumina Morris	Shawn Hughes	Susan DiFabio
Rupali Kapoor	Sheila Simpson	Susan Godin
Rupinder Gill	Shelina Kassam	Susan Kadray
Ruwan Gomez	Shelley Blair	Sydney Scott
Ryan Campbell	Shelley Taylor	Syed Anwar Hussain
Saad Habib	Sherin Hussien	Taghrid Hussain
Sabrina Griffin	Sherrylea Perera	Taiwo Apampa
Sahana Chakravarty	Shetha Roomi	Tamilselvan Raju
Sahar Al Nuami	Shirley Glover	Tammie McFarlane
Said Bangura	Shobhita Sharma	Tammy Denomme
	Shuai Chen	

Tanmeet Prabhakar	Tushar Patel	Yasmeen Omar
Tara Wright	Ulises Gonzalez	Yasmin Hussain
Tarek Moharram	Valentina Torres	Yerusalem Berhane
Tayiba Nasr	Varinder Kaur	Yilan Huang
Tehemton Mirza	Vasantha Sritharan	Yodit Kidane
Tehya Quachegan	Vasile Caniuca	Yoko Yoshida
Terence Kernaghan	Vincent Tao	Yukyung Roh
Teresa Armstrong	Virginia Walker	Yusur Al Salman
Tess De Haan	Vishnu Babykumar	Yvonne Asare-Bediako
The Htoo	Walter Rogers	Yvonne Lindsay
Theresa FitzGerald	Wedad Ateya	Zainab Abdel-Gawad
Thilagaraj Pathmanathan	Wendy Shillingford	Zakieh Zarabi
Tina Neeb	Wi Hong Zhu	Zhenzhen Dong
Tina Santarelli	Wolf Quin	Zhuolun Yu
Tolga Karabulut	Xiaoling Qui	Zixuan Meng
Tom Schinbein	Yamile Albarracin	Zuhir Marbina
Tony McAleer	Yan Li	
Treana Caswell	Yasmeen Hakooz	

## Participating Organization & Associations

Access Centre for Regulated Employment	Canadian Heritage
Ahmadiyya Muslim Jamat	Canadian Latin Association
Al-Mahdi Islamic Community Centre	Canadian Mental Health Association
Ark Aid Mission	Caring Canadians Society
Assyrian Church	Carrefour communautaire francophone de london
Baha'i Community of London	Centre for Lifelong Learning
Berhan Immigration and Settlement Services Inc.	Chalmers Presbyterian Church
Beth Tefilah Synagogue	Childreach
Big Brothers Big Sisters of London	City of Brantford
Bluewater Church	City of London
Borders Immigration Consultancy	CityMatch Inc.
Bosnian Canadian Islamic Centre	CLI College
Brescia College University	CMHA Thames Valley Addiction and Mental Health Services
Byron United Church	CMHA Toronto
Canadian Blood Services	

Coalition to Empower Gender Equality  
 Collège Boréal  
 Community Employment Services  
 Community Living London  
 Community Services Coordination Network  
 Congress of Black Women of Canada  
 Conseil scolaire catholique Providence  
 Cure for Hate  
 Diamond Digital  
 Diocese of Huron  
 Drewlo Holdings  
 Fanshawe College  
 First Aid Learning Centre  
 Gateway Church  
 Guru Nanak Mission Society  
 Half & Half Social  
 Helping Hands Without Borders Canada  
 Housing Development Corporation  
 Huron University College  
 Hutton House  
 Immigration Refugees & Citizenship Canada  
 Immploy  
 Investing in Children  
 Islamic Centre of Southwest Ontario  
 Ismaili Centre London  
 Jewish London  
 John Howard Society of London and District  
 Kalamanjari  
 King's University  
 La Société Économique de l'Ontario  
 Libro Credit Union  
 Literacy Link South Central  
 London Abused Women's Centre  
 London Arts Council  
 London Children's Connection  
 London Cross Cultural Learner Centre  
 London District Catholic School Board  
 London Economic Development Corporation  
 London Ecumenical Refugee Committee  
 London French Day Care Centre  
 London Health Sciences Centre  
 London Heritage Council  
 London Intercommunity Health Centre  
 London Middlesex Mental Health and Addiction Strategic Direction Office  
 London Muslim Mosque  
 London Police Service  
 London Public Library  
 LUSO Community Services  
 Merrymount Children's Centre  
 Michael Loebach Barrister & Solicitor  
 Middlesex County  
 Middlesex London Health Unit  
 Millstone Homes of London  
 Ministry of Heritage, Sport, Tourism & Cultural Industries  
 Moharram Ventures  
 Museum London  
 Muslim Resource Centre for Social Support and Integration  
 My Sisters' Place  
 Network for Economic & Social Trends  
 North Park Community Church  
 Northview Apartment REIT  
 Northwest London Resource Centre  
 Old Oak Properties  
 Ontario Provincial Police  
 Paramed  
 Pathways Employment Help Centre  
 Pathways to Prosperity  
 Pillar Nonprofit Network  
 Platinum Leadership Inc.  
 Raemar Video & Photo  
 Redeemer Lutheran  
 Refugee Training Sponsorship Program  
 Réseau de soutien à l'immigration francophone  
 Royal Mounted Canadian Police (RCMP)  
 rTraction



Service Canada  
Siloam United Church  
Siskinds LLP  
Sisters of the Precious Blood  
Skilled Accents  
Society of St. Vincent De Paul  
South London Neighborhood Resource  
Centre  
St Francis St Martin Parish  
St. George's Church  
St. George's Parish  
St. Joseph Chaldean Catholic Church  
St. Joseph's Health Care  
St. Justin's Parish  
St. Michael's Parish  
Thames Valley District School Board  
The Achievement Centre  
Trinity United Church

University of Calgary  
United Nations  
United Sikhs  
United Way Elgin Middlesex  
Valley View Mennonite Church  
Victorian Order of Nurses  
Village Green Church  
Vitalpoint Church  
W.E.A.N Community Centre  
Western University  
WIL Employment Connections  
Woodfield Settlers  
Workforce Devt Board  
XFM News  
YMCA of South Western Ontario of  
Southwestern Ontario  
Zoroastrian Society of Ontario

## VIII. Appendices

### *Summary: 2022 Community Capacity Report and Perceptions of the LMLIP*

- Level of participation in the 2022 wave of the “Community Capacity and Perceptions of the LMLIP” survey was somewhat similar to 2019.
- In the 2022 wave, close to 90% of the participating organizations provide universal services (all programs are for all residents) or mixed services (some programs are for all residents and some specifically for immigrants).
- The services most frequently offered by participating organizations specifically for immigrants were community connections services, whereas the services least frequently offered were housing services.
- Most respondents (73%) reported evaluating their services, and close to half (45%) reported having specific action plans to provide new services to immigrants. The plans focused on key issues such as education, youth programming, employment, housing, language training, resettlement, and anti-oppressive service provision. Their strategies to market their services to newcomers and immigrants include multimedia advertising, referrals and promotion, community partnerships, and resource development.
- 90% of respondents reported awareness of the services provided by other organizations, often through involvement with the LMLIP. 63% of respondents reported working with other organizations to run their programs.
- Perceptions of the LMLIP and its impact have remained consistently positive across dimensions since 2016 and in some cases increased in positivity since that time.
- New questions were added since the 2019 wave of the survey. Responses to these questions were compared between 2019 and 2022, indicating that:
  - Compared to 2019, respondents in 2022 were **more** likely to report that the LMLIP has increased their organization’s capacity to deliver their services effectively and serve clients through collaborations with other organizations.
  - Similarly, respondents in 2022 were **more** likely to report that the LMLIP has significantly increased:

- Individual Canadian's engagement and community partnerships.
  - Development of tools and competencies of service providers to better serve clients.
  - Connections with other public organizations or institutions, and knowledge of what other organizations in the community are doing.
- Additionally, the community noted gaps in services for immigrants and newcomers to London and Middlesex, including the need to: 1) provide culturally and linguistically appropriate social services for mental health, education, employment, mentorship, and housing; 2) focus on equity, diversity, and social justice issues to reduce economic division; and 3) promote positive cultural relations between immigrants and Indigenous Peoples. Respondents reported a greater need for support from government-level and community organizations as well as educational institutions to increase advocacy, collaborations, consultations, funding, leadership, research, and training to aid in these services.
  - The top three priorities that the LMLIP is recommended to focus on for the next 3 years are: (i) Equity, diversity, and inclusion-focused community and systemic initiatives, (ii) Physical and mental health services, and (iii) Resettlement and integration focusing on education, employment, housing, and post-pandemic recovery.