

DIVERSITY AND IMMIGRATION COMMUNITY PLAN 2016-2019



Durham Diversity and Immigration Community Plan 2016-2019



The Local Diversity and Immigration Partnership Council (LDIPC) is pleased to release the second Durham Diversity and Immigration Community Plan. The 2010-2015 Plan was the first time the community came together to explore the concepts of immigration as an economic imperative; why creating a culture of inclusion is important; and the shared responsibility of successful settlement of newcomers. As a result of that first plan, there is much to be proud of across the region. Members of the LDIPC, for example, have demonstrated how they, as institutional leaders, operationalize and institutionalize processes and policies that incorporate the needs of all populations into planning processes. Through their organizations, they have led the way by creating, sharing, borrowing and replicating good ideas and inclusive practices across Durham Region.

Consultations revealed that efforts to advance diversity and inclusion in the community matter and are having a positive impact. More institutions and organizations have incorporated the principles of diversity and inclusion into foundational documents. Employers are reducing barriers and funders understand Durham Region better. Communication, education and information are valued giving service providers and the public the language they need to articulate what inclusion means to them.

“The single story creates stereotypes, and the problem with stereotypes is not that they are untrue, but that they are incomplete. They make one story become the only story.”

– Chimamanda Ngozi Adichie

Revealed too, was an expressed desire to see the entire community do more, learn more, be better at asking the tough questions and challenging assumptions. These are difficult tasks that will require the best of each of us. The 2016-2019 plan will guide the work of the community moving forward, underscoring the commitment to public education (information), employer engagement, encouraging active citizenship and frank dialogue. We are all leaders, responsible for being informed and understanding how we impact others and the world around us. The LDIPC remains committed to keeping the conversation going and building on the momentum of our collective successes to build the best possible Durham Region.

There are four areas of priority in the Diversity and Immigration Community Plan 2016-2019. In the pages that follow each of these priority areas are detailed. In keeping with the ongoing commitment to using Results-based Accountability¹ (RBA) as the evaluation framework, three results have been identified for each area of priority. These results are the end outcomes that we will track and work towards over 2016-2019.

¹ Results-based Accountability is the evaluation framework used in the Diversity and Immigration Community Plan Report Cards. These are online at http://www.durhamimmigration.ca/about/community_plan/.

A low-angle, upward-looking photograph of five diverse individuals (three women and two men) smiling broadly and looking towards the camera. They are arranged in a circle, with their heads tilted upwards. The background is bright and slightly blurred, suggesting an indoor setting with natural light. A semi-transparent blue rectangular box is overlaid on the upper portion of the image, containing the title and subtitle text.

Areas of Priority

The Local Diversity and Immigration Partnership Council (LDIPC) works with community stakeholders to create welcoming communities across Durham Region.

Priority 1

Create a culture of inclusion

All residents of Durham Region, whether they are newly arrived or have been in Durham for generations, have a right to fully participate in their community. Inclusive communities ensure that all people have a right to and a responsibility for civic engagement, labour force participation, and social inclusion. By creating a culture of inclusion, all Durham residents will benefit.

It takes an entire community to create a culture of inclusion, to successfully welcome, integrate and settle newcomers. All residents, working in partnership, can contribute to the suite of services necessary for successful settlement and integration. Newcomers are families, extended families and individuals with independent needs. Growing the capacity of all service providers in Durham Region will result in improved and accelerated settlement outcomes for Durham residents.

“Many employers agreed that Canadian work experience is actually a euphemism for understanding the Canadian workplace culture and having the soft skills to adapt to this culture.”

– *Maytree, 2015*



Results

1. Diversity is valued in local communities and intolerance and discrimination are challenged.
2. Diverse populations are engaged and represented in civic affairs.
3. Agencies, organizations and institutions have an understanding of newcomer needs and incorporate those needs into planning processes.

Priority 2 Support labour market attachment of newcomers

An integral component of local labour market and economic development strategies is to establish Durham Region as a community that actively welcomes and values the experience and training that all residents possess. Newcomers bring a wealth of technical skills, knowledge and international industry contacts to the Canadian economy. Ensuring that newcomers and local employers find a mutually beneficial match is critical to building a strong, resilient economy.

Ontario's Immigration Strategy acknowledges that “mastering language fluency and cross-cultural communication quickly is critical for immigrant success and building strong, two-way global connections in our economy.”² Programs exist in Durham that provide both newcomers and employers with opportunities to learn about each other thereby decreasing barriers to employment for newcomers. The Enhanced Language Training (ELT) program, for example, provides newcomers with language skills for the workplace as well as providing Canadian work experience through internships. The Mentorship Training Program (TMP) pairs newcomers with experienced professionals, providing newcomers with insights into their field of work and access to professional networks. Supporting and promoting innovative programs such as these fosters a welcoming community that allows all residents to contribute their best.



Results

4. Newcomer-focused labour market partnerships are supported and promoted.
5. Settlement, integration services and employment supports for newcomers are coordinated at the community level.
6. Agencies, organizations and institutions understand and promote settlement resources to newcomer clients.

Priority 3 Engage employers in attracting and retaining a diverse workforce

“Immigration is not a one-way ticket. Newcomers to Ontario arrive with vital ties and connections to their former homelands that can be leveraged to produce economic growth and prosperity for Ontario.”³ There is a worldwide competition for the best and brightest. To attract skilled workers to Durham, employers need information and tools to assess credentials and experience. There are a variety of resources available to assist employers to do this, including employer and business associations, human resource professionals and employment service providers. Attracting newcomers is only one half of the equation. Retaining skilled workers is important to economic growth and to deepening the pool of talent in Durham Region. Ensuring the relationship between new employee and employer is a good one requires adaptation and learning on both sides. Promoting best practices and innovative ways to achieve mutually beneficial working relationships is critical.

“...newcomers think they have adequate communication and language skills but employers do not.”
– *Maytree, 2015*

Results

7. Chambers of Commerce and Boards of Trade understand and promote tools and resources for hiring and retaining a diverse workforce.
8. Employment service providers understand and promote tools and resources for hiring and retaining a diverse workforce.
9. Local employers support programs that provide Canadian work experience to newcomers.



Half of those holding degrees in science and technology, engineering, math and computer sciences in Canada **were born outside of Canada.**
(Source: Statistics Canada, 2011)

³ Ontario's Immigration Strategy http://www.citizenship.gov.on.ca/english/keyinitiatives/imm_str/strategy/index.shtml

Priority 4 Support two-way integration of diverse populations

Integration is a two-way process; newcomers to a community need to explore and learn and the host community needs to take the time to ask questions and seek mutual understanding. Host communities may change and alter the way things have always been done, new holidays may be celebrated, new games played and new languages may be added to translation services. Newly arrived community members will change as well, and they must be provided with the information to make that change a positive process – whether it's information about putting out the recycling bins or information about the importance of the Charter of Rights and Freedoms to everyday life. Providing opportunities for that two-way learning and eventual two-way integration is a role that all members of the host community can play.



Results

10. Volunteering and opportunities for civic engagement are promoted to newcomers, especially newcomer youth.
11. The rights and responsibilities of life in Canada are celebrated and promoted to newcomers.
12. The Local Diversity and Immigration Partnership Council (LDIPC) continues to act as an incubator for ideas, measuring trends, identifying needs and mobilizing the appropriate community resources to meet those needs.



“Newcomers complement the skills of the domestic labour force, bring new investments and innovative practices, help to open trade routes with their countries of origin and enhance cultural diversity.”

– TD Economics, 2012

Thank you to the more than 100 sector-specific stakeholders and more than 375 Durham residents who responded to the online public survey used to inform this plan. We know that Durham is home to a diverse population that includes seniors, youth, people with disabilities, Aboriginal people, newcomers, the LGBTQ community, the francophone community and others. We know many languages are spoken, faiths observed and different forms of recreation take place in Durham. Durham Region is full of all sorts of music, art and foods. We are extremely fortunate to be home to such a rich variety of people, interests and cultures in this community. Anything less would be less - less rich, less interesting. We know we must continue to learn and continue to ask questions and challenge ourselves. We must continue to work with the business community to develop local practices that bring to life the principles of inclusion and diversity. We look forward, together as a council and a community, to championing the work in the Durham Diversity and Immigration Community Plan.



Dr. Hugh Drouin
Co-Chair, LDIPC
Commissioner of Social Services
Region of Durham

Regional Councillor Lorne Coe
Co-Chair LDIPC
Chair of the Health & Social Services
Committee

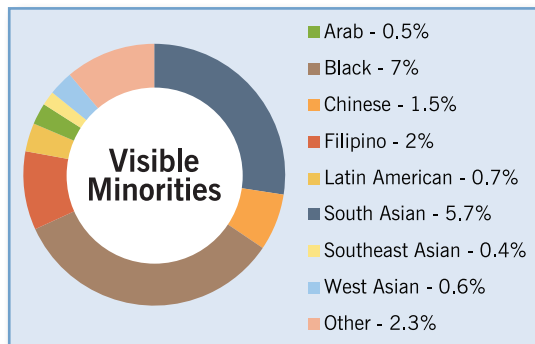


4:1 = Canada's worker-to-retiree ratio TODAY
2:1 = Canada's worker-to-retiree ratio in 2035
(Source: Conference Board of Canada, 2015)

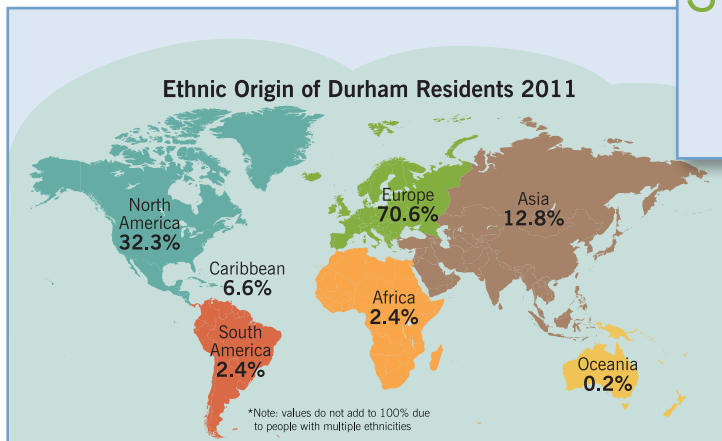
DIVERSE POPULATIONS⁴

2011 CENSUS

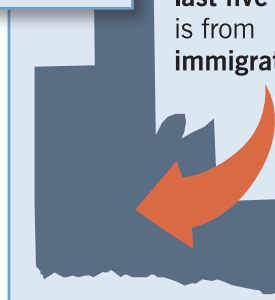
Population of Durham Region	608 124	
Residents who identify as visible minorities ⁵	20.4%	124 250
Seniors (over age 65)	12.1%	73 160
Youth (under age 15)	18.6%	113 111
LGBTQ community ⁶	10.0%	60 812
Immigrants	20.7%	125 840
People with a disability ⁷	15.4%	95 475
Francophone (French as mother tongue)	1.6%	9 925
Aboriginal people	1.5%	8 905



Home language other than English:



2/3 of the population growth in the last five years is from immigration



⁴ All statistics and definitions are taken from the 2011 Canada Census and 2011 National Household Survey unless otherwise noted.

⁵ The Employment Equity Act defines a visible minority as “persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour.”

⁶ There have been no national census questions to identify the number or proportion of LGBTQ members in a community, however, ten per cent (10%) is the most commonly used number by agencies working with the LGBTQ community.

⁷ Based on numbers released by Statistics Canada in Prevalence of disability for adults by sex and age group, Ontario, 2012 <http://www.statcan.gc.ca/pub/89-654-x/2013001/tbl/tbl1.7-eng.htm>.

**If this information is required in an accessible format,
please contact 1-800-372-1102 ext.2760**

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The LDIPC defines diversity as the presence of a wide range of human qualities and attributes within a group, organization, or society. The dimensions of diversity include, but are not limited to, ancestry, culture, ethnicity, gender, identity, language, physical and intellectual ability, race, religion, sex, sexual orientation, and socioeconomic status.

With thanks to the Durham District School Board for this definition



Immigration, Refugees
and Citizenship Canada

Immigration, Réfugiés
et Citoyenneté Canada



For more information visit www.durhamimmigration.ca or email ldipc@durham.ca