

**Tri-Cities Local Immigration Partnership
Action Plan 2021-2025**



Strategic Priorities & Key Issues	Goals (Proposed)	Proposed Actions	Programs or Partners Involved (proposed)	Timelines (2021- 2025)	Measures
<p>Immigrant Labour Market Integration Barriers faced by newcomers:</p> <ul style="list-style-type: none"> • Difference in job search process in Canada vs. countries of origin • Language barriers • Lack of credential recognition • Lack of Canadian experience 	<ul style="list-style-type: none"> • Immigrant job seekers & service providers increase their awareness of existing labour market services & supports. • More opportunities to support newcomers to obtain meaningful employment through mentorship & networking 	<p>Provide training on resource navigation for service providers and connect service providers?</p> <p>Collaborate with partners to support the organization of a forum for immigrant job seekers</p>	<p>WorkBC Microfinancing/ loan programs, such as Vancity & Windmill Settlement organizations Provincial employment programs Career Paths providers (Douglas College, ISSofBC, MOSAIC) Self-employment programs/ resources (SUCCESS, ISSofBC, BDC, Small Business BC) Libraries Mentorship programs (IECBC) Tri-Cities Chamber of Commerce Local municipalities</p>	<p>2021/2022</p> <p>Annually</p>	<ul style="list-style-type: none"> - Unemployment rate of recent immigrants vs. Canadian-born - Wage gap
<p>Barriers faced by employers:</p> <ul style="list-style-type: none"> • Challenges with recruitment of diverse/ multilingual candidates • Integration of staff from diverse backgrounds • Lack of capacity to research & implement inclusive HR practices • Lack of funding to implement inclusive practices • Issues around cultural differences once newcomers are hired 	<ul style="list-style-type: none"> • Employers are able to access resources to connect them with newcomer talent. • Employers increase their capacity to develop and implement inclusive workplace policies and practices to support the retention and recruitment of newcomer talent. • Stronger partnerships with organizations that represent businesses, such as the Tri-Cities Chamber of Commerce 	<p>In collaboration with partners, TCLIP to coordinate the Diversity in Leadership project to engage businesses/ organizations around strengthening capacity in inclusive policies and practices. Workplace Inclusion Charter that sets out organizations' commitments around implementing inclusive policies & practices & development of supporting resources</p>	<p><i>Tri-Cities Chamber of Commerce Local municipalities Local businesses Equity, Diversity & Inclusion workshop facilitators & mentors</i></p>	<p>April 2021- March 2024</p>	<p>Project specific measures:</p> <ul style="list-style-type: none"> • # of organizations/ businesses engaged per year (determine change per year) • # of commitments implemented per organization per year • Feedback on organizational changes implemented • Feedback on supports received vs. needed • Recommendations to others (behaviour) • Pre & post survey • Length of employment, number of trainings attended

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					<ul style="list-style-type: none"> Race-based data (length of time at entry level job)* dependent on organizational capacity
		<p>1. As part of the Anti-Racism (JEDI) conference, TCLIP to identify 4-5 workshops to support organizations in developing inclusive policies & practices</p>	<p><i>Tri-Cities Chamber of Commerce Local municipalities Equity, Diversity & Inclusion workshop facilitators</i></p>	<p>May 2021</p>	<p># of organizations engaged Behavioural application of learning (feedback) Recommend to others (behavior) % of respondents with deeper understanding of EDI principles # of organizations who participate in other EDI events</p>
<p>Access to & Navigation of Community Services & Information Barriers faced by newcomers:</p> <ul style="list-style-type: none"> Do not know where to find information about various settlement topics Availability of language support when accessing government services (particularly in French- an official language of Canada) Lack of digital literacy skills or hardware necessary to participate in virtual services Eligibility requirements 	<ul style="list-style-type: none"> More newcomers are aware of community services and are able to access needed services in a timely way Stronger collaborations between service providers in supporting clients to navigate Canadian systems 	<p>Collaborate with partners on using communication platforms to share information (including printed materials/ advertising in public spaces)</p> <p>Develop a robust communication plan that engages community leaders and stakeholders to share information on community resources</p>		<p>Ongoing</p>	<p>Reach/ scope of communication materials</p> <ul style="list-style-type: none"> TCLIP website measures E-newsletter measures Social media measures <p># of partners' services/programs featured in e-newsletter and social media posts</p>
		<p>Identify tools and resources to support service providers to learn about existing services and resources</p>	<p>New to BC service listing Arrival Advisor app/ BC 211 Pathways</p>		

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<ul style="list-style-type: none"> • Available & affordable child care • Affordable housing needs • Navigating complex healthcare system (lack of family doctors & culturally appropriate mental health supports) 		<p>A referral system among service providers to make it easier for newcomers to connect with the services they need</p>		2022/2023	
		<p>Connect with local volunteer to act as host/ buddy system to help navigate community resources</p>	<p>Library Champions program Parent Ambassador program Settlement agency volunteer programs Community Volunteer Connections</p>	2023- 2025	
		<p>Organize a Tri-City wide forum around navigating complex systems, such as Digital literacy resources Contact centre for newcomers to receive assistance Housing needs Finding a GP, understanding health care system and mental health supports</p>	<p>Settlement Agency Partners BC Housing Tri-Cities Literacy Committee Healthlink BC Pathways/ FNW Division BC 211</p>	2022- 2025	
<p>Social Inclusion & Civic Engagement of Immigrants Issues/barriers identified:</p> <ul style="list-style-type: none"> • Need for social connections within the community • Lack of knowledge on city bylaws and ways to engage with government • Lack of Inclusion and representation in leadership • Addressing racism/ systemic racism 	<p>Increased visible practices by community organizations and stakeholders which demonstrate engagement and participation of diverse voices.</p>	<p>Collaborate with partners on strategies to engage newcomers and immigrants in community events, including:</p> <ul style="list-style-type: none"> - Identifying opportunities for diverse groups to co-design community events - Opportunities to amplify diverse voices within the community - Identify indicators to measure participation rates of newcomers & immigrants 	<p>Settlement agencies Vancity Douglas College City of Coquitlam phone buddy program SHARE School District Tri-Cities Literacy Committee- Adult Literacy WG</p>		

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<ul style="list-style-type: none"> Promoting tolerance & understanding Indigenous-newcomer relationships 	<p>Increased deliberate practices in community events, organizations (profit, not for profit, and government) which promotes mutual understanding and learning of diverse cultural perspectives.</p>	<p>Share promising practices on engaging diverse cultures and backgrounds</p> <p>Support partners in implementing identified practices</p>	<p>Municipalities Welcome to Coquitlam event Equity, Diversity & Inclusion Roundtable (City of PoCo) <i>City of Coquitlam Multiculturalism Advisory Committee</i></p>		
	<p>Increased community members' understandings of Indigenous cultural perspectives with an emphasis on newcomers and immigrant awareness.</p>	<p>Collaborate with partners on strategies to support newcomer and immigrant awareness of Indigenous history and cultural perspectives, such as:</p> <ul style="list-style-type: none"> Dialogues with Indigenous speakers/ facilitators/ leaders Promote Indigenous-led community events to newcomers/ immigrants Developing tools/ resources to include in LINC curriculum 	<p>Settlement Agencies Tri-Cities Literacy Committee-Adult Literacy WG</p>		
	<ul style="list-style-type: none"> Increased visible efforts/projects by community members, government, non-profit, and profit and other stakeholders that promote diversity, address racism and discrimination. 	<p>Develop initiatives with partners to create safer spaces to discuss racism and discrimination, including developing tools and initiatives that support equity, diversity and inclusion</p> <ul style="list-style-type: none"> JEDI Anti-Racism initiative Resilience BC spoke Diversity in Books Book Club Read in Colour Initiative Tri-Cities Food & Diversity Stories 	<p>Province of BC Libraries Police Resilience BC Networks City of PoCo EDI Roundtable Coq Public Library Anti-Racism Speaker Series (Fall 2021)</p>	<p>Annually</p>	

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		<ul style="list-style-type: none"> Nice to Meet You Project 			
	<ul style="list-style-type: none"> Increased diversity of participation in leadership positions of organizations (government, profit, and non-profit) in the Tri-Cities area. 	Collaborate with partners in coordinating the Diversity in Leadership project to increase diversity in community leadership roles	Vantage Point Municipalities Settlement agencies Community service organizations	2021-2024	Project specific measures: # of participants from diverse backgrounds # of diverse candidates in leadership roles per year # of local leadership opportunities shared # of networking/ connection opportunities between organizational leaders and candidates

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