

LEADING CHANGE. BUILDING COMMUNITY.

Immigration Settlement Strategy Progress Report



Funded by:



Citizenship and
Immigration Canada

Financé par:

Citoyenneté et
Immigration Canada



York Region Local Immigration
PARTNERSHIP
LEADING CHANGE FOR A STRONGER COMMUNITY

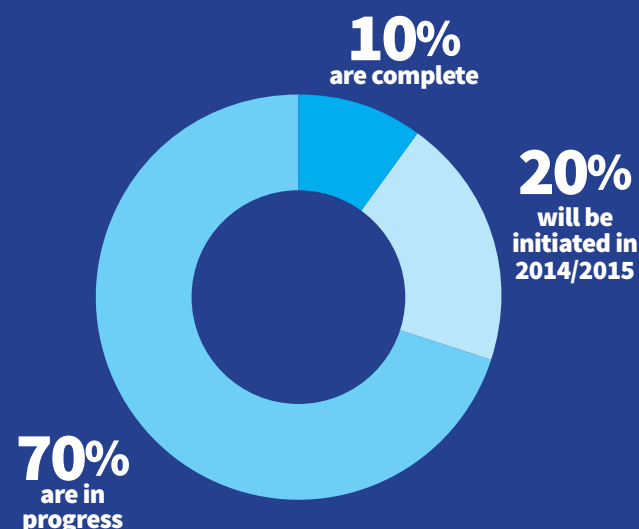
HOW WE GOT HERE

This report shows the midterm progress of the *York Region Immigration Settlement Strategy* that was released in 2011. The Region, in collaboration with the Community Partnership Council (CPC), created this long-term vision to support the well-being of newcomers in an inclusive, welcoming community where all residents can thrive.

An Action Plan, *Leading Change for a Stronger Community*, was also developed to guide the Strategy's progress between 2012 and 2015. Many of these actions are outlined in this report, as measured against the Strategy's five Community Results.

PROGRESS REPORT

Collective Actions



COLLECTIVE ACTION	STATUS UPDATE
<input checked="" type="checkbox"/> Host The Gateway, York Region's first conference for Internationally Educated Professionals	On October 23, 2012, York Region hosted The Gateway conference for Internationally Educated Professionals. More than 485 newcomers and employers attended with more than 80 per cent noting that the workshops were informative, provided helpful tools and increased their level of awareness of available supports
<input checked="" type="checkbox"/> Build Connections Between Libraries	Expanded settlement programming by adding supports and resources for newcomers to all nine local municipal library systems in York Region Trained approximately 100 library staff in northern York Region to help build awareness in serving the diverse community
<input checked="" type="checkbox"/> Enhance Services available at the Immigrant Youth Centre	Successfully built partnerships with approximately six mainstream youth service providers to deliver services at the Immigrant Youth Centre
<input checked="" type="checkbox"/> Build Connections with Diverse Communities	Developed a resource kit with contact information about ethno-cultural groups, media and places of worship to help organizations reach out to the diverse communities in York Region
<input checked="" type="checkbox"/> Engage Funders	Conducted research on traditional and non-traditional funders to identify opportunities to leverage resources to support newcomer integration in York Region
<input checked="" type="checkbox"/> Establish a Municipal Multicultural Reference Group	Established the first region-wide Municipal Multicultural Reference Group to actively engage all nine local municipalities, hospitals, school boards and the United Way of York Region together on diversity and inclusivity in York Region
<input checked="" type="checkbox"/> Enhance Mentorship Partnership Program	Expanded the Mentorship Partnership Program to the City of Markham, Town of Newmarket, York Region District School Board and York Regional Police
<input checked="" type="checkbox"/> Engage Employers	Developed operating guidelines for a three-year project to identify the needs of small and medium employers in York Region, including the hiring of immigrant talent

COMMUNITY RESULT HIGHLIGHTS

At midterm of implementation, 96 per cent of the actions are complete or in progress. Some of these actions are highlighted below.

COMMUNITY RESULT: YORK REGION IS A COMMUNITY THAT IS WELCOMING AND INCLUSIVE

York Region is a community that welcomes newcomers and facilitates their participation in all aspects of community life, the economy and society.

- ✓ The Town of Newmarket played an instrumental role in making a presentation on the Strategy to the six northern municipalities (Town of Georgina, Town of Aurora, Town of East Gwillimbury, Township of King, Town of Whitchurch-Stouffville and Town of Newmarket). Following the presentation, the strategy was endorsed by all six Councils.
- ✓ The City of Markham adopted a new Board and Committee Appointment policy that prioritizes fair and open recruitment of diverse candidates to the City boards and committees. The policy has led to an increase in diversity on boards.
- ✓ York Region Housing York Inc. identified the provision of culturally appropriate services to tenants as part of its Strategic Plan 2012-2016. Housing York will enhance the cultural competencies of its staff training plan and its operating practices.
- ✓ York Region Social Services staff were trained on cultural competency through a web-based module offered through the Hospital for Sick Children.
- ✓ York Region aligned its Community Investment Fund with the Strategy to ensure new funding projects include a newcomer focus.

DID YOU KNOW?

IMMIGRATION

45% of the York Region population are immigrants¹



10,000 to **12,000**

immigrants land in York Region each year²

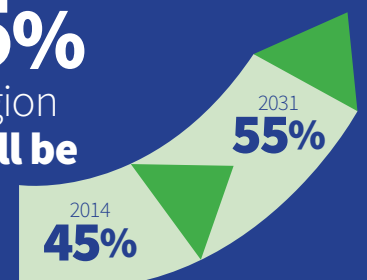


York Region has the **3rd highest** proportion of immigrant population

in the Greater Toronto Area¹



By 2031, **55%** of the York Region population will be immigrants³





Newcomers
make up **30%**
of Ontario's labour force⁵



Over the next
25 years,
immigration will account for
all of the increases in Ontario's
working age population⁵



COMMUNITY RESULT: NEWCOMERS ARE ECONOMICALLY INTEGRATED

Newcomers are able to succeed in the labour market by finding employment that matches their skills and education and are able to earn a livable household income.

- ✓ The Workforce Planning Board developed train-the-trainer modules for 13 Employment Ontario offices in York Region to help newcomers who are 45 years old and over find a job.
- ✓ Job Skills provided workshops to 23 newcomer entrepreneurs looking to start a business in York Region through the Employment Pathways for Newcomers Program.
- ✓ York Region Social Services and the Rehabilitation Network of Canada provided employment support to 17 Internationally Educated Professionals (IEPs) receiving financial assistance from Ontario Works. As a result, six clients found employment. A corporate volunteer placement initiative was also piloted to help 10 IEPs enhance their networks and find employment.
- ✓ York Region Corporate Services placed 10 internationally-trained immigrants in engineering-related internships within Environmental Services. The interns gained the necessary work experience to help them obtain a license in their field. Five of the interns were hired full time by the Region.
- ✓ York Region Emergency Medical Services is piloting a program to help foreign-trained health professionals gain the needed volunteer hours to become certified as a primary care paramedic.

DID YOU KNOW?

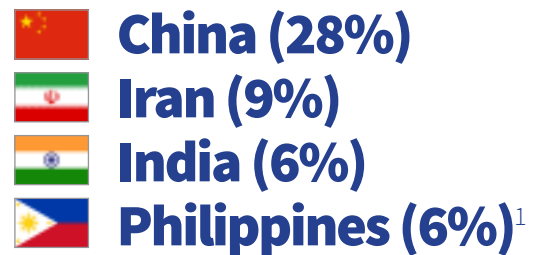
COMMUNITY RESULT: NEWCOMERS ARE SOCIALLY INTEGRATED

Newcomers feel connected, valued and included in their community.

- ✔ Social Enterprise Canada began using an on-demand translation service through telephone and video sessions rather than onsite meetings. Use of on-demand sessions has increased from four sessions per month in 2011 to 22 sessions per month in just the first three months of 2013.
- ✔ The York Region District School Board engaged over 4,000 newcomer students to participate and feel included in their school environment through school clubs, workshops and activities. A mental health lead was also hired to provide support to newcomer students.
- ✔ York Region Public Health trained over 200 staff in understanding how public health initiatives may impact newcomers and how to remove barriers to accessing health services. Staff indicated an increased awareness and willingness to take action to address health equity for priority populations, including newcomers.
- ✔ York Region Transportation and Community Planning provided orientation sessions on the YRT/VIVA services to over 60 front-line service providers at libraries and settlement agencies to help staff educate newcomer clients on taking transit in York Region.

RECENT IMMIGRANTS

Recent immigrants to York Region primarily came from



In 2011

47,725

recent immigrants lived in York Region ¹



COMMUNITY RESULT: NEWCOMERS ARE CULTURALLY INTEGRATED

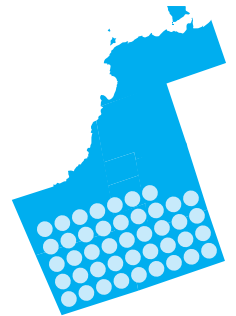
Newcomers are comfortable in sharing, learning and interacting with other cultures in the community.

- ✓ The City of Vaughan provided a public space for cultural communities to learn and interact with each other through presentations, exhibits, and cultural programming. Over 500 people attended cultural celebrations and 100 attended workshops.
- ✓ The City of Markham, in partnership with the Welcome Centres, is developing a Newcomer Recreation Awareness Strategy to promote physical exercise and increase participation in recreational activities among newcomers.
- ✓ The Town of Richmond Hill established a Cultural Leadership Council comprised of 22 diverse community members to improve connections and share information with the diverse cultural communities and to inform the implementation of the Cultural Plan.
- ✓ The Markham Museum and City of Markham engaged over 250 newcomer youth from diverse backgrounds in volunteer and leadership roles through a museum program. Two of the youth received the Ontario Volunteer Service Award from the Ontario Ministry of Citizenship and Immigration.

DID YOU KNOW

DIVERSE COMMUNITIES

43% of the York Region population **identified themselves as visible minorities**¹



77% of York Region residents **have a religious affiliation**, among them:

- ✚ **Christian (55%)**
- ✡ **Jewish (6%)**
- ☾ **Muslim (6%)**
- ॐ **Hindu (5%)**¹

There are more than **200** **distinct ethnic groups** in York Region¹

DID YOU KNOW?

COMMUNITY RESULT: NEWCOMERS ARE POLITICALLY AND CIVICALLY INTEGRATED

Newcomers are empowered to take leadership roles in the community and are able to exercise their rights and responsibilities appropriately.

- ✓ The Centre for Immigrant and Community Services Ontario hosted 42 information sessions to educate 700 newcomers on local government, police and justice systems. These sessions included a tour of the local civic centre and introduction to York Regional Police services. Approximately 80 per cent of the participants noted that the sessions enhanced their knowledge of government and police services.
- ✓ COSTI Immigrant Services informed newcomers of their rights and responsibilities through its Language Instruction for Newcomers to Canada classes, with 85 per cent of the participants reporting an increased level of knowledge of their rights and responsibilities.
- ✓ York Regional Police and the Catholic Community Services of York Region trained more than 210 newcomers on how to volunteer on committees of Council and volunteer boards in York Region (e.g. student and parent councils, boards and committees of organizations, etc.).
- ✓ The United Way of York Region engaged 50 people from diverse communities in their Leadership and Impact Series to build capacity for civic leadership. Over 88 per cent of the participants found the series critical to their leadership development.

Of surveyed organizations that serve immigrants in York Region:

60% increased programs and services for newcomers in the past five years⁴

41% plan to expand newcomer programs and services in the next five years⁴

69% offer services in a language other than English⁴

81% involved newcomers in a volunteer leadership, planning, or decision-making role⁴

86% implemented ethno-cultural diversity or inclusion policies, practices or initiatives⁴

Source

¹ Statistics Canada, 2011 National Household Survey.

² Citizenship and Immigration Canada, RDM, Permanent Residents Facts and Figures 2012 data extract.

³ Regional Municipality of York, Office of the CAO, Long Range Planning Branch, Population Projections 2031.

⁴ Regional Municipality of York, Community and Health Services, Strategies and Partnerships Branch, Local Immigration Partnership, Survey of Newcomer Supports, 2013.

⁵ Ontario Ministry of Citizenship and Immigration (2014). Strengthening immigration in Ontario: New legislation to help attract more skilled immigrants, boost economic growth [News release]. Retrieved on March 4, 2014 from <http://news.ontario.ca/mci/en/2014/02strengthening-immigration-in-ontario.html>.

COMMUNITY PARTNERSHIP COUNCIL MEMBERS:

Mayor Frank Scarpitti (Co-Chair), City of Markham

Stephen Lam (Co-Chair), Catholic Community Services of York Region

Bill Fisch, Chairman and CEO, Regional Municipality of York

Lina Bigioni, Regional Municipality of York

Mayor Tony Van Bynen, Town of Newmarket

Robert Cazzola, COSTI Immigrant Services

Patricia Cousins, Social Enterprise for Canada

Nella Iasci, Job Skills

Al Wilson, Workforce Planning Board

Margaret Eaton, Toronto Region Immigrant Employment Council

Ricky Veerappan, York Regional Police

Stav D'Andrea, Mackenzie Health

Tricia Myatt, Town of Richmond Hill

Mirella Tersigni, City of Vaughan

Sandra Tam, City of Markham

Moy Wong-Tam, Centre for Information and Community Services of Ontario

Leanne Rosteing, York Catholic District School Board

Cecil Roach, York Region District School Board

Serge Paul, Conseil Scolaire Viamonde

Janice Chu, United Way of York Region

Jon Olinski, Seneca College

EX-OFFICIO MEMBERS

Shana Getty, Citizenship and Immigration Canada

Catherine Campbell, Ontario Ministry of Citizenship and Immigration

Sandy McMillan, Ontario Ministry of Training, Colleges and Universities

Lily Koeshkerian, Service Canada

Nancy Lum-Wilson, Central Local Health Integration Network

The *York Region Immigration Settlement Strategy* is part of the Local Immigration Partnership initiative which is funded by Citizenship and Immigration Canada.

For more information about the York Region Immigration Settlement Strategy and Action Plan visit www.yorkwelcome.ca and click on Local Immigration Partnership.



The York Region Immigration Portal is a one-stop, community-based website for newcomers and anyone who is new to York Region. It has information about local government services, community programs, and supports.

For more information visit www.yorkwelcome.ca