



# Community Progress Report: Local Immigration Partnership

## Sault Ste. Marie

### 2009 - 2013



**SAULT STE. MARIE  
LOCAL IMMIGRATION PARTNERSHIP**

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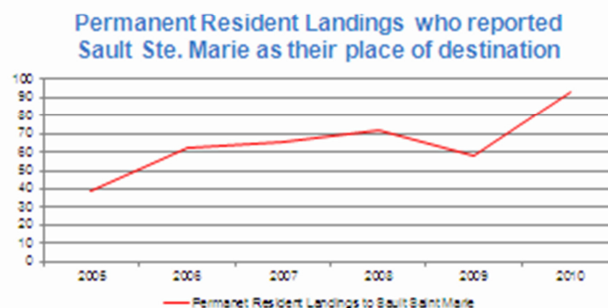
## Background

Sault Ste. Marie, like most of Canada is experiencing an aging population as well as low birth rates and an overall declining population. In August 2008, a Population and Household Projections Report was delivered to City Council by the City of Sault Ste. Marie Planning Division. This report projects the City's population and subsequent housing demands through 2026. As a result of this report and other Federal and Provincial statistical research, it is clear that Sault Ste. Marie is embarking on an aging-workforce which will cause labour challenges as the retirement rates increase and less people are entering the workforce.

City leaders immediately took interest in the adoption of initiatives that would focus on attracting and retaining immigrants to Sault Ste. Marie. The first Canada-Ontario Immigration Agreement, signed in 2005, allowed for the City of Sault Ste. Marie to secure funding through the Ministry of Citizenship and Immigration in 2008, to develop, launch and maintain an Immigration Web Portal, [www.discoverthesault.ca](http://www.discoverthesault.ca). The immigration web portal is used as the Local Immigration Partnership's main communication tool.

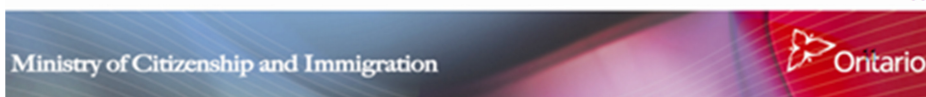
In recent years, Sault Ste. Marie has seen the addition of new foreign owned businesses and the attraction of foreign trained professionals possessing skills necessary for our labour force, bringing an increase of cultural diversity to our community. International student enrollment at both local post-secondary institutions continues to increase significantly, with numbers more than tripling each year. With these factors and other development trends, the number of permanent resident landings who reported Sault Ste. Marie as their place of destination has more than doubled during the last six years (Ministry of Citizenship and Immigration, Immigration Data – Ontario Regions and Sault Ste. Marie).

### Sault Ste. Marie



- The number of permanent resident landings who reported Sault Ste. Marie as their place of destination has more than doubled during the last 6 years.
- These numbers do not include secondary intra/inter-provincial migration.

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While immigration to Sault Ste. Marie continues to increase, the trend of where the immigrants have traditionally come from has been shifting. Most immigrants to Sault Ste. Marie come from the United States, Argentina, China and India. With the influx of new immigrants to the community since 2006 and the increased importance of attracting and retaining immigrants, several key areas requiring development and enhancement began to surface.

## Sault Ste. Marie

**Countries of origin of Permanent Resident landings to Sault Ste. Marie (2005 – 2010)**

Country Of Birth	2005	2006	2007	2008	2009	2010	Grand Total	%
United States of America	x	19	16	20	24	15	101	26.0%
Argentina	x	x	10	16	x	17	53	13.6%
People's Republic of China	x	13	x	x	x	x	32	8.2%
India	x	x	x	x	x	13	26	6.7%
United Kingdom and Colonies	x	x	x	x	x	x	16	4.1%
Mexico	x	x	x	x	x	x	16	4.1%
Bangladesh	x	x	x	x	x	x	11	2.8%
Jamaica	x	x	x	x	x	x	11	2.8%
Republic of Korea	x	x	x	x	x	x	11	2.8%
Federal Republic of Germany	x	x	x	x	x	x	x	1.8%
Other Countries (52)	12	13	20	25	11	24	105	27.0%
<b>Grand Total</b>	<b>39</b>	<b>62</b>	<b>65</b>	<b>72</b>	<b>58</b>	<b>93</b>	<b>389</b>	<b>100.0%</b>

X= Less than 10

- Most immigrants to Sault Ste. Marie come from the United States (26%), Argentina (14%), China (8%) and India (7%).
- Immigrants to Sault Ste. Marie during the last 6 years came from more than 60 different countries.

Statistics Provided by Ministry of Citizenship and Immigration



The City of Sault Ste. Marie answered a call for proposals to be the lead organization of the Local Immigration Partnership through the Department of Citizenship and Immigration Canada. In September 2009, the Sault Ste. Marie Local Immigration Partnership began with a group of 40 members representing 30 local organizations from all sectors as well as immigrants. Local program and service providers, educational institutions, employers and labour organizations eagerly embarked upon the LIP process, not as a means of evaluating their own performances or shortfalls, but as a means of identifying opportunities to enhance the entirety of the system in order to better meet the needs of immigrants to Sault Ste. Marie.

As the Local Immigration Partnership continues through the 2012-13 fiscal year, we are now a community working group made up of over 50 members, a LIP Council, and 4 sub-committees, all with a common goal of creating a welcoming community for all immigrants to Sault Ste. Marie.

## About the Local Immigration Partnership

### History

In November 2005, Ontario signed the first Canada-Ontario Immigration Agreement (COIA) with the federal government. Through the Agreement, federal funds are provided for settlement and integration programs and services in Ontario communities, and for innovative services and delivery mechanisms to improve outcomes for newcomers. The Agreement recognizes that municipalities have an important role to play with respect to the integration of newcomers.

The Municipal Immigration Committee (MIC) was established under COIA to explore municipal interests in immigration, and is co-chaired by CIC, the Ontario Ministry of Citizenship and Immigration and the Association of Municipalities of Ontario. Through the MIC, municipalities from across the province have identified attraction and retention as well as settlement and integration as key priorities. Further, the MIC highlighted the need to propose new strategies and structures to address complex social issues and service gaps. Consequently, LIPs were introduced through COIA.

Local Immigration Partnerships originated from two calls for proposals in 2008. One targeted communities throughout Ontario, and the other was directed at neighbourhoods in Toronto. The calls were issued by CIC in partnership with its Ontario counterpart to establish strategic partnerships that would co-ordinate and enhance services and programs with CIC as the funder for all agreements. The calls for proposals were flexible with reference to applicants, recognizing that local leadership in immigration can vary depending on the place.

- *Local Immigration Partnerships: Building Welcoming and Inclusive Communities through Multi-Level Governance*, Kathleen Burr, Policy Analyst, CIC.

*“When newcomers come to Canada, we offer them many different services. We try to help them find the services they need to settle comfortably into new lives, new careers – everything from language improvement, to employment and housing, to social services or simply learning how to get around their communities, finding the shops, the clinics, the services that they need. I can’t overemphasize the importance of this kind of service. It’s absolutely crucial to that welcoming spirit, and to that pathway towards success that we want immigrants to experience...We all must commit to facilitating the arrival of the best and brightest to this country – now and in the future. And we all have a success in ensuring their success.”*

-Chris Alexander, Minister of Citizenship and Immigration, September 26 2013

## **Project Description**

Local Immigration Partnerships (LIPs) will provide a collaborative framework to facilitate the development and implementation of sustainable solutions for the successful integration of newcomers to Ontario that are local and regional in scope.

## **Required Activities**

To achieve the overall objective of the project, the Service Provider Organization (SPO) agrees to conduct these activities during the funding period and as otherwise specified in this agreement:

- To establish a partnership council made up of a diverse range of representatives from the community.
- To assist non-settlement service providers and the community in developing a greater understanding of newcomer needs and services.
- **To support program delivery by**
  - **Collecting and reporting on newcomer service delivery;**
  - **Monitoring service delivery to newcomers in the community**
  - **Recommending improvements to program and service delivery;**
  - **Conducting research and program assessments;**
  - **Planning and conducting needs assessments;**
  - **Working with other service providers and funders;**
  - **Building or enhancing the capacity of service providers to deliver services to newcomers.**

### *Mission*

*Sault Ste. Marie Local Immigration Program is focused on creating a working local immigration strategy identifying gaps and strengths within the community for newcomers, with the development of a coordinated community group made up of agencies and organizations that help ease immigrant access into the labour market and support their integration into Sault Ste. Marie.*

### *Vision*

*The city of Sault Ste. Marie will be perceived as a vibrant, diverse, welcoming community offering opportunities and services in the labour market, education system as well as socially making Sault Ste. Marie an ideal city for newcomers to live, work, learn and play.*

## Meet the Sault Ste. Marie Local Immigration Partnership

### Local Immigration Partnership Council and Committees

The Local Immigration Partnership has grown to include approximately 50 community organizations representing local/regional government, immigrant serving agencies, language training providers, employment service providers, local associations, economic development corporations, educational institutions, cultural clubs and newcomers.

### LIP Council



The Local Immigration Partnership Council considers and provides recommendations on various aspects of the program's recommended design and implementation strategy, distribution of information and action on further research and results. A strong and knowledgeable Local Immigration Partnership Council is a key component to further immigration strategic development and growth in Sault Ste. Marie and we thank every member of our team for all of their efforts and dedication.

### 2013-14 Local Immigration Partnership Committee Break Down

#### Awareness Committee

Status: Standing

Mandate: To plan and deliver LIP Community Awareness Campaigns that promotes cultural diversity and racial harmony in Sault Ste. Marie. The Awareness Committee is responsible for implementation of communications plans, commercial concept development and all marketing/advertising. Awareness Committee meets monthly April to March.

Membership: Open – current members include: City of Sault Ste. Marie, Sault Community Career Centre, Algoma District School Board, Superior Chrysler, City Councillor, CTV, United Way, Newcomers.

## **Forum Committee**

Status: Standing

Mandate: To plan and deliver the Annual Immigration Forum held every February. Forum Committee is responsible for arranging guest speakers, developing agenda and organizing all other details of the event. The Forum Committee meets bi-weekly September to February.

Membership: Open – current members include: City of Sault Ste. Marie, Sault College, Sault Community Career Centre, Newcomers, Algoma Workforce Investment Committee.

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## **Racial Harmony Committee**

Status: Temporary

Mandate: To develop a Resolution for City Council focused on Racial Harmony and implement a strategy that would engage SSM Organizations, Boards and Local Businesses in the community to annually publicly support the City's resolution in the weeks leading to Diversity Week and Passport to Unity

Membership: Closed – Current members: City of Sault Ste. Marie, Algoma District School Board, Huron Superior Catholic District School Board, Algoma University, Sault Community Career Centre, United Way, YMCA, Francophone Community Rep, Garden River, Ministry of Training Colleges and Universities, Baawaating Family Health Team, Sault College, Sault Ste. Marie Police.

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## **Communications Committee**

Status: Temporary

Mandate: To develop a LIP Communications Plan containing key messages promoting racial harmony for community organizations to use at key local events/activities.

Membership: Closed

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## **Invitational Community Committee**

Status: Temporary

Mandate: To develop an Inviting Community Concept for Sault Ste. Marie to educate local organizations on the importance of using this framework to assist in the development of culturally competent policies, programs, and places. The Inviting Community Concept is based on the "Fundamentals of Invitational Education" model.

Membership: Open

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## **Focus Area Working Groups – Beginning January 2014**

Status: Temporary

Mandate: To understand and promote the importance of cultural competence within all areas of the community by researching and reporting on existing or pending gaps/needs in each specific area and create an action plan with community partners for development and enhancement of programs and services.

Objectives: Analyze six focus areas with an understanding of cultural competence elements to:

- Increase availability of cultural diversity awareness training and workshops
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- Provide a “Welcoming Community for All” through development and enhancements of culturally competent policies, programs and places.
- Ensure the community is aware of cross-cultural communication practices, inviting community concept and elements of cultural competence and encourage the use of each in all workplaces, businesses and schools.
- Encourage implementation of individual cultural competence action plans within organizations each sector

Membership: Members of 6 Focus Area Working Groups and LIP members

The following is a description of each focus area working group that will be developed and the overall goal of each action plan:

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**Settlement Services**

Status: Temporary

Objectives: Analyze this focus area with an understanding of cultural competence elements to:

- Ease settlement and integration processes for immigrants and newcomers to Sault Ste. Marie
- Promote awareness of existing settlement service providers and services offered to increase referrals.
- Ensure service will be easily accessible and within one main location
- Encourage implementation of individual cultural competence action plans within organizations in this sector

Membership: Open

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**Education**

Status: Temporary

Objectives: Analyze this focus area with an understanding of cultural competence elements to:

- Increase awareness of immigration and cultural diversity in all local school boards and post-secondary institutions.
- Ensure all levels (Elementary, Secondary, Post-Secondary) are able to provide equitable and inclusive education with necessary programs and support services for newcomers
- Create a positive and welcoming environment for all immigrant/newcomer students and families.
- “Build Welcoming Schools Through Families”
- Encourage implementation of individual cultural competence action plans within organizations in this sector

Membership: Open

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## **Employment**

Status: Temporary

Objectives: Analyze this focus area with an understanding of cultural competence elements to:

- Attract and retain Internationally Trained Professionals to Sault Ste. Marie
- Develop and enhance employment services to assist newcomers trying to obtain employment in Sault Ste. Marie
- Continue development of welcoming and inclusive workplaces to ensure newcomers receive fair and equal access to employment
- Ensure up to date labour market information is available and accessible through strong partnerships for all strategic planning
- Encourage implementation of individual cultural competence action plans within organizations in this sector

Membership: Open

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## **Health Care**

Status: Temporary

Objectives: Analyze this focus area with an understanding of cultural competence elements to:

- Build strong partnerships with Health Care providers in Sault Ste. Marie to ensure necessary programs and support services are easily available and convenient
- Develop and enhance service to assist immigrants in receiving accurate information and documentation for Health Care
- Promote existing and newly developed services to newcomers through presentation and proper referral
- Encourage implementation of individual cultural competence action plans within organizations in this sector

Membership: Open

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## **Cultural Celebration**

Status: Temporary

Objectives: Analyze this focus area with an understanding of cultural competence elements to:

- Promote Diversity Week in Sault Ste. Marie to reach all residents of the community
- Encourage inclusive cultural celebration all year round in Sault Ste. Marie
- Create opportunities for the community to learn about new cultures that are present in Sault Ste. Marie.
- Encourage and embrace the cultural diversity in Sault Ste. Marie through support of new businesses, restaurants and cultural groups.

Membership: Open

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## **Sports and Recreation**

Status: Temporary

Objectives:

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- Encourage diverse sports and recreational activities to be organized and offered in Sault Ste. Marie
- Build strong partnerships with organizations and groups that organize sports and recreation in Sault Ste. Marie
- Enhance communication to immigrants/newcomers for easier access to sports and recreational activities offered in the community.

Membership: Open

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## Overview 2009-2013

The concept of “Creating a Welcoming Community” for all newcomers is one that requires the participation and determination of an entire City in order to achieve. The Local Immigration Partnership represents a collaborative community working group made up of members from all sectors of Sault Ste. Marie that have vested interest in the attraction and successful integration of immigrants to our City.

In June 2010, City Council approved the LIP Settlement Strategy entitled “Creating a Welcoming Community”. The development of this community settlement strategy was made possible by the contributions of local employers, education, health care professionals, service providers, local residents, immigrants, and government officials. Focus group sessions, key stakeholder interviews and community consultations were held to collect data and information regarding immigrant services in Sault Ste. Marie.

Since the release of the “Creating a Welcoming Community” settlement strategy, the members of the Local Immigration Partnership along with the community at large have been working diligently throughout the many phases of this initiative to plan and deliver the outlined recommendations. Programs and services specifically geared to assisting immigrants in Sault Ste. Marie have increased since last reported in 2009.

The Sault Ste. Marie Local Immigration Partnership has successfully completed four phases since September 2009.

Phase one was dedicated to community based research. Data was collected covering three major focus areas: Community Immigrant Statistics, Service Provider Research and Capacity Research. Sector specific focus groups, public consultations, stakeholder interviews and surveys were used to gather information to identify gaps in programs and services for immigrants.

Phase one was extended for four months which was required for Report Development and Delivery. During this phase all research gathered was organized into four main recommendations which would make up the Community Settlement Strategy. In June 2010, the Settlement Strategy was brought to City Council and approved as a working document for Sault Ste. Marie.

Phase two focused on seeking community input to prioritize recommendations in the settlement strategy. Along with prioritization came the formation of two sub-committees that would plan and deliver the first Community Awareness Campaign and Immigration Forum in Sault Ste. Marie.

Phase three began the Implementation Phase which focused on researching the development of a Newcomer Welcome Centre and launching an awareness campaign targeting Business/Employers and the Education sectors. Cultural Sensitivity Training was introduced as a pilot project within the City of Sault Ste. Marie’s Social Services Department and the 2<sup>nd</sup> Immigration Forum was held in February 2012.

Phase four continued with implementation of the Settlement Strategy. Included in this phase was research into the expansion and interest to include the Algoma District in LIP and the delivery of a Racial Harmony Resolution, face-to-face interviews with community stakeholders for focus area action plan and the delivery of the 3<sup>rd</sup> Annual “Unity in Diversity” Immigration Forum.

Phase 1 – Research Phase

Phase 1 Continued – Report  
Development and Delivery

Phase 2 – Planning and  
Prioritization

Phase 3 – Implementation

Phase 4 – Continuation of  
Implementation

## 2009 to 2012 Progress Report Chart

Initiative: Local Immigration Partnership

Start Date: September 2009

End Date: Ongoing

<b>Phase One – Research Phase September 2009 to March 2010</b>			
<b>Action Item</b>	<b>Description</b>	<b>Partners/Committee/Sources</b>	<b>Timeline</b>
<b>Statistics Research</b>	SSM Immigration Statistics: Language, Place of Origin, Immigration Period, etc.	Information Source: Statistics Canada, 2006 Census Partners: Innovation Centre - Mapping	September 2009 To December 2009
<b>Service Provider Research</b>	Available services and programs for immigrants in SSM	Partners: New to the Sault, Northland ESL, Algoma University, City of SSM – Immigration Web Portal Staff	September 2009 To December 2009
<b>Capacity Research</b>	SSM Statistics and Future Projections: Population, Housing, Service Providers, Labour Market, etc.	Information Source: Statistics Canada, 2006 Census Partners: City of SSM – Planning Dept., AWIC, City of SSM – Social Services Dept.	September 2009 To December 2009
<b>Sector Specific Focus Groups</b>	6 Sector Focus Groups and 17 Stakeholder Interviews	See below	January 2010 To May 2010
<b>a. Social Services</b>	Representatives from the Social Services sector in SSM	Partners: City of SSM, YMCA, John Howard Society, Algoma Legal Clinic, Big Sisters Association of SSM, MTCU, Sault Community Career Centre/New to the Sault, Community Living Algoma, CTV, United Way	January 2010
<b>b. Business/Employers/</b>	Representatives from the	Partners: Sault Downtown	

<b>Employment Services/ Labour</b>	Employment and Labour sector in SSM	Association, Fuzed Notions, SSM Public Library, Sutherland, Transcom, Cross Country Automotive Services, Indian Friendship Centre, Essar Steel Algoma, Tenaris Algoma Tubes, AWIC, City of SSM	February 2010
<b>c. Education</b>	Representatives from the Education sector in SSM	Partners: Algoma District School Board, Huron Superior Catholic District School Board, Algoma University, Sault College, Contact North, Indian Friendship Centre, Northland Adult Learning Centre, ZAD Consulting – Practice Firm, City of SSM	March 2010
<b>d. Culture/Recreation</b>	Representatives from the Culture and Recreation sectors in SSM	Partners: YMCA, SSM Museum, Francophone Centre, Algoma Latin Association, Algoma Multicultural Centre, New to the Sault, Algoma University, Arts Council of SSM, Algoma Legal Clinic, George Leach, Sault Amateur Soccer Association, CTV, City of SSM	March 2010
<b>e. Newcomers/Immigrants</b>	Newcomer/Immigrant Representatives in SSM	Partners: Algoma University SPELL Program, Algoma University International Students, Northland Adult Learning Centre – ESL Class, Public Consultation Participants	December 2010 To February 2010
<b>f. Public Consultations</b>	2 Public Consultations held at the Civic Centre	Partners: Residents of Sault Ste. Marie	March 2010
<b>g. Stakeholder Interviews</b>	17 Stakeholder Interviews conducted.	Partners: Essar Steel Algoma, United Steel Workers of America, Tenaris	September 2009 To

		Algoma Tubes, United Way, Algoma Multicultural Centre, Group Health Centre, Sault Area Hospital, Canada Border Service Agency, Algoma Public Health, SSM Accessibility Committee, New to the Sault, Chamber of Commerce, SSM Emergency Medical Services, Francophone Centre, Northland Adult Learning Centre, Economic Development Corporation, CSTEC, AWIC, YMCA	May 2010
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**Phase One Continued – Report Development and Delivery**

March 2010 to June 2010

<b>Action Item</b>	<b>Description</b>	<b>Partners/Committee/Sources</b>	<b>Timeline</b>
<b>Compile Research</b>	Analyze all statistical research gathered from Sept. to Dec.: Develop graphs, Mapping, Comparisons	Partners: City of SSM – Planning Dept., Innovation Centre, LIP Membership	March 2010 To June 2010
<b>Compile Focus Group Results</b>	Gather all information from focus groups: compare results, find common recommendations, etc.	Partners: Economic Development Corporation, LIP Membership	March 2010 To June 2010
<b>Development of Settlement Strategy</b>	Gather all information from research phase and create settlement strategy based on main recommendations from all sectors and groups specific to immigration issues in SSM.	Partners: City of SSM – C.A.O’s Office, City of SSM – Social Services Dept., Economic Development Corporation, LIP Membership	May 2010 To June 2010
<b>Formation of the Pan – Northern Immigration Committee</b>	The LIP’s from all Northern Ontario Communities have come together to address issues that this area has in common. Northern Ontario will have better representation at events through this committee.	Partners: North Bay, Sudbury, Timmins, Thunder Bay	April 2010
<b>Report Strategy to City Council</b>	“Creating a Welcoming Community for All” Settlement Strategy brought before Council and endorsed by Council.	Partners: City of SSM – C.A.O’s Office, City of SSM – Social Services Dept., Economic Development Corporation, LIP Membership	June 2010
<b>Report to Citizenship and</b>	Approved report submitted to		June 2010

<b>Immigration Canada</b>	Citizenship and Immigration Canada, with proposed work plan for extended LIP phase.		
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**Phase Two – Planning and Prioritization**

**July 2010 to March 2011**

Action Item	Description	Partners/Committees/Sources	Timeline
<b>Formation of LIP Council</b>	LIP Council made up of approximately 15 members. LIP Council provides direction on action items and upcoming implementation phase.	Committee Members: City of SSM, Sault Youth Association, Economic Development Corporation, Algoma Multicultural Centre, Sault Community Career Centre/New to the Sault, Algoma District School Board, Cambrian Nissan, Northland ESL, Sault College, Community Living Algoma, Algoma University, City Councillor, Immigration Web Portal Staff	July 2010
<b>Formation of Community Awareness Committee</b>	Committee made up of approximately 8 members to organize and oversee the Community Awareness Campaigns	Committee Members: City of SSM – LIP staff, CTV, Cambrian Nissan, Algoma District School Board, United Way, Immigration Web Portal Staff, Sault Community Career Centre/New to the Sault, Algoma Multicultural Centre, City Councillor	August 2010
<b>Formation of Forum Committee</b>	Committee made up of approximately 8 members to organize the Community Forum planned for February 2011	Committee Members: City of SSM – LIP staff, AWIC, Sault Community Career Centre/New to the Sault, Algoma Multicultural Centre,	August 2010

		Sault College, Immigration Web Portal staff, City Councillor	
<b>“Creating a Welcoming Community for All” Awareness Campaign</b>	Campaign to inform the public of the formation of the Local Immigration Partnership and its goals and objectives using local media.	Committee: Awareness Campaign Committee Partners: Rogers Radio, Sault Star, Sootoday.com, Soonews.ca, Superior 7 Billboards, CTV	September 2010 To February 2011
<b>“Creating a Welcoming Community for All” Community Immigration Forum</b>	The forum was intended to share information about community statistics, available services and programs for newcomers and prioritize recommendations from the Settlement Strategy	Committee: Community Forum Committee Participants: 120	February 2011
<b>Recommendation Prioritization</b>	4 main recommendations outlined in the SSM LIP Settlement Strategy were prioritized by the community based on level of importance	Partners: Local organizations, businesses, educational institutions, health care providers, immigrants and members of the public	February 2011 To March 2011
<b>Partnership Development</b>	The Local Immigration Partnership is always seeking new partnerships and always developing existing partnerships in all sectors of the community	Partners: LIP Membership (approximately 50 organizations), Pan –Northern Immigration Committee	Ongoing

<b>Phase Three – Implementation Phase April 2011 – March 2012</b>			
<b>Action Item</b>	<b>Description</b>	<b>Partners/Committee/Sources</b>	<b>Timeline</b>
<b>Formation of Newcomer Welcome Centre Committee</b>	Committee of approximately 6 members was formed to organize, oversee and provide support for the Newcomer Welcome Centre Concept and Feasibility study	Committee Members: City of SSM – LIP staff, City of SSM – Planning Dept., Sault Community Career Centre/New to the Sault, City Councillor, Economic Development Corporation	April 2011 to June 2011
<b>Newcomer Welcome Centre Feasibility Study</b>	LIP hired a consultant to conduct a Concept and Feasibility study for the development of a Newcomer Welcome Centre in SSM.	Partners: Newcomer Welcome Centre Committee, City of SSM – C.A.O.’s Office, City of SSM – Social Services Dept., City of SSM – Purchasing staff, City of SSM-Legal Dept., Consultant	August 2011 To October 2011
<b>Welcome Centre Interim Strategy Report</b>	Concept and Feasibility Study was ceased in Sept. 2011. A strategy was developed to name Sault Community Career Centre/New to the Sault as the interim Welcome Centre for SSM.	Partners: LIP Newcomer Welcome Centre Committee, City of SSM – Legal Dept., Sault Community Career Centre/New to the Sault	October 2011
<b>Business/Education Community Awareness Campaign</b>	Based on community research, the LIP Awareness Committee developed the 2011-12 awareness campaign geared toward the business and education sectors.	Partners: LIP Awareness Committee, Sault Star, Rogers Radio, CTV	September 2011 To March 2012
<b>Cultural Sensitivity Training</b>	Cultural Sensitivity Training	Partners: City of SSM – C.A.O’s	October 2011

	was delivered to the City of SSM's Social Services Dept. as a pilot project. This training will now be recommended to all City staff, local businesses and organizations	office, City of SSM – Social Services Dept., Sault Community Career Centre/New to the Sault	To February 2012
<b>“Welcoming Diversity” Immigration Forum</b>	2 <sup>nd</sup> Annual Immigration Forum was designed to bring updates of new programs and services available for immigrants in SSM as well as introduce participants to Cultural Sensitivity Training offered in the community	Committees: LIP Forum Committee, LIP Awareness Committee  Partners: Sault College, MCI, Office of the Fairness Commissioner, Professions North/Nord, Economic Development Corporation, Algoma District School Board, Cambrian Nissan, New to the Sault, African Caribbean Canadian Association of Northern Ontario, Algoma Latin Association, Algoma Model, Algoma Multicultural Centre, Algoma University, Arts Networks for Children and Youth, Centum Mortgage Approval Centre, Immigration Web Portal, Employment Solutions, Northland ESL, Steps for Life, United Way, Volunteer SSM, Youth Empowerment Council	February 2012

<b>Partnership Development and Community Research</b>	The Local Immigration Partnership is always seeking new partnerships and always developing existing partnerships in all sectors of the community. Community based research is constantly in development.	Partners: LIP Membership, Cultural Clubs/Groups, Immigrants/Newcomers	Ongoing
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**Phase Four – Continuation of Implementation**

**April 2012-March 2013**

Action Item	Description	Partners/Committee/Sources	Timeline
<p><b>Development of Community Progress Report</b></p>	<p>The SSM LIP has delivered a Community Progress Report which will act as an update from the inception of the LIP program in September 2009 to present.</p>	<p>Partners: Algoma District School Board, Northland Adult Learning Centre, Wishart Law Firm, Huron Superior Catholic District School Board, Cambrian Nissan, Centum Mortgage Approval Centre, Sault College, New to the Sault, Algoma Latin Association, Algoma Multicultural Association, ACCANO, Business Sault Ste. Marie, Essar Steel Algoma, Sault Youth Association, NOHFC, Local Businesses, United Way, Sault Ste. Marie Police Services, Cultural Groups/Clubs</p>	<p>April 2012 To December 2012</p>
<p><b>Focus Area Action Plan</b></p>	<p>As an addition to the Community Progress Report, a Focus Area Action Plan will be developed to introduce the importance of cultural competency in 6 major focus areas and identify and resolve any new or existing gaps and needs in SSM. This phase consisted of preliminary questionnaires and face-to-face interviews.</p>	<p>Partners: Business/Employers/Employment Services, Labour Sectors, Education Sector, Health Care Sector, Social Services Sector, Culture/Recreation Sector, Settlement Services, Francophone Services</p>	<p>April 2012 to March 2013</p> <p>Focus Area Action Plan action item will continue into 2013-14 fiscal:</p> <ul style="list-style-type: none"> <li>• Development &amp; delivery</li> <li>• Implementation Strategy</li> <li>• Prioritization</li> </ul>



<b>Regional Expansion</b>	SSM LIP conducted research to determine if LIP should expand to include some outlying communities within the Algoma District to address needs and gaps throughout parts of the region facing similar challenges.	Partners: Including representatives from the following towns & townships: St. Joseph Township, Macdonald, Meredith and Aberdeen Additional, Thessalon, Prince Township, Bruce Mines, Johnson Township	April 2012 To March 2013  Regional LIP Expansion currently underway in 2013-14 fiscal.
<b>Newcomer Welcome Centre Research</b>	As part of the Progress Report research and interview phase, the concept of the Newcomer Welcome Centre was discussed through updated service mapping in the community. Discussion will remain on-going throughout 2013-14.	Partners: City of SSM, Sault Community Career Centre/New to the Sault, Northland Adult Learning Centre – ESL, Algoma Multicultural Centre, Algoma Latin Association, ACCANO, Islamic Association of SSM, Sault Youth Association	April 2012 To September 2012
<b>Racial Harmony Committee</b>	Racial Harmony Committee was formed with a goal of preventing acts of racism and discrimination in Sault Ste. Marie. The mandate of the committee was to develop a resolution to Council and develop a communications strategy for LIP to deliver key messages to the community.	Partners: LIP Council Representatives, Algoma District School Board, Sault Community Career Centre , City Councillor, Algoma University, Sault College, United Way, Sault Ste. Marie YMCA, Francophone Community , Garden River First Nations, Ministry of Training, Colleges and Universities, Huron Superior Catholic District School Board, Sault Ste. Marie Police Services	January 2013 To Present (on-going)

<b>2012-13 “Unity in Diversity” Awareness Campaign</b>	2012-13 Community Awareness Campaign was developed and delivered based on community research results and settlement strategy recommendations. The theme was Unity in Diversity, with a message to Embrace Diversity as part of the Racial Harmony Campaign.	Committees: LIP Council, Awareness Campaign Committee, Communications Committee, Racial Harmony Committee.	April 2012 To March 2013
<b>2013 “Unity in Diversity” Community Immigration Forum</b>	The 3 <sup>rd</sup> Annual “Unity in Diversity” Immigration Forum was organized and hosted by the SSM LIP. Feedback from participants has indicated that this event is very informative and helpful and should be sustained every year.	Committee: LIP Council, Community Forum Committee	February 2013

\* Note: Information regarding the 2013-14 fiscal year is explained in the Next Steps portion of the LIP Progress Report (see page 68)\*

## Community Participation and Implementation Overview

### Action Item: Strengthening Awareness of Immigrant Issues in the Local Community

#### Diversity Video – “All One Family”

In partnership with Discoverthesault.ca and the Huron Superior Catholic District School Board, students in a Spanish language class filmed a video where they sang a song about what diversity means to them.



*Huron-Superior Catholic District School Board Spanish Class performs “All One Family”. This video can be found in the [www.discoverthesault.ca](http://www.discoverthesault.ca) video library under the Community Awareness section.*

With a message of “Everyone is Special, Everyone is Different”, this video is the first step in an initiative that will aim to promote positive messages about cultural diversity in schools and the community. The Local Immigration Partnership is focused on working closely with local school boards to continue educating students of all ages about the many cultures that make up Sault Ste. Marie and the importance of caring about one another & embrace our differences.

#### Community Awareness Campaign

The Local Immigration Partnership through the Community Awareness Committee has delivered three awareness campaigns from 2010 to present. The campaigns are aimed to inform the community about the goals and objectives of LIP as well as promote the benefits of cultural diversity in Sault Ste. Marie. The initial community awareness campaign launch in 2010-2011 introduced the Local Immigration Partnership to the community, explaining who was involved and the purpose of this group.

The 2011-2012 awareness campaign focused on the education and business sector. The purpose of this campaign was to promote the benefits of cultural diversity in the workplace and in our schools. With an increase of immigration to our community, the LIP council identified the promotion of cultural awareness in the education and business sectors as a priority during the 2011 – 2012 fiscal year.

The 2012-2013 awareness campaign focused on the concept of unity in diversity and although we may have differences, we also have many similarities. As part of the Racial Harmony campaign initiated by LIP, this message was developed by the Communications Committee to show that we should embrace the diversity in our community and also take time to recognize what we may have in common with one



another. The campaign was very successful and plans to continue with a similar message in the 2013-14 campaign are being discussed.

The awareness campaigns have developed a positive increase in conversation around immigration, cultural diversity and LIP in Sault Ste. Marie. Community Awareness will remain on-going, as recommended by the LIP members through information received from community based research. Methods of public communication will differ during each awareness campaign depending on target market and messages being delivered.

### Community Immigration Forum



*2012 "Welcoming Diversity" Immigration Forum hosted by the Local Immigration Partnership. 150 attended to receive introductory cultural diversity training, and to learn about immigrant related services & programs.*

The Local Immigration Partnership through the Community Forum Committee has successfully delivered three Immigration Forums, in Sault Ste. Marie since the start of the implementation phase in 2011. The goal of the Immigration Forum is to bring direct and indirect service providers together to make presentations to participants regarding programs and services they offer to assist immigrants.

**Chart 1**

Annual Immigration Forums		
2011 Forum	2012 Forum (Presenters & Booths)	2013 Forum (Presenters & Booths)
Service Providers = 4	Service Providers = 21	Service Providers=11
Community Stats & Information = 4	Community Stats & Information = 4	Community Stats and Information= 12
Booths = 0	Booths = 19	Booths = 9
		Newcomer Discussion = 4
Total Participants = 120	Total Participants = 150	Total Participants = 150

**Chart 1** demonstrates the continuous involvement and support of direct and indirect service providers, employers, government officials and newcomers for the Immigration Forums each year. It is important to continue hosting annual Immigration Forums to allow community members to stay informed of all resources available to them in the city. With the continuous developments and enhancements to service and programs, the LIP Immigration Forums will continue to grow each year.



*Members of the LIP Forum Committee with keynote speaker, Jason Kenney, Minister of Citizenship and Immigration, at the 2013 "Unity in Diversity" Immigration Forum.*

## World Flags

As an initiative of City Council, flags from countries around the world that represent the many cultures which make up Sault Ste. Marie have been raised in honour and celebration of their contributions to the community. Since 2009, the City of Sault Ste. Marie has hosted three Municipal Flag Raising Ceremonies.

*40 flags of Sault Ste. Marie's founding nations wave at the entrance of the Civic Centre in celebration of contributions to our multi-cultural community.*



The first flag raising ceremony was held on October 18, 2009 which honoured 25 of Sault Ste. Marie's founding nations. Flags raised on that day included: **Anishinabek, Metis Nation of Ontario, Austria, Belgium, Croatia, England, Estonia, Finland, Franco-Ontarian, Germany, Greece, Hungary, Ireland, Israel, Italy, Latvia, Lithuania, Luxembourg, Netherlands, Poland, Portugal, Scotland, Ukraine, United States and Wales.** Members of the Local Immigration Partnership were present at the ceremony to show support of this initiative as the LIP initiative had also just begun in September 2009.



*2011 flag raising ceremony celebrated an additional seven countries. Local representatives were selected to raise the flag of their home country in front of the Civic Centre on October 30<sup>th</sup>, 2011 in front of a crowd of approximately 100.*

The second flag raising ceremony took place on October 30, 2011. This ceremony was dedicated to honouring seven more countries represented in Sault Ste. Marie. These flags included: **Argentina, China, Denmark, France, South Korea, and India.** The Local Immigration Partnership worked with the Flag Raising Committee throughout the planning phase of this second ceremony. On October 30<sup>th</sup>, LIP addressed those in attendance to speak about a growing multi-cultural community and the importance of immigration and inclusion.

On September 15, 2013 the City of Sault Ste. Marie and the Local Immigration Partnership hosted the third Flag Raising Ceremony, honouring the addition of seven new flags as well as the current 33 that have been raised since 2009.



Over 200 people attended the event, wearing cultural dress, waving flags of their home country and singing national anthems from around the world. Local media was present during the ceremony to capture the pride of the flag representatives as they raised each one and celebrated their contributions to our multi-cultural community. The seven new flags included: **Norway, Romania, Russia, Saudi Arabia, Spain, Sweden, and Switzerland.**

Local residents representing each of the 40 countries marched in during an opening procession led by the 49<sup>th</sup> Field and Regiment Band. The ceremony began with a First Nations blessing followed by speeches from our MP's Office, MPP David Oraziatti, Mayor Debbie Amaroso, the Local Immigration Partnership and Rob Bressan author of the poem "The Sault from and Immigrant's Perspective".



*Above: Students from Algoma University gather around the flag of Saudi Arabia, as it is raised during the ceremony.*



*Left: Flag representatives march in during an opening procession led by the 49<sup>th</sup> Field and Regiment Pipe and Drum Band.*

## Cultural Events and Festivals

With an increasing number of immigrants coming to Sault Ste. Marie from many countries such as: India, China, South Korea, Mexico, Colombia, Kenya, Trinidad and Tobago, etc.; there has also been an increase in the formation of new local cultural clubs the past five years.

The Local Immigration Partnership includes representation from many of these recently formed groups including: Algoma Multicultural Centre, Algoma Latin Association, African Caribbean Canadian Association of Northern Ontario, and the Islamic Society of Sault Ste. Marie. Each of these cultural groups strives to promote diversity, celebration and inclusion with members of their culture and the community at large.

Since the release of the 2010 “Creating a Welcoming Community” Settlement Strategy, multicultural activities have more than tripled in Sault Ste. Marie. Cultural celebrations planned for upcoming years, which are open to the public, are hosted by the many newly formed groups within the community and local organizations in Sault Ste. Marie.



*6<sup>th</sup> Annual Passport to Unity Multicultural Festival hosted by the Sault Community Career Centre/New to the Sault.*

*Approximately 5000 people in attendance to enjoy multicultural music, dance, food, art and more.*

*The 7<sup>th</sup> Annual Passport to Unity was held in May, 2013 receiving the highest number of participants to date.*

## 2009 Reported Cultural Events and Festivals

## New Cultural Events and Festivals

Passport to Unity Annual Multicultural Festival - SCCC	Passport to Unity Annual Multicultural Festival - SCCC
Italian Festival – Marconi Club	Italian Festival – Marconi Club
	Diversity Week – City Council Proclamation <b>NEW!</b>
	Cultural Evening – AMC <b>NEW!</b>
	Cultural Dinner and Dance – AMC <b>NEW!</b>
	Cultural Community BBQ – AMC <b>NEW!</b>
	!Fiesta! October – ALA <b>NEW!</b>
	!Fiesta! February – ALA <b>NEW!</b>
	Culture Days – SSM Public Library & Art Gallery of Algoma <b>NEW!</b>
	Culture Fair – Sault College <b>NEW!</b>
	Franco-Ontarian Day <b>NEW!</b>
	YMCA Peace Week <b>NEW!</b>

\*Some events marked as **NEW!** may have been celebrated before 2009 but were not reported in the original LIP settlement strategy.\*



**“Cultural Evening” event hosted by the Algoma Multicultural Centre at Sault College. Approximately 300 attendees.**



**Above and left: Culture Days at Sault Ste. Marie Public Library and the Art Gallery of Algoma. Booths displaying cultural food, art, music and general information are set up at both locations. Cultural sports and recreation activities are also demonstrated throughout the day.**



## Local Immigration Partnership Racial Harmony Committee

### Diversity Week

In 2012, the Local Immigration Partnership brought a proclamation to City Council to declare the week of April 28<sup>th</sup> to May 5<sup>th</sup>, Diversity week in Sault Ste. Marie. The celebration of Diversity Week was the lead up to the Annual Passport to Unity Multicultural Festival on May 6<sup>th</sup> 2012. Diversity Week was once again be celebrated in 2013 by proclamation at City Council. Local Immigration Partnership members work together to share messages in their organizations and host activities and events that promote cultural diversity, racial harmony and social equality. The overall goal for Diversity Week is to ensure that local organizations, businesses and cultural groups encourage community members to embrace the cultural diversity that makes up our City and participate in events that allow individuals to learn about different traditions celebrated around the world.

### Racial Harmony Resolution

On March 25, 2013, Sault Ste. Marie City Council endorsed a resolution acknowledging the value of the diverse cultures and people who make up the Sault Ste. Marie population. Brought forward by the Sault Ste. Marie Local Immigration Partnership, the Racial Harmony Resolution validates that racial discrimination or intolerance against any person in our community should not be condoned. Once endorsed by City Council, the Local Immigration Partnership distributed an endorsement package to all boards, councils, businesses and organizations in the community to show their support of the Racial Harmony Resolution. All supporters receive an Embrace Diversity sign to display in their workplaces and are encouraged to promote key messages about racial harmony during major events and advertisements when possible. Key messages about racial harmony developed by the Communications Committee will continue to be used to promote the resolution and Racial Harmony during each fiscal LIP.



Credit: Darren Taylor, SooToday.com

## Next Steps

The LIP Creating a Welcoming Community Settlement Strategy states “the community needs to create programs community-wide to increase the general population’s awareness of cultural diversity and global issues” (p. 22). Since the release of this settlement strategy in June 2010, the Local Immigration Partnership has put a major focus on strengthening awareness of immigrant issues in the community. As outlined above, many new initiatives have been developed surrounding cultural diversity and community recognition. LIP will continue to support, promote, sponsor and deliver activities, initiatives and events in Sault Ste. Marie geared towards awareness.

## Action Item: Employer Training in Integration Services

### Cultural Sensitivity Training

In October 2011, The City of Sault Ste. Marie’s Social Services Department received cultural sensitivity training, the first of its kind for any City employee.

The Sault Ste. Marie Settlement Strategy states under the Employer Training in Integration Services section;

“Employees within social service organizations will receive cultural awareness training – increasing consistency and ensuring accuracy in referrals between organizations to properly fulfill client needs”.

A partnership was formed between LIP and New to the Sault (Sault Ste. Marie’s settlement service provider), with an objective to begin offering the Diversity in the Workplace (Cultural Sensitivity) Training to local social services organizations in order to deliver the recommendation in the Settlement Strategy. In conjunction with the City of Sault Ste. Marie’s Chief Administrative Officer and Commissioner of Social Services, LIP and New to the Sault staff (trainers), the cultural sensitivity training was offered for the first time to Social Services staff as a pilot project that if successful would build credibility and eventually reach other community organizations.

The Diversity in the Workplace training was delivered to approximately 60 employees of the Social Services Department. These were two half day sessions that provided insights into the nuances and complexities of diversity and the importance of constructive intergroup conversation and intercultural understanding.

This Diversity in the Workplace training allows participants to identify, understand and manage the barriers/factors that influence or affect the integration and retention of newcomers.



*New to the Sault staff (trainers) preparing to deliver the first ever Cultural Sensitivity Training to City of Sault Ste. Marie, Social Services Staff.*

Diversity in the Workplace, offered by New to the Sault and endorsed by the Local Immigration Partnership is designed to provide people with an opportunity to explore the cultural makeup of one's own self, their organization, and also their community at large. It encourages people to examine their own values and beliefs and to open their eyes to different ways of thinking and being.

Evaluations were completed after the last session of training by all employees. More than 98% of participants who completed the workshop series and the evaluation "agreed" & "strongly agreed" that the workshop provided information they needed and would recommend this training to others.

The research conducted by Local Immigration Partnership has allowed the community to recognize that diversity in the workplace, schools and the community as a whole, needs to be understood to ensure a successful organizational and social environment. The Local Immigration Partnership Council will continue the endorsement of the cultural sensitivity training offered in Sault Ste. Marie. After a successful pilot project with the City of Sault Ste. Marie's Social Services Department, the LIP Council is dedicated to the continuation of forming partnerships in the Social Services , Business and Education sectors for employers and staff to receive this training.

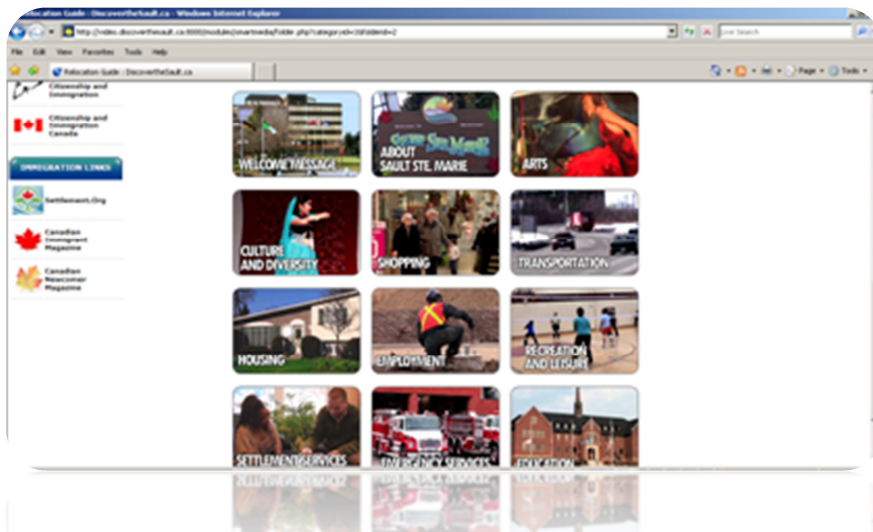
The Diversity in the Workplace (Cultural Sensitivity) training has been successfully delivered to local organizations including:

- The City of Sault Ste. Marie (Social Services Department and volunteers at Ermatinger Clergue National Historical Site – commemorating 100 years of War of 1812)
- The Algoma District School Board
- Group Health Centre
- Sault College
- The Great Lakes Forestry Centre



## Immigration Web Portal Video Library

The Sault Ste. Marie Immigration Web Portal has been a valuable communication tool for the Local Immigration Partnership allowing information to be shared through a central location. The 2011 addition of the video library on the web portal was developed to address a gap within the community identified during the LIP research phase. Funding from the Ministry of Citizenship and Immigration allowed web portal staff in partnership with LIP members to develop a total of 29 videos including: Newcomer Testimonials, Relocation Guide, Cultural Orientation, Cultural Awareness, and Community Awareness.



*A glimpse of the Relocation Guide in the Discoverthesault.ca Video Library, this video guide contains 12 videos providing information and visuals about Culture and Diversity to Emergency Services.*

The Immigration Web Portal has been a crucial referral mechanism with local service providers. The video library has complimented the ability of referral by including visuals of service buildings along with explanations for the necessary steps of integration in case staff assisting a newcomer client may not be familiar with the process. The Local Immigration Partnership will continue to use the portal as its main communication tool as well as promote the benefits of use to all service providers, employers and potential & recent immigrants to Sault Ste. Marie.

## Action Item: Cultural Orientation Program Development

### Immigration Web Portal Video Library – Cultural Orientation

Newcomer focus groups conducted throughout the Local Immigration Partnership's research phase identified specific concerns regarding settlement and integration in Sault Ste. Marie. Cultural orientation for immigrants upon arrival was a recommendation heard numerous times during focus groups and face-to-face interviews. A large barrier with regards to the delivery of cultural orientation was the lack of location that could guarantee all immigrants to Sault Ste. Marie would visit. Although individual

settlement service providers and some local businesses offered their own unique version of cultural orientation, a plan needed to be developed to offer all potential and recent immigrants to Sault Ste. Marie, service providers, and employers, a cultural orientation program that was easily accessible through one main location.

The Sault Ste. Marie Immigration Web Portal was identified as a very suitable tool to address this community need. Discoverthesault.ca is visited by hundreds of people from over 90 countries daily. As



part of provincially funded Video Library project, web portal staff with the assistance of Local Immigration Partnership developed a Sault Ste. Marie Cultural Orientation Program. The Cultural Orientation section is intended to introduce customs and culture in our community and offer important tips to develop a level of comfort for immigrants with their new surroundings. Video segments in the Cultural Orientation section include: Introduction to Canada, Introduction to Sault Ste. Marie, Climate, Communication, Employment and Language. Local Immigration Partnership research will continue to guide the development and enhancements of this section on an on-going basis.

<b>Local Cultural Orientation Programs Available</b>
Sault Community Career Centre/New to the Sault – See page 44
Algoma District School Board, Northland Adult Learning Centre – See page 52

### **Community Awareness and Education Strategy**

The annual Immigration Forum and Awareness Campaigns have proven to be the most effective initiatives delivered by LIP in terms of community education. The “Creating a Welcoming Community” Immigration Settlement Strategy for Sault Ste. Marie states:

“Considering the traditional lack of emphasis on immigration in Sault Ste. Marie, it is imperative that the community develops an awareness campaign with the goal of establishing Sault Ste. Marie as a “Welcoming Community” for newcomers. In order to allow for an easier integration experience for newcomers, existing residents, service providers and the business community need to be as well informed as possible on the issues and struggles facing newcomers to the city”.

With this in mind, the LIP Council along with the Immigration Forum Committee and Awareness Committee agreed that each campaign and forum would be determined by a theme. The theme is chosen by the LIP council and sub-committees each fiscal year which allows for development of clear and consistent community educational messages about immigration and cultural diversity.

The following is a breakdown of LIP Community Awareness themes, messages and target markets from 2010-2013.

**Fiscal Year 1: 2010-2011**

**Theme:** Creating a Welcoming Community for All

**Target Market:** Local Residents

**Purpose:** Introduction of LIP and its mandate

**Communication Tools:** Local newspaper, local radio, local online media, local television, billboards, 2011 Immigration Forum



The theme for the 2010-2011 Awareness Campaign and Forum was selected based on the title of LIP’s community based immigration settlement strategy and the overall goal of the partnership. The Immigration Web Portal, [discoverthesault.ca](http://discoverthesault.ca), was advertised during the campaign as the main location for all LIP and immigration related information.

The 2010-2011 Awareness Campaign used a variety of media tools to explain the importance of immigration to Sault Ste. Marie and the importance of “Creating a Welcoming Community for all” newcomers to the city. Radio and television commercials were created and delivered the following message:

“Sault Ste. Marie is thriving and growing and continues to attract newcomers to live, work, learn and play! Here to help all new immigrants ease into life in the Sault is your Local Immigration Partnership. We’re made up of a host of service provider agencies and community organizations that provide guidance and support for all new immigrants. For details, go to [discoverthesault.ca](http://discoverthesault.ca). Your Local Immigration Partnership, Creating a Welcoming Community for all. Funded by Citizenship and Immigration Canada. “

In the first week of the community awareness campaign, the Sault Ste. Marie Immigration Web Portal, [www.discoverthesault.ca](http://www.discoverthesault.ca) , received double the unique visitors and the Local Immigration Partnership page ranked number one in views for the web portal. The unique visitors increased further during the

community forum advertisement from January to February 2011. Through the duration of the initial community awareness campaign, Local Immigration Partnership staff were contacted by approximately ten new community organizations interested in becoming members of the partnership. Approximately 20 newcomers in Sault Ste. Marie also contacted LIP staff to discuss their settlement and integration experiences in the community and their appreciation of community efforts to develop and enhance services for the benefit of future newcomers to the city.

### **Fiscal Year 2: 2011-2012**

**Theme:** “Welcoming Diversity”

**Target Market:** Business and Education Sectors

**Purpose:** The benefits of cultural diversity in schools and workplaces

**Media Used:** Local newspaper, local radio, local television, 2012 Immigration Forum



In order to create a welcoming community for all, we must be open to welcoming diversity and appreciate the many cultures that are present in our city. Canada is known to be the country where one has the liberty of maintaining cultural traditions and practices and Sault Ste. Marie strives to be no different. This theory is what led to the development of the Local Immigration Partnership’s theme for the second community awareness campaign. The 2011-2012 Awareness Campaign was created to target two major sectors in the community, Business and Education. With visible increases of cultural diversity in workplaces and schools in Sault Ste. Marie, it was a natural fit to develop messages directly related to these groups. The “Welcoming Diversity” theme and the identified target markets complimented the LIP Settlement Strategy recommendation stating “build welcoming schools through families” and aimed at creating discussion at home between children and their parents.

The 2011-2012 Awareness Campaign used a number of local media tools to deliver the “Welcoming Diversity” message. Radio and television were once again used to deliver the following two messages:

### Business

Sault Ste. Marie is an excitingly diverse community and each of us has something to contribute at work and at play. New immigrants to the community also have unique skills and qualities that make them equally valuable in workplaces large and small. Your Local Immigration Partnership reminds us that when doors are open to other cultures and customs, we all become richer for it. Visit us at [discoverthesault.ca](http://discoverthesault.ca). A message from your Local Immigration Partnership, funded by Citizenship and Immigration Canada.

### Education

In a child's eyes, a simple box of crayons holds a world of choice and endless possibilities. Here in Sault Ste. Marie, we embrace this child's vision and celebrate a city that also, holds possibilities for all. New immigrants to the city are a growing part of the community and in schools, are learning with fellow students, about all cultures and customs and the unique qualities of each. Your Local Immigration Partnership encourages the celebration of diversity in schools and strives to create a welcoming community for all. Visit us at [discoverthesault.ca](http://discoverthesault.ca).

The 2<sup>nd</sup> Annual Immigration Forum held in February 2012 was also themed "Welcoming Diversity". This forum featured local education institutions, businesses and service providers to speak about the steps taken in their specific organizations to ensure a welcoming environment for all diverse backgrounds in schools and at work.

### Fiscal Year 3: 2012-2013

**Theme:** "Unity in Diversity"

**Target Market:** General Public

**Purpose:** Promotion of embracing diversity and the importance of racial harmony

**Media Used:** Local newspaper, local radio, local television, 2013 Immigration Forum





As Sault Ste. Marie continues to be a community that many newcomers are choosing as their home and celebrations of culture are becoming more common, residents are continuously exposed to the evolving diverse backgrounds that make-up this city. From the period of 2010 to 2012 the Local Immigration Partnership delivered messages on the importance of creating a welcoming community for all through welcoming diversity at work, at school and in all that we do. Many newcomers in Sault Ste. Marie have come to provide their families with greater opportunities and an overall better life. The contributions that newcomers make to the community in both a social and economic context are endless. When we welcome diversity and create a welcoming community for all, we are embracing the unique qualities that people have, and by doing so we can see that there is unity in diversity. A community that focuses on unity and encourages belonging regardless of race, ethnicity or differences is a community that will continue to flourish and prosper. The 2012-2013 Community Awareness Campaign and Immigration Forum was themed “Unity in Diversity” and aimed to deliver the message that although we may have differences, we also have many similarities.

The Local Immigration Partnership used local television to deliver the 2012-13 Embrace Diversity commercial in conjunction with the promotion of the Racial Harmony Initiative:

The commercial highlights six people from different countries and lists the many things that they have in common despite their cultural differences. Some commonalities listed include: health care professional, nurturing mother, loves the land, business manager, loving father, sports fan, government worker, loves dancing and loves to cook. The group comes together at the end of the commercial to share the message that “We may have differences but, we also have many similarities”.

### **Next Steps**

The Community Awareness Campaigns will remain a major priority for the Local Immigration Partnership throughout every fiscal year. All key messages and commercial concepts are developed based on community research and LIP Council recommendation.



## Reported Immigrant Services and Programs

### Comparison Chart 2010-2013

Reported 2009	2013
<b>1. Citizenship and Immigration Canada Office</b> <ul style="list-style-type: none"> <li>• Open 3 days/week from 10am – 3pm</li> </ul>	<b>1. Citizenship and Immigration Canada Office</b> <ul style="list-style-type: none"> <li>• Office closed</li> </ul>
<b>2. New to the Sault</b> <ul style="list-style-type: none"> <li>• Settlement Services Provider</li> <li>• Funded by Employment Ontario</li> <li>• Social Activities and Festivals (ex. Passport to Unity Multicultural Festival)</li> <li>• Information and Referral Services</li> <li>• Mentorship Program</li> <li>• Translation (through Thunder Bay Multicultural Association and approximately 13 volunteers)</li> <li>• Relocation Guide</li> </ul>	<b>2. New to the Sault</b> <ul style="list-style-type: none"> <li>• Funded by Citizenship and Immigration Canada since 2010 <b>NEW!</b></li> <li>• Orientation <b>NEW!</b></li> <li>• Language Skills <b>NEW!</b></li> <li>• Labour Market Access <b>NEW!</b></li> <li>• Welcoming Communities <b>NEW!</b></li> <li>• Sault Ste. Marie Interim Welcome Centre <b>NEW!</b></li> </ul> <b>Other Programs and Services</b> <ul style="list-style-type: none"> <li>• Newcomer Mentorship Program</li> <li>• Workshops <b>NEW!</b></li> <li>• Social Activities and Festivals (ex. Passport to Unity, Holiday Lights Tour, etc.)</li> <li>• Connect with multicultural and cultural groups <b>NEW!</b></li> </ul> <b>Information</b> <ul style="list-style-type: none"> <li>• Education and Training <b>NEW!</b></li> <li>• Housing and Healthcare</li> <li>• Credential Evaluation <b>NEW!</b></li> <li>• SIN, OHIP, Driver's Licence</li> </ul> <b>Services</b> <ul style="list-style-type: none"> <li>• Referral to LINC <b>NEW!</b></li> <li>• Cross cultural workshops <b>NEW!</b></li> <li>• English conversation circles <b>NEW!</b></li> <li>• Referral to iConnect (Welcoming Communities Program) <b>NEW!</b></li> <li>• Translation and Interpretation</li> <li>• Referral to community services and bridging programs</li> </ul> <ul style="list-style-type: none"> <li>• Assistance with forms and immigration <b>NEW!</b></li> </ul> <b>Counselling</b> <ul style="list-style-type: none"> <li>• Settlement crisis counselling <b>NEW!</b></li> <li>• Career and employment</li> </ul>

	<ul style="list-style-type: none"> <li>Adopted Racial Harmony Resolution <b>NEW!</b></li> </ul>
<p><b>3. Northland Adult Learning Centre</b></p> <ul style="list-style-type: none"> <li>English as a Second Language Instruction</li> <li>Day and Evening Classes</li> <li>Conversation Reading and Writing</li> </ul>	<p><b>3. Northland Adult Learning Centre</b></p> <ul style="list-style-type: none"> <li>English as a Second Language Instruction (Canadian Benchmark Level 1-8)</li> <li>Listening, Speaking, Reading &amp; Writing</li> <li>Workplace English Language Skills <b>NEW!</b></li> <li>TOEFL Preparation <b>NEW!</b></li> <li>English for Academic Purposes <b>NEW!</b></li> <li>Adopted Racial Harmony Resolution <b>NEW!</b></li> </ul>
<p><b>4. Algoma University</b></p> <ul style="list-style-type: none"> <li>S.P.E.L.L. Program ( Sault Program for English Language Learning)</li> <li>International Student Advisor</li> <li>Homestay Program</li> </ul>	<p><b>4. Algoma University</b></p> <ul style="list-style-type: none"> <li>S.P.E.L.L. Program ( Sault Program for English Language Learning)</li> <li>International Student Advisor</li> <li>Homestay Program</li> <li>Algoma Multicultural Students Association <b>NEW!</b></li> <li>Muslim Prayer Space <b>NEW!</b></li> <li>Summer Study – Bridging Program <b>NEW!</b></li> <li>Conversation Partners <b>NEW!</b></li> <li>Language Program <b>NEW!</b></li> <li>Adopted Racial Harmony Resolution <b>NEW!</b></li> </ul>
<p><b>5. City of Sault Ste. Marie</b></p> <p><b>Immigration Web Portal (Discoverthesault.ca)</b></p> <ul style="list-style-type: none"> <li>Funded by Ministry of Citizenship and Immigration</li> <li>On-line access point connecting potential or recent newcomers to all information about living, working, learning and getting started in Sault Ste. Marie</li> </ul> <p><b>Local Immigration Partnership</b></p> <ul style="list-style-type: none"> <li>Began in September 2009</li> <li>Made up of approximately 30 agencies and organizations</li> </ul>	<p><b>5. Immigration Web Portal (Discoverthesault.ca)</b></p> <ul style="list-style-type: none"> <li>Funded by Ministry of Citizenship and Immigration</li> <li>On-line access point connecting potential or recent newcomers to all information about living, working, learning and getting started in Sault Ste. Marie</li> <li>Video Library (Testimonials, Relocation Guide, Cultural Orientation, Cultural Awareness, Community Awareness) <b>NEW!</b></li> <li>Job Board <b>NEW!</b></li> </ul> <p><b>Local Immigration Partnership</b></p> <ul style="list-style-type: none"> <li>Began in September 2009</li> <li>Made up of approximately <b>50</b> agencies and organizations</li> <li>LIP Council <b>NEW!</b></li> <li>LIP Sub-Committees: Community Awareness Committee, Immigration Forum Committee, Employers Committee, Racial Harmony Committee <b>NEW!</b></li> <li>Focus Area Action Plan Working Groups</li> </ul>

	<b>NEW!</b>
	<p><b>6. Sault College</b></p> <ul style="list-style-type: none"> <li>• Diversity and Intercultural Relations Certificates <b>NEW!</b></li> <li>• Language Interpreter Certificate <b>NEW!</b></li> <li>• Cultural Competency Workshops <b>NEW!</b></li> <li>• Cooking courses: Egyptian, Mexican, Indian, Japanese – Taught by immigrants <b>NEW!</b></li> <li>• Dance: Traditional Indian <b>NEW!</b></li> <li>• Adoption of Invitational Education Theory <b>NEW!</b></li> <li>• Cultural Activities Coordinator <b>NEW!</b></li> <li>• Partnership with Northland for International Students <b>NEW!</b></li> <li>• Adopted Racial Harmony Resolution <b>NEW!</b></li> </ul>
	<p><b>7. Huron Superior Catholic District School Board</b></p> <ul style="list-style-type: none"> <li>• Equity and Inclusiveness Policy <b>NEW!</b></li> <li>• Developing English as a Second Language Program to assist immigrant students <b>NEW!</b></li> <li>• Partnership with Sault Community Career Centre/New to the Sault to welcome newcomer students and families upon registration <b>NEW!</b></li> <li>• Adopted Racial Harmony Resolution <b>NEW!</b></li> </ul>
	<p><b>8. Algoma District School Board</b></p> <ul style="list-style-type: none"> <li>• Equity and Inclusiveness Policy <b>NEW!</b></li> <li>• Partnership with Sault Community Career Centre/New to the Sault to welcome newcomer students and families upon registration <b>NEW!</b></li> <li>• Adopted Racial Harmony Resolution <b>NEW!</b></li> <li>• Offers language classes</li> <li>• Equity and Inclusiveness Policy <b>NEW!</b></li> </ul>
	<p><b>9. Centum Mortgage Approval Centre</b></p> <ul style="list-style-type: none"> <li>• Lenders offer newcomer programs to make it easier for immigrants to obtain a mortgage – this service is free of charge <b>NEW!</b></li> </ul>
	<p><b>9. Superior Chrysler</b></p> <ul style="list-style-type: none"> <li>• Welcome to Canada Program <b>NEW!</b></li> </ul>
	<p><b>10. Economic Development Corporation</b></p> <ul style="list-style-type: none"> <li>• Client referral to Canadian Youth Business</li> </ul>

	Foundation Newcomer Program – Resource for young entrepreneurs <b>NEW!</b>
	<b>11. CSTEC</b> <ul style="list-style-type: none"> <li>• Deliver TOWES testing <b>NEW!</b></li> </ul>
	<b>12. Sault Ste. Marie Police Services</b> <ul style="list-style-type: none"> <li>• Diversity Officer <b>NEW!</b></li> </ul>
	<b>12. Cricket Club of Sault Ste. Marie</b> <ul style="list-style-type: none"> <li>• Development of Cricket club and team to play recreationally and competitive <b>NEW!</b></li> </ul>

## Direct and Indirect Service Provider Profile

### Programs and Services Overview



#### **Sault Community Career Centre – New to the Sault**

Established in 1992, the Sault Community Career Centre (SCCC) is a not for profit, customer-focused, innovative and resourceful gateway. By adhering to values of integrity, transparency, respect and equality SCCC commits to assisting Sault Ste. Marie in creating a welcoming community, supporting employers in meeting their human resource needs as well as providing settlement services to eligible newcomers. SCCC is a visible, active and respected community service organization and gateway recognized for leading innovative, sustainable employment and settlement services.

New to the Sault©, a program of the Sault Community Career Centre, is funded by Citizenship and Immigration Canada and is a one-stop service centre for newcomers to Canada living in Sault Ste. Marie and area who are permanent residents, live-in care givers or convention refugees. This program supports the successful integration of newcomers into the community and started receiving CIC funding in 2010.

This program originally began in 2006 as a potential solution to an identified need as observed by the Sault Community Career Centre. This concept was developed with strong partnership from the City of Sault Ste. Marie, local organizations such as Destiny Sault Ste. Marie, Community Quality Improvement, Algoma University, Sault College as well as some major employers. Programs and services offered through New to the Sault have developed and increased significantly over the past 6 years. What began as a settlement service funded by the Sault Community Career Centre which offered about 3 main services, has now expanded to a comprehensive program fully funded by Citizenship and Immigration

Canada and now offers services in 7 different languages and is the host of the largest annual multicultural event in Sault Ste. Marie and Northern Ontario as a whole.

The main objective of New to the Sault is to provide orientation, initial needs assessment, relevant information and referral services to eligible newcomers in Sault Ste. Marie and area.

The secondary objective of this program’s agreement is to provide employment related services \*labour market access) to further support full integration of newcomers into our community, the overall objective of programming under Labour Market Access is that newcomers obtain the required assistance to find employment that is commensurate with their skills and education.

The tertiary objective is to provide access to Language Assessment through a distance/remote assessment model and subsequent referral to LINC Home Study, whole also creating and supporting professional and cultural mentoring opportunities for newcomers to Canada. Settlement Services are provided to communities within the Algoma District from Sault Ste. Marie to Blind River.

New Service Overview

<p><b>New to the Sault – As reported in 2009</b></p> <ul style="list-style-type: none"> <li>• Settlement Services Provider</li> <li>• Funded by Employment Ontario</li> <li>• Social Activities and Festivals (ex. Passport to Unity Multicultural Festival)</li> <li>• Information and Referral Services</li> <li>• Mentorship Program</li> <li>• Translation (through Thunder Bay Multicultural Association and approximately 13 volunteers)</li> <li>• Relocation Guide</li> </ul>	<p><b>New to the Sault – As reported in 2012</b></p> <ul style="list-style-type: none"> <li>• Funded by Citizenship and Immigration Canada since 2010 <b>NEW!</b></li> <li>• Orientation <b>NEW!</b></li> <li>• Language Skills <b>NEW!</b></li> <li>• Labour Market Access <b>NEW!</b></li> <li>• Welcoming Communities <b>NEW!</b></li> <li>• Sault Ste. Marie Interim Welcome Centre <b>NEW!</b></li> </ul> <p><b>Other Programs and Services</b></p> <ul style="list-style-type: none"> <li>• Newcomer Mentorship Program</li> <li>• Workshops <b>NEW!</b></li> <li>• Social Activities and Festivals (ex. Passport to Unity, Holiday Lights Tour, etc.)</li> <li>• Connect with multicultural and cultural groups <b>NEW!</b></li> </ul> <p><b>Information</b></p> <ul style="list-style-type: none"> <li>• Education and Training <b>NEW!</b></li> <li>• Housing and Healthcare</li> <li>• Credential Evaluation <b>NEW!</b></li> <li>• SIN, OHIP, Driver’s Licence</li> </ul> <p><b>Services</b></p> <ul style="list-style-type: none"> <li>• Referral to LINC <b>NEW!</b></li> <li>• Cross cultural workshops <b>NEW!</b></li> <li>• English conversation circles <b>NEW!</b></li> <li>• Referral to iConnect (Welcoming Communities Program) <b>NEW!</b></li> <li>• Translation and Interpretation</li> <li>• Referral to community services and bridging programs</li> </ul>
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	<ul style="list-style-type: none"> <li>• Assistance with forms and immigration <b>NEW!</b></li> </ul> <b>Counselling</b> <ul style="list-style-type: none"> <li>• Settlement crisis counselling <b>NEW!</b></li> <li>• Career and employment</li> </ul>
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**New Service Overview**

**Orientation**

Needs Assessment and Referral

This is a series of activities that contribute to clients, service providers and CIC being aware of newcomer settlement needs, and referring clients to appropriate service and programs. These services involve determining eligibility for services, assessing newcomers’ needs, helping newcomers make informed settlement related decisions, and basing programming and referrals on identified client needs and goals.

Information and Awareness Services

Practical guidance to assist the client in coping with the problem of everyday living, eg. housing, transportation and access to social and health services. This includes an introduction to the local community which would provide the newcomer with a sense of belonging and also provide information about their rights and obligations.

- Information Assessment: Determination of individual information and service needs by centre staff.
- Referral: Connecting clients to relevant resources – providing links between eligible clients with specific settlement needs to available resources in the community, including referrals to resources relating to economic, social, educational and recreational facilities in the community that could contribute to the initial settlement of the client.
- Information and referral in the French language will be made available to the client upon request. Group sessions – SCCC’s settlement staff provide orientation and outreach sessions on broad settlement issues such as housing, education, healthcare, transportation, employment and finance, sports and leisure activities, etc. as well as provide space by request for community organizations in the surrounding area.

Language/Skills

- SCCC provides access to eligibility screening based on client immigration status and language assessment and referral services to clients wishing to access CIC funded language training programs through a distance assessment process in conjunction with a qualified lead assessor from Thunder Bay Multicultural Association. The Language Instruction for Newcomers to Canada (LINC) Program provides free basic French and English language courses to adult permanent residents.

### English Conversation Circles

The English Conversation Circles are designed for newcomers who cannot enroll in a full course of study at any of the institutions in the community because of personal and other family reasons. These classes are open to all newcomers who may be interested. Classes are small and students develop both fluency and accuracy in English communication skills in an interactive classroom setting. Besides holding workshops on site, they also hold conversation circles at different venues such as the park, community garden and Rome's Kitchen to discuss various practical life situations. The English Conversation Workshops are ongoing and they continue to provide clients with the resources and opportunities to practice their English language skills. There is noticeable improvement in the clients that continue to attend the workshop and all newcomers are encouraged to network and practice their oral and written communication so that improvement is constant.

### Welcoming Communities (Community Connections)

The objective of the programming under Welcoming Communities is to provide newcomers with help to establish cultural and professional networks so they are engaged and feel welcomed in their communities. SCCC provides this through the following areas of work:

- Raising awareness and understanding – programming that includes planning and partnerships to bring together diverse organizations to increase public awareness and understanding of settlement and integration issues. Promotional activities seek to increase uptake by newcomer clients while also encouraging greater volunteer involvement from the community. As part of this, SCCC delivers diversity workshops throughout the community.
- Creating welcoming spaces and communities and effectively engaging newcomers through increased accessibility. SCCC provided free meeting space for all cultural groups.
- Fostering engagement between newcomers and Canadians involves programming that involves newcomers directly in the community such as through mentorships, community groups, participations on school or municipal council, etc.

### Workshops and Training

SCCC offers innovative workshops, activities and training programs that can be accessed by newcomers, community members and community organizations alike, the following is a description of some of the ongoing workshops and training programs that have been developed to help serve eligible newcomers better:

#### Citizenship Workshops

Citizenship workshops are provided upon request from eligible newcomers. The Sault Community Career Centre provides the following outcomes as identified by Citizenship and Immigration Canada:

- Clients understand life in Canada including Canadian Law and Justice, Rights and Freedoms, responsibilities and how to access community resources.
- Clients have the skills/life skills needed to function in Canadian society.



- Clients understand what it means to become a Canadian citizen.

#### Intercultural Communication for the Canadian Workplace (ICCW) Workshop

With the support of their partner Professions North/Nord, SCCC is able to deliver the ICCW workshop to eligible Internationally-Trained Professionals (ITP) who reside in the Algoma District. ICCW workshop addresses common Canada norms and nuances in order to enhance ITP's culture-based beliefs, values and perceptions in the workplace as well as to increase understanding and acceptance of differences in communication to foster a more inclusive work environment. The activities completed in the course give ITP's the knowledge and practice to see how this material can be applied in the workplace environment. Several clients have seen the benefit of this program to become "job ready" and admit it is an excellent asset for them to have in their background.

The Intercultural Communication for the Canadian (ICCW) was a successful course for the students participating in Sault Ste. Marie. In total 6 students completed the course in-class and were successful in completing all assignments and activities as outlined in the course description. 9 others are at different stages of completing the online component. The following is a recap of the main activities conducted, milestones reached, and feedback received. Planned is an award ceremony for January to acknowledge these newcomers' achievements and mentorship opportunities that will enable these graduates gain hand on experience. The Sault Community Career Centre hops to continue delivering this workshop in the future and engage more internationally trained professionals in within the district with understanding the Intercultural Communication in the Canadian Workplace.

#### Diversity in the Workplace

The workshop will initially help participants explore their own value systems and cultural experiences. This perspective will serve as the starting point for delving into issues in cultural diversity in the workplace, cross cultural communication, participants' cultural values and beliefs, and the impact that they have on the newcomers who they connect with.

The workshop is designed to provide people with an opportunity to explore the cultural makeup of one's own self, their organization, and also their community at large. It encourages people to examine their own values and beliefs and to open their eyes to different ways of thinking and being.

This is purely an introduction to a series of issues that can be expanded and explored in greater depth. It is to have people start to open their patterns of thinking in regards to themselves, their workplace, and their community.

It does not provide you with 'must dos' or 'absolutes'. What it does it make you think and see things in a new light. It provides insight and understanding of why people they way they are. It starts to get organizations to assess all dimensions of space to see if it is as accessible, inclusive, and inviting for everyone.

Building from this SCCC has the resources and workshops to help an organization with the strategic planning needed to begin to put absolutes in place with regards to cultural awareness and competency.

Main topics of the training include:

- What is Cultural Diversity?
- Dimensions of Culture
- Definition of Diversity and Inclusion
- Immigration statistics (in Canada and Sault Ste. Marie)
- Why is cultural sensitivity/cross cultural communication important?
- Newcomers: Barriers and Challenges (Stereotypes, prejudices, and cultural differences)
- Acculturation model of Adjustment
- Assessment of Individual Cultural Competency
- Diversity Awareness Continuum
- Assessment of Organizational Cultural Competency
- Becoming a Welcoming Community, organization, and individual
- What does a welcoming community look, smell, feel, taste like
- Resources and Activities in a Welcoming Community

At the conclusion of the workshop participants will be able to:

1. Define Culture, inclusion, welcoming environment, and cultural competency.
2. Identify, Understand and Manage the barriers and factors (culture, language, family, housing, employment, education, etc.) that influence the attraction, welcoming, and retention of immigrant newcomers
3. Understand the changing demographics in their community
4. Analyze, Assess, and Identify individual, organizational, and community cultural competency
5. Understanding of knowledge and resources in community that will be useful in building level of cultural competency

#### A Taste of Unity Cooking Classes

This is a workshop dedicated to promoting culture in our district through food. Newcomers have an opportunity to show their culture by cooking a meal for participants while sharing stories and information about their home country's traditions. This is possible in partnership with Rome's Independent Grocer where they have their "Upstairs at Rome's" kitchen where such activities take place throughout the fall and winter. This Community Connections workshop brings both members of the community with our clients so that new relationships can be formed and integration fostered.

#### Community Connections

This creative programming is aimed at helping newcomers establish networks that exist outside the Sault Community Career Centre. The community garden is one place where newcomers can meet with

other individuals in the community and a great way to share experiences, culture and extend networking skills. Informal networking has provided necessary skills to develop and transfer those same skills in a professional setting.

Numerous workshops are delivered throughout the year. Besides the ones that have been described, some of the others include the following:

#### Online Workshops – Webinars

Technology and access to webinar workshops is providing the opportunity to participate in workshops virtually that are of interest to newcomer clients such as FLEW/FODF – Family Law Education for Women/Femmes available at <http://www.onefamilylaw.ca/en/webinar/>. FLEW provides up to date information on various legal, rights and responsibilities of Canadian Citizens. Training Webinars are also available from Your Legal Rights; CLEO (Community Legal Education Ontario).

Settlement.org continues to provide vital information as well. SCCC was able to access webinar series on Cities of Migration <http://citiesofmigration.ca/> on topics such as Count Us In: Building Citizenship through Participation – From Integration to Civic Participation. (<http://citiesofmigration.ca/webinar/webinar-count-us-in-building-citizenship-through-participation/>).

Other workshop topics offered by SCCC include: Education, Health, Money/Finances/Taxes and Transportation. Topics and related curriculum are continuously developed to meet client requests and needs.

#### Employment Related Services

Suitable employment is essential to income security, feelings of self-worth, and successful integration. The provision of employment services is therefore crucial. SCCC provides the following services:

- Discuss employment/self-employment/career goals with newcomer clients.
- Provide information on how to apply for a Social Insurance Number (SIN).
- Provide an orientation to the Canadian job market and work culture.
- Explore barriers experiences by newcomers in looking for work and discussing ways to overcome them.
- Provide career planning and information on educational upgrading.
- Deliver workshops on basic job search strategies.
- Assistance with job search, arranging job interviews, and resume writing.
- Information, referral and assistance is provided regarding the recognition and accreditation of trade, professional and educational qualification.
- Outlining employee's rights.
- Providing information on ways of handling unemployment (e.g. volunteering, work placement, etc.). Clients have knowledge of the Canadian work environment, and are connected to local labour markets.
- Clients have the skills to find and apply for employment.

Besides providing in-house employment services to newcomers, SCCC partners with numerous stakeholders in the community to help newcomers with the support they need to gain employment that is commensurate with their skills and education. Below are highlights of some of the workshops and activities:

- Employer and newcomer speed networking session with Professions North/Nord (PNN) and all Northern Ontario partners held in September in Toronto.
- Employer and newcomer lunch and learn information and networking sessions.
- Employer and newcomer breakfast networking sessions.
- Education and Career Fair Days.
- Employer and Community Diversity Workshops.
- Motivational Enhancement Training Program.
- Interview Skills Workshops.
- Resume Development
- Smart Serve
- Service Excellence

#### Passport to Unity

In 2006, as part of the SCCC and New to the Sault programming, a vision was developed for the first Passport to Unity festival to celebrate the diversity of Sault Ste. Marie. Passport to Unity, an annual multicultural festival, strives to unite the community in celebration and discovery of the many diverse cultures and traditions that exist within the city. The festival brings together many local cultural groups, performers, cooks, artists, individuals and families for a three day celebration of ethnicity and cultural diversity in the City and surrounding region. Now in its 6<sup>th</sup> year, Passport to Unity brings in exhibitors and participants from the local, national and international populations. It has grown from a one to a three day Cultural Diversity Festival that incorporates the original Passport to Unity theme and activities and includes trade events, cultural outreach activities with local schools and performances. The festival has been successful in reaching its objective by creating community unity and social successful multiculturalism, allowing immigrants to preserve their culture, to ensure its continuation from generation to generation. Further, the festival encourages greater volunteerism and fosters interaction between newcomers and the larger population, and between cultural group members. Such interaction between the various cultures and the general population can break prejudices toward each other and promote social harmony and integration.

Reported by Jane Omollo: New to the Sault Coordinator, December 2012

Funded by:

Financé par :



Citizenship and  
Immigration Canada

Citoyenneté et  
Immigration Canada



**Northland Adult Learning Centre**

Northland Adult Learning Centre, part of the Algoma District School Board, delivers English as a Second Language instruction to provide newcomers with the confidence and ability to participate in the community and at work.

Additional courses have been added to the Northland English as a Second Language program to meet the needs of the newcomer population in Sault Ste. Marie. Enrollment for the English as a Second Language program has doubled since last reported in 2009 and as result has increased the number of classes offered.

<p><b>Northland Adult Learning Centre – As reported in 2009</b></p> <ul style="list-style-type: none"> <li>• English as a Second Language Instruction</li> <li>• Day and Evening Classes</li> <li>• Conversation Reading and Writing</li> </ul>	<p><b>Northland Adult Learning Centre – As reported in 2012</b></p> <ul style="list-style-type: none"> <li>• English as a Second Language Instruction (Canadian Benchmark Level 1-8)</li> <li>• Listening, Speaking, Reading &amp; Writing</li> <li>• Workplace English Language Skills <b>NEW!</b></li> <li>• TOEFL Preparation <b>NEW!</b></li> <li>• English for Academic Purposed <b>NEW!</b></li> </ul>
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Along with standard English as a Second Language instruction – Canadian Benchmark level 1 through 8, Northland also has the following courses available to newcomers in Sault Ste. Marie:

Workplace English Language Skills

Specialized language training class for newcomers who are already employed or seeking employment.  
12 week evening class

Key project activities include: social interaction, business writing (email, letters, memos and reports), participating in meetings, office confrontations, telephone communication, oral presentation and delivery, workplace specific vocabulary, Canadian culture in the workplace environment.

Test of English as a Foreign Language (TOEFL) Preparation Course

This is a 15-week TOEFL preparation course that will help the student better understand what to expect when taking the test, how the test is scored, as well as providing the tools that will be needed to have greater success when taking the TOEFL iBT® test. In addition, this course will provide authentic reading, writing, speaking and listening activities to help maximize potential.

- Please note: High-intermediate to advanced English skills are required for this course.

### Sault College/Northland ESL program

Northland Adult Learning Centre, in partnership with Sault College, will begin to offer English for academic purposes to International students who may not have the English language proficiency requirements for admission to College. This partnership will allow for a seamless transition from the English as a Second Language program at Northland to post-secondary education, specifically Sault College. The English for academic purposes will begin in the Fall of 2013.

The training and course content is directly tied to the needs of the learner. Some of the key activities for this class include:

English for Academic Purposes:

- Writing
- Reading
- Speaking
- Listening
- Grammar
- Report writing
- Oral presentations



## **Sault College**

The School of Continuing Education embarked on an initiative to expand opportunities for developing cultural competency and safety. The goal of this expansion was to strengthen the skills, competencies, and abilities of people within our community. Before embarking on this initiative, the idea was presented to the Local Immigration Partnership and the Algoma Multicultural Association. The initiative would assist with implementation of the LIP Settlement Strategy and would offer newcomers involved with the Algoma Multicultural Association an opportunity to work for Sault College and teach those enrolled about their cultural practices and values. A positive response from both groups was the catalyst to move forward for development in three areas: creating learning potential in certificates, professional development, and general interest.

In 2012, Sault College began focusing on an “invitational education” environment that will be adopted by all staff and students in their everyday practices. They have also hired a Cultural Activities Coordinator that will work with students to create events and activities to celebrate various cultures.

The following section will provide detailed descriptions of the new courses and programs offered through Sault College:

## **Continuing Education**

### **Diversity and Intercultural Relations**

Globalization brings the peoples of the world closer together. However, discrimination and other forms of intolerance continue to cause problems. In our increasingly multicultural society these issues can lead to exclusion and inequality, often along racial and ethnic lines.

This certificate program is a direct response to learning needs identified by a broad range of representatives from multicultural, health, community services and justice agencies who recognize that racial inequity and negative stereotyping are significant social problems. In this six course certificate, learners will examine diversity issues in a social context, explore critical differences in cross-cultural communication and identify the sources, causes, forms and manifestations of these issues in our society.

This program is available on a course by course basis. Students may choose to complete one or more courses each semester. Students in this program are not eligible for OSAP funding.

### Language Interpreter

The Language Interpreter Certificate Program is designed for **bilingual** individuals who wish to work as spoken language interpreters in the legal, health care, social service and domestic violence prevention sectors in Ontario. Integrating theory, principles and concepts with practical application and skills development, the program aims to assist individuals in developing the introductory level competencies, skills, knowledge and attitudes required for proficient practice as language interpreters. This program incorporates essential employability skills, the fundamental, personal management, and teamwork skills necessary to get, keep, and progress in a job-of-choice, or to enter further postsecondary studies.

This 180-hour program provides an introduction to spoken language interpreting, with skills development practice in the major constituent tasks of interpreting consecutive interpreting, sight translation and note taking, simultaneous interpreting, and a focus on setting-specific interpreting. The final 30-hour capstone course concentrates on the integration of all of these skills in typical settings encountered by spoken language interpreters. This final course also incorporates a module that addresses some of the competencies required to operate a small business. Participants who successfully complete the program will demonstrate compliance with the Standards of Practice and Ethical Principles and an ethical code appropriate to the language interpreting profession. This program also incorporates essential employability skills, the fundamental, personal management and teamwork skills necessary to get, keep and progress in a job-of-choice, or to enter further postsecondary studies.

**This program is intended for individuals who have written and oral fluency in English and a second language.**

This introductory 180 hour program is comprised of six 30-hour modules delivered online. Courses start January, May and September. This program is available on a course by course basis. Students may choose to complete one or more courses each semester. Students in this program are not eligible for OSAP funding.

### **General Interest Learning**

#### **Cooking**

##### Egyptian

Egyptian cuisine is heavily influenced by tradition and location. The staples of Egyptian cooking tend to be foods grown from the ground and obtained from the sea; vegetables, beans, fish, and seafood. The spices used to flavour ingredients are relatively easy-to-find locally and lend to the unique and savoury blends that are identifiable as Egyptian food. Egypt has a variety of national foods, the most wellknown include Ful (pronounced “fool” which is bean paste), tahini (sesame paste), koushari (lentils, macaroni, rice and chickpeas), kofta (spicy, minced lamb), and kebab (grilled lamb pieces).

Born in Egypt, Christina Youssef and her family made Canada their home three years ago. She welcomes every opportunity to share her Egyptian heritage through her cooking expertise. Christina teaches this 5-part cooking series that allow students to gain insight into the food culture and traditions of Egypt.



## Indian

Indian Cooking is considered an art that mothers usually begin to teach their daughters fairly early in life as family recipes are passed down by show-and-tell. Most meals are comprised of several dishes ranging from staples like rice and breads to meat and vegetables and finished with a dessert. The food from one region may actually be totally foreign to a person from another region! The common thread that runs through most Indian food, though, is the use of numerous spices to create flavour and aroma. Now you can enjoy those same flavours right in your own home. It is the exotic Indian spices that make Indian cuisine so delectable. Many spices and ingredients are easily available in Sault Ste. Marie for traditional Indian cuisine allowing students to share their new skills and Indian recipes with friends and family.

## Japanese

Chisato DeMarco is a member of the Local Immigration Partnership and the instructor for the Japanese cooking course at Sault College. Her workshops are designed to teach students how to cook traditional and modern Japanese dishes while also allowing them to experience a taste of the Japanese lifestyle. Through this series of 5 courses, Chisato uses unique Japanese tableware, teaches Japanese table manners and helps students to enjoy an absolute genuine Japanese culinary experience. These are 'hands-on' classes and include ample opportunity for tasting.

## **Language**

### Introduction to Arabic

Arabic is the official language spoken by more than 250 million people in 22 countries. This course has been designed to provide students with an introduction to Arabic language, whether for educational or cultural reasons or working knowledge for travelling to an Arabic-speaking country. Students are introduced to oral and written Arabic language learning as well as sharing the teachers experiences in Arabic culture and history.

### Introduction to Japanese

This course is designed for anyone interested in the Japanese language or culture. By course completion, students will have exposure to the Japanese language and be able to introduce themselves and carry on basic conversation in Japanese. Topics include greetings and introductions, basic writing, simple verbs, sentence structure, pronunciation, and an introduction to the Japanese culture.

### Spanish for Travellers Part 1 & 2

In this course, students learn the basics of the Spanish language to travel to Latin America and Spain. In their seven weeks together, students immerse themselves in the rich Hispanic culture and language while learning the most common regular verbs in the present tense, irregular verbs, greetings, numbers, food, most common traveller's questions, and vocabulary. The students develop their pronunciation, reading, and speaking skills throughout the course. The instructor, Ana Vargas, has a Masters in Spanish Linguistics from the University of Ottawa, and is Chair of the Algoma Latin Association.

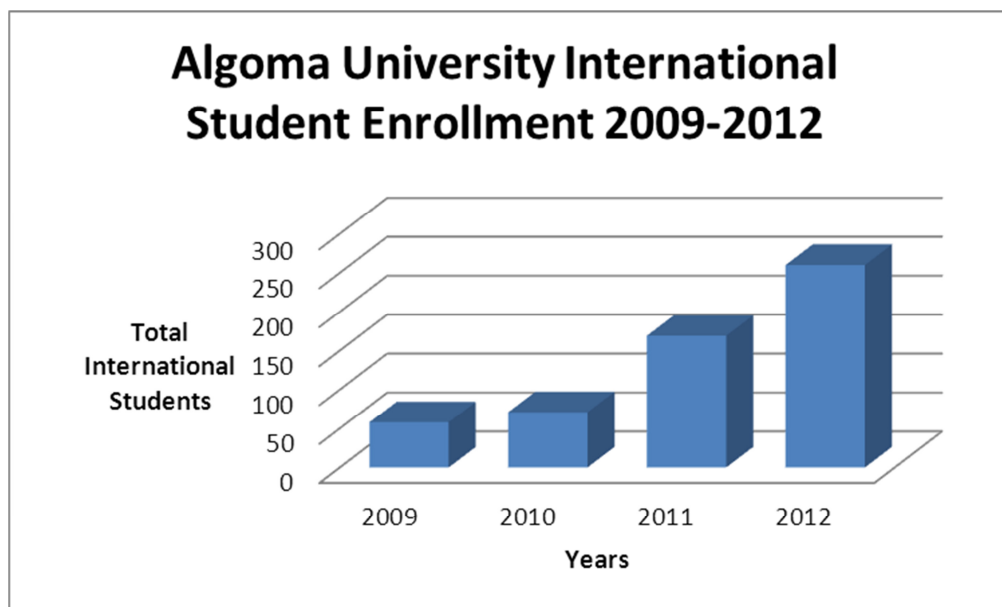


### **Algoma University**

Algoma University continues to attract students from diverse backgrounds. This includes a significant and growing number of Anishinaabe students and an increasing number of international students and landed immigrants. Algoma University is committed to addressing the needs of under-represented students, and to creating a diverse student population through broad geographical recruitment and through international student registration and success.

International students comprise approximately 18% of the total student population. Currently international students come from 16 different countries, and are enrolled in degree programs as well as the Sault Program for English Language Learning (SPELL). Algoma participates in international outreach to promote the university to prospective international students, and liaises with government regarding work and study opportunities. International students are supported through pre-departure assistance, volunteer placements, religious/cultural specific celebrations (Diwali, Eid, Chinese New Year, for example), and the Multicultural Students' Association. They also enjoy the support of a dedicated International Student Advisor and a SPELL Program Director.

Algoma University strives to ensure the campus reflects and supports the demographic diversity of Canada, bringing a broad variety of perspectives to the student experience. Program development is mindful of "opening up" Northern Ontario to today's global realities. The inclusion of international students, with their unique and varied perspectives, enables all students to learn about themselves as contributing members of interlocking communities that stretch from Sault Ste. Marie across the globe.



Year	# of International Students	% of Total Student Population
2009	58	5%
2010	71	6%
2011	169	13.5%
2012	260	18%

Currently Algoma University has international students from 26 countries including: China, Saudi Arabia, Japan, Korea, Bangladesh, India, Brazil, Finland, Spain, France, Ukraine, Czechoslovakia, Pakistan, Germany, Canada, United States, Ghana, Egypt, Jordan, Nigeria, Bermuda, Jamaica, UAE, United Kingdom, Mexico and Yemen. The following table shows the source countries of international students by percentage.

**Table B International Student Source Country (excluding SPELL and MSc students)**

	2004/05	2005/06	2006/07	2007/08	2008/09	2009/10	2011/12	2014/15
China	50%	47%	22%	24%	25%	19%	30%	35%
Bangladesh/India/Pakistan/Nepal	24%	26%	19%	22%	25%	30%	25%	30%
Africa/Asia/South America	19%	19%	17%	18%	25%	22%	25%	25%
North America/Europe/Australia/Russia	8%	8%	43%	36%	35%	29%	20%	10%

Algoma University Institutional Plan, 2010.

Algoma University's Institutional Plan released in 2010 includes the following points in the Operational Plan for international students:

- Increase enrolment in SPELL (Sault Program for English Language Learning, or Academic Preparatory ESL), resulting in more SPELL graduates enrolled in Algoma's degree programs.
- Expand international recruitment to diversify source countries.
- Ensure accessibility for international students by creating additional entry pathways to degree programs.
- Provide the requisite supports for the unique needs of international students (ESL supports, tutorial, community, career counseling, cultural transition supports, etc.)
- Continue to develop our summer ESL programmes by expanding our partnership with international representatives and partners to bring groups of summer students to Algoma from Japan, South Korea, Mexico, and China.
- Continue hosting one World University Service of Canada (WUSC) student per year – WUSC students are refugees that the university sponsors for a twelve month period.

### English as a Second Language Program

English as a Second Language (ESL) is for students looking to improve their English language skills, for personal interest or in preparation for University studies at Algoma U. This program offers 3 levels of English as a Second Language: Level 3, Level 4, and Level 5. Each level of E.S.L. 30 hours of class each week for 12 weeks. New ESL terms start in January, May, and September. All new students will be tested prior to the start of the program for placement into the level of English class that best fits their current English proficiency level. Students may enter the program at any level based on their performance in the test.

Name of Level	Description of Level	Courses
Level 3	Intermediate Level	Reading, Writing, Speaking, Grammar, Culture Link
Level 4	Advanced Level	Reading, Writing, Speaking, Grammar, Culture Link
Level 5	Academic level: Completion of Level 5 with 70% and higher in every course meets the English proficiency requirement for entry into degree programs.	Reading, Writing, Speaking, Culture Link, Academic Skills  ESL Math (for students who want to major in Computer Science and Business)

Currently there are 61 international students enrolled in the English as a Second Language Program and 19 students from abroad on student exchange. The 61 students in English as a Second Language are additional to the 260 international students reported above in other academic studies at Algoma University.

**Table D SPELL Program Enrolment**

	2003/04	2004/05	2005/06	2006/07	2007/08	2008/09	2009/10	2011/12	2014/15
Short-term SPELL study				45	52	39	76	90	100
Pre-degree enrolment SPELL study	33	28	38	19	28	15	24	30	35
Total SPELL enrolment	33	28	38	64	80	54	100	120	135

*\*Figures capture total number of registrants per semester over a 12 month period.*

### **Homestay Program**

The Homestay program gives international students the opportunity to live with a Canadian family. Algoma University has been providing this service for a number of years and continues to be successful and increasingly popular for international students and local families. There are many benefits to the homestay program including: practice every day English at home, directly experiencing Canadian culture with a Canadian family, receive prepared meals, and increased social integration as part of a local family. All families are subjected to police checks to ensure complete safety and students are placed according to compatibility.

### **Algoma Multicultural Students Association (AMSA)**

The Algoma Multicultural Students' Association promotes multiculturalism and internationalism on campus, and hosts many fun events! These include:

- Eid-UI-Fitr feast at the end of Ramadan.
- Chinese Spring Festival
- Black History Month
- Diwali dinner to celebrate the Hindu Festival of Lights.
- Japanese-Night (J-Night)
- Salsa Dance Party
- International Film Nights

In addition, Algoma provides a Muslim Prayer Space for students and Halal blessed food in the cafeteria.



## SAULT STE. MARIE POLICE SERVICE

580 Second Line East  
Sault Ste. Marie, ON P6B 4K1

ROBERT DAVIES  
*Chief of Police*

BOB KATES  
*Deputy Chief of Police*

EMERGENCY DIAL  
TELEPHONE

EXECUTIVE FAX  
OPERATIONS FAX

9-1-1  
(705)949-6300

(705)949-3082  
(705)759-7820

### **Sault Ste. Marie Police Service**

The Sault Ste. Marie Police Service (SSMPS) is the primary police organization in Sault Ste. Marie. The SSMPS is a modern and progressive organization that is proud of its history and excited about its future. The SSMPS strives to be accessible to all members of our Community both in the service we provide and the facilities it operates. All members of the public are treated in accordance with the four principles of accessible customer service, namely dignity, independence, integration, and equal opportunity.

The SSMPS was established in 1971. Its primary goal is to serve and protect the citizens of Sault Ste. Marie and Prince Township. This represents a population of approximately 75,000 people covering over 238 square kilometers.

The SSMPS has 182 full time members which include 138 sworn police officers. The SSMPS provides general patrol and investigative functions along with an Emergency Services Unit, Canine Unit, Marine Unit, Motorcycle Patrol, Bicycle Patrol, Snow Machine Unit and Forensic Identification Unit.

The SSMPS prides itself in its many community based policing initiatives including Crime Stoppers, R.I.D.E. Program, Neighbourhood Watch, Block Parents and the Sault Squires Cadet Corps. Members of the SSMPS strive to maintain a strong presence in the community by their involvement with local service clubs and social agencies.

The Local Immigration Partnership (LIP) is one of the main agencies in Sault Ste. Marie where the SSMPS is proud to partner with a variety of organizations. The SSMPS prides itself on being a diverse police service with representation from a number of ethnic and visible minorities serving our community.

All members of the SSMPS have received specialized training at the Ontario Police College and at the Service level in Diversity and Cross Culture Relations. This includes training on various faiths and the variety of customs within our own community.

As part of the commitment to properly serve newcomers to Sault Ste. Marie, the SSMPS has created the position of a Diversity Officer. In the past this officer has concentrated on the relationship between the SSMPS and our Aboriginal community. The Aboriginal community is certainly not newcomers being Canada's original inhabitants. The SSMPS has learned valuable lessons from our Aboriginal community.

In the past the SSMPS has partnered with the Aboriginal community in welcoming residents from other First Nations who were displaced due to flooding. Many of these people had to remain in Sault Ste. Marie for extended periods of time. There were valuable lessons learned throughout this process.

The SSMPS was successful in partnering with the local Aboriginal community in welcoming other First Nations communities to Sault Ste. Marie in this time of need. This experience coupled with the partnerships with the LIP, the SSMPS looks forward to enhancing the in roads with the newest additions to our community.

The SSMPS is vigilant in ensuring that the members of the Service are reflective of the population that it serves. It is very important for the SSMPS to recruit and retain ethnically diverse members. This is an on-going effort that requires support from the community at large. The SSMPS is encouraging all newcomers to our community who meet the following criteria to apply to join us in serving the citizens of Sault Ste. Marie and Prince Township.

#### Minimum Requirements;

1. Be a citizen or permanent resident of Canada.
2. Be at least 18 years of age.
3. Be physically fit and mentally able to carry out the duties of a Police Constable.
4. Have successfully completed at least four years of secondary education or its equivalent.
5. Be able to meet visual and colour vision standards.
6. Be prepared to undergo a thorough interview as well as medical and psychological tests as required.
7. Produce a "Certificate of Results" awarded by the Ontario Association of Chiefs of Police through a licensed vendor. This is a certification available to anyone upon successful completion of a variety of testing including aptitude and physical fitness testing.
8. Never having been convicted of a criminal offence for which a pardon has not been granted.
9. Have a valid driver's license with no more than 6 demerit points.
10. Be of good moral character and habits.

The SSMPS also offers civilian employment in the area of data entry and communication in the 911 Central Emergency Reporting Bureau. The requirements are similar to those of a police constable.

Please join us at [www.ssmcps.ca](http://www.ssmcps.ca) for more information.

## **No Established Canadian Credit History Programs**

Newcomers to Sault Ste. Marie can be assured that there are local programs available to help them receive a mortgage and purchase a vehicle when they arrive without commonly required established Canadian Credit History.

### **Insured Mortgage**

There are a number of mortgage lenders that offer a New to Canada Policy which allows customers who have immigrated to Canada within the last 36 months apply for an insured mortgage without having Canadian Credit Bureau History. Potential borrowers must match certain qualifications in order to access a mortgage. The following is an example of what some borrower qualifications may be similar to:

- Must have immigrated/relocated to Canada within the last 36 months;
- 3 months minimum full-time employment in Canada (borrowers being transferred under relocation program can be looked at on exception);
- Must have obtained landed immigrant status;

There is also specific documentation that is required for all borrowers to show upon application. Any newcomer in Sault Ste. Marie who is interested in getting a mortgage can contact the various mortgage approval centres, banks and local settlement service provider to inquire about a New to Canada Policy.

### **Buying a Car – Welcome to Canada Program**

When thinking about purchasing a vehicle in Sault Ste. Marie, the Welcome to Canada Program is available to assist with credit approval for newcomers that are unable to show Canadian credit history. Superior Dodge Chrysler Jeep offers this program and will assist a newcomer through the necessary application process. The program is tailored to most newcomers however there are set eligibility requirements. The following is a list of who is eligible for the Welcome to Canada Program:

1. Permanent Residents: Economic/Investor Class Immigrants
  - a. Immigrant Investors
  - b. Entrepreneurs
2. Permanent Residents: Targeted Professionals
  - a. Accountants (Certified/Chartered)
  - b. Attorneys, Barristers, Lawyers
  - c. Dentists, General Practice
  - d. Dental Specialists: Surgeons, Orthodontists, Periodontists
  - e. Engineers
  - f. Optometrists
  - g. Pharmacists
  - h. Physicians: General Practitioners
  - i. Physicians: Anesthetists, Cardiologists, Radiologists, Oculists, Obstetricians, Neurologists, Pathologists, Ophthalmologists, Plastic Surgeons, Psychiatrists, etc.



- j. Psychologists
- k. Veterinarians – animal, surgical
3. Permanent Residents: All Other Classes
4. Foreign Workers

The customer will be required to present supporting documentation. Some of these required documents include:

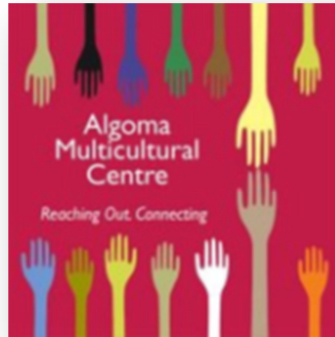
- Permanent Resident Card Sample
- Confirmation of Permanent Residence – Record of Landing
- Work Permit Sample

Detailed information will be provided to the customer by the dealership with regard to qualifications, application process and exact required documentation. Newcomers are encouraged to contact the dealership to inquire about the Welcome to Canada Program if interested in owning a vehicle in Sault Ste. Marie.

The New to Canada Policy and Welcome to Canada Program are examples of developments made to ease the transition process of immigrating to a new country. Buying a home and owning a vehicle are two important steps in the settlement process for newcomers and the Local Immigration Partnership will continue to work with local businesses to encourage the adoption of such policies and programs directly related to and easily accessible by immigrants.

## Cultural Club Profile

2009-2013



# ALGOMA MULTICULTURAL CENTRE

## About

The group is dedicated to introducing various cultures and their influence to the community by bringing cultures together through education, appreciation and understanding. Sault Ste. Marie has had an influx in various diverse cultures over the past few years with the growth of Algoma University, the recent acquisition of the Steel Plant by Essar Steel and not forgetting the South American influence with the acquisition of Algoma Tubes. In order to grow together as a community we need to acknowledge the value of every one of our community members.

Sault Ste. Marie has grown as a community in terms of various diverse cultures however these cultures are rarely brought together or presented with meaningful opportunities to connect with the local community. The Algoma Multicultural Centre is dedicated to diminishing the gap between cultures by fostering knowledge amongst community members in order to raise awareness of all cultures. It is often said we cannot go forward without knowing where we have come from. It is now time for Canada's mosaic culture to shine in smaller urban areas and not just in the larger densely populated cities. Our organization not only upholds multicultural beliefs, but is home to different board members that represents a variety of cultures from around the world. We believe in including members of different cultures to ensure self-representation within our executive and general board, as well as within our decision-making process.

Celebrating the Cultural Diversity.  
Everyone is welcome!

## Activities and Events:

Cultural Evening	Cultural Dinner and Dance	Cultural Community BBQ
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## ALGOMA LATIN ASSOCIATION

### About

Established in 2009, ALA is an association for all Latin-American Canadians and Hispanic Canadians in the Algoma-Sault Ste. Marie region. In the last few years, there has been a large increase in immigration from South America and, Spain, and the Caribbean due to jobs and other circumstances. It was recognized that there was a great need to start a new association to bring the Spanish speaking community together and also bringing the community closer to the newcomers.

ALA is here to represent you and help you with whatever you may need. If you are a newcomer, an exchange student, a volunteer, a refugee or a new Canadian they can help you. ALA is not a settlement agency but do have many partners in the community that they can contact to help you.

### Representation

Argentina, Belize, Bolivia, Brazil, Chile, Colombia, Costa Rica, Cuba, Dominican Republic, Ecuador, El Salvador, Guatemala, Guyana, Honduras, Mexico, Nicaragua, Panama, Paraguay, Peru, Spain, Uruguay, Venezuela

### Goals

- To represent the Latin American Community in the Algoma-Sault Ste. Marie Region
- Establish a rapport with the Sault Ste. Marie Community
- Promote the Latin American Culture, Food and Spanish Language
- Offer assistance to newly arrived immigrants from Latin America, helping them find agencies for housing, jobs, schools, doctors, cultural activities etc. and to work with partners to help our community reach their full potential
- Share information on community events and have monthly events for the community
- Supporting our members in their new endeavours such as a new business or activities
- Make new connections and networks with the Sault Ste. Marie community

### Activities and Events:

Monthly Movie Nights	Fiesta!	Spanish Classes for Children
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# AFRICAN CARIBBEAN CANADIAN ASSOCIATION OF NORTHERN ONTARIO

## About

The African Caribbean Canadian Association of Northern Ontario is newly formed cultural group in Sault Ste. Marie. Established in 2011, this not for profit, non-political, and non-denominational association seeks to develop, promote, and grow awareness of their cultural heritage, while promoting unity in Sault Ste. Marie.

## Objectives

- To bring together all residents of Northern Ontario of Black/African/West Indian (BAWI) descent, their families and friends
- To advance the common interest of all members
- To provide mutual aid and assistance as needed
- To provide a forum for social, cultural and business networking opportunities
- To create an environment for our children and the youth to learn about our diversity
- To share our culture and diversity in the community in which we live
- To promote and assist with the integration of new BAWI immigrants in the community
- To connect and build relationships with other groups in the community

## Local Immigration Partnership Next Steps 2013-14

Successful attraction, retention and creating the most welcoming community for all, is something that takes time and effort from all sectors and members of a community. When community research was first conducted in 2009-2010, recommendations for local development and improvement were quite general and concentrated on establishing strong partnerships to ensure critical settlement services were offered in Sault Ste. Marie. As demonstrated in the Program and Services Overview, the number of settlement and integration programs/services available for newcomers has significantly increased since the release of LIP's Settlement Strategy in 2010. As Sault Ste. Marie continues to attract more immigrants, gaps and needs in services must be addressed and the understanding of cultural competence becomes more important. The Local Immigration Partnership continuously gathers community research and feedback to properly identify the areas that require development, enhancement and consolidation for the successful attraction and retention of immigrants to the City.

Throughout this current fiscal year, April 2013-March 2014, the Local Immigration Partnership will begin development of 3 major reports intended for future implementation with local and regional organizations and groups.

Through community collaboration, the following 3 reports are being researched and reported on:

1. Inviting Community Concept
2. Focus Area Action Plan
3. 17 Characteristics of a Welcoming Community

As demonstrated in the chart below, each report will lead into another creating an overall consistent message from strategies and action plans released by LIP:



**Focus Area Action Plan**

In January 2014, the Local immigration Partnership will begin planning new initiatives, partnerships and activities by focus area through working groups. Each focus area has been determined through community based research and all planning and implementation will be guided by key stakeholders within the identified area. The following charts highlight the six identified focus areas along with the overall goal and community partners.

**Focus Area Action Plan: Cultural Competence**

The Local Immigration Partnership will work in conjunction with all sectors in the community and Local Immigration Partnership members to address the following objectives:

Objectives: Analyze six focus areas with an understanding of cultural competence elements to:

- Increase availability of cultural diversity awareness training and workshops
- Provide a “Welcoming Community for All” through development and enhancements of culturally competent policies, programs and places.
- Ensure the community is aware of cross-cultural communication practices, inviting community concept and elements of cultural competence and encourage the use of each in all workplaces, businesses and schools.
- Encourage implementation of individual cultural competence action plans within organizations in each sector

<b>Goal</b>	<p>To understand and promote the importance of cultural competence within all areas of the community by researching and reporting on existing or pending gaps/needs in each specific area and create an action plan with community partners for development and enhancement of programs and services.</p> <p>To promote the importance of cross-cultural communication education and cultural competence training to social services agencies/organizations staff members, small/medium/large business, direct/indirect service providers and educational institutions staff.</p> <p>Sault Ste. Marie’s workforce will be fully trained for “cultural competence in the workplace” and cross-cultural communication.</p>
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<b>Partners</b>
Six Focus Area Working Group Partners
Local Immigration Partnership Members

**Focus Area: Settlement Services**

The Local Immigration Partnership will work in conjunction with local settlement service providers and government to address the following objectives:

Analyze this focus area with an understanding of cultural competence elements to:

- Ease settlement and integration processes for immigrants and newcomers to Sault Ste. Marie
- Promote awareness of existing settlement service providers and services offered to increase referrals.
- Ensure service will be easily accessible and within one main location
- Encourage implementation of individual cultural competence action plans within organizations

	in this sector
<b>Goal</b>	Ensure that all immigrants/newcomers to Sault Ste. Marie are aware of settlement services available prior to and upon their arrival. All immigrants/newcomers will have fair access to these settlement services which will increase retention rates by easing integration into the community's social fabric and workforce.
<b>Partners</b>	
New to the Sault	
City of Sault Ste. Marie (Social Services Dept.)	
Federal and Provincial Government	
Economic Development Corporation	
Northland ESL	
School Boards	
Discover the Sault Staff	
LIP Awareness Committee and Communications Committee	

## Focus Area: Education

The Local Immigration Partnership will work in conjunction with local educational institutions to address the following objectives:

- Analyze this focus area with an understanding of cultural competence elements to:
- Increase awareness of immigration and cultural diversity in all local school boards and post-secondary institutions.
  - Ensure all levels (Elementary, Secondary, Post-Secondary) are able to provide equitable and inclusive education with necessary programs and support services for newcomers
  - Create a positive and welcoming environment for all immigrant/newcomer students and families.
  - “Build Welcoming Schools Through Families”
  - Encourage implementation of individual cultural competence action plans within organizations in this sector

<b>Goal</b>	To encourage the theme “A Welcoming Community for All” in all schools within our local school boards. Students will recognize and understand the benefits of cultural diversity in Sault Ste. Marie and embrace all the new experiences immigration to the community has and will continue to bring.
<b>Partners</b>	
Algoma District School Board	
Conseil Scolaire Catholique du Nouvel Ontario	
Huron Superior Catholic District School Board	
Algoma University	
Sault College	

## Focus Area: Employment

The Local Immigration Partnership will work in conjunction with Employers, Unions and Employment Service Providers to address the following objectives:

Analyze this focus area with an understanding of cultural competence elements to:

- Attract and retain Internationally Trained Professionals to Sault Ste. Marie
- Develop and enhance employment services to assist newcomers trying to obtain employment in Sault Ste. Marie
- Continue development of welcoming and inclusive workplaces to ensure newcomers receive fair and equal access to employment
- Ensure up to date labour market information is available and accessible through strong partnerships for all strategic planning
- Encourage implementation of individual cultural competence action plans within organizations in this sector

**Goal** To enhance and develop employment services to assist immigrants to Sault Ste. Marie. Continue partnership development to ease access for Internationally Trained Professionals to enter the community's workforce and help satisfy existing and pending labour shortages.

### Partners

Small/Medium/Large Business

Sault Community Career Centre

Employment Solutions

United Steelworkers Union

Algoma Workforce Investment Committee

Sault Ste. Marie Economic Development Corporation

## Focus Area: Health Care

The Local Immigration Partnership will work in conjunction with the Health Care sector and Settlement Services Providers to address the following objectives:

Analyze this focus area with an understanding of cultural competence elements to:

- Build strong partnerships with Health Care providers in Sault Ste. Marie to ensure necessary programs and support services are easily available and convenient
- Develop and enhance service to assist immigrants in receiving accurate information and documentation for Health Care
- Promote existing and newly developed services to newcomers through presentation and proper referral
- Encourage implementation of individual cultural competence action plans within organizations in this sector

**Goal** Immigrants/Newcomers to Sault Ste. Marie will receive the most accurate information and assistance to receive fair and equal access to health care services. Immigrants/Newcomers will feel comfortable and supported with regard to accessing all available health care services at any time.

### Partners

Sault Area Hospital

Group Health Centre

Federal Government



Ontario Government
City of Sault Ste. Marie
LHIN
Walk-in Clinics
Physician Recruitment
Sault Community Career Centre/New to the Sault

## Focus Area: Cultural Celebration

The Local Immigration Partnership will work in conjunction with local Cultural Clubs/Groups to address the following objectives:

Analyze this focus area with an understanding of cultural competence elements to:

- Promote Diversity Week in Sault Ste. Marie to reach all residents of the community
- Encourage inclusive cultural celebration all year round in Sault Ste. Marie
- Create opportunities for the community to learn about new cultures that are present in Sault Ste. Marie.
- Encourage and embrace the cultural diversity in Sault Ste. Marie through support of new businesses, restaurants and cultural groups.

**Goal** Encourage the celebration of all cultures in Sault Ste. Marie. Create a positive environment for all new and existing cultural clubs/groups to plan and host events, activities and programs to share all aspects of each culture with community members.

### Partners

Algoma Multicultural Centre
Algoma Latin Association
ACCANO
Islamic Association of Sault Ste. Marie
School Boards
City of Sault Ste. Marie
LIP Awareness Committee and LIP Communication Committee
Sault Community Career Centre/New to the Sault

## Focus Area: Sports and Recreation

The Local Immigration Partnership will work in conjunction with Sports and Recreation organizations and cultural groups to address the following objectives:

Analyze this focus area with an understanding of cultural competence elements to:

- Encourage diverse sports and recreational activities to be organized and offered in Sault Ste. Marie
- Build strong partnerships with organizations and groups that organize sports and recreation in Sault Ste. Marie
- Enhance communication to immigrants/newcomers for easier access to sports and recreational activities offered in the community.

<b>Goal</b>	Immigrants/Newcomers to Sault Ste. Marie will have easily accessible contact information for sports and recreation activities through developed communication and referral systems. Research and encouragement for the implementation of new sports to include popular recreational activities from other countries will be ongoing through development of strong partnerships.
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### Partners

Algoma Multicultural Centre

Algoma Latin Association

ACCANO

Islamic Association of Sault Ste. Marie

AMSA (Algoma U)

City of SSM (CSD)

New to the Sault

Sault Ste. Marie YMCA

Algoma University – George Leach Centre

### Inviting Community Concept

This concept was originally introduced to the Local Immigration Partnership in 2012, by Sault College, as the “Fundamentals of Invitational Education”. Invitational Education, developed by William W. Purkey and John M. Novak, is a theory of practice, designed to create, maintain and enhance human environments that cordially summon people to realize their potential. It maintains that every person and everything in and around organizations or the community adds to or subtracts from the process of being a beneficial presence in the lives of human beings, personally and professionally.

The Local Immigration Partnership has become familiar with the major components of this theory and adopted the aspects of it that are suitable to creating an inviting community. The Inviting Community Concept will be delivered in the following formats:

1. **Framework Flow Chart:** to provide a visual explanation of how the Community Fundamentals (Optimism, Trust, Respect, Intentionality) should be reflected in the development and enhancement of the Essential Elements (People, Places, Policies, Programs, Processes).

2. **Written Report:** to provide a detailed breakdown of each of the Community Fundamentals and examples of how they can be reflected in the Essential Elements through comprehensive examples.

The overall objectives of the Inviting Community Concept are as follows:

- Become familiar with the 4 major Community Fundamentals;
- Identify and understand in detail the Essential Elements specific to Inviting Community;
- To be utilized as a guide for development and enhancements of policies, programs, procedures, etc. in order to ensure they are culturally competent and inviting.

The completed Inviting Community Concept flow chart and report will be used to assist community partners in creating individual action plans geared toward developing culturally competent programs, processes, policies, people and places.

### **Welcoming Communities Initiative Study**

Since 2009, the Sault Ste. Marie Local Immigration Partnership has been creating community partnerships to enhance, develop and consolidate services for newcomers to the City. In 2011, the Welcoming Communities Initiative delivered the “17 Characteristics of a Welcoming Community” list that could be used by municipalities as a framework to gauge their progress in being termed a welcoming community.

The following 17 characteristics were identified as the Characteristics of a Welcoming Community:

1. Employment Opportunities
2. Fostering of Social Capital
3. Affordable and Suitable Housing
4. Positive Attitudes toward Immigrants, Cultural Diversity, and the presence of Newcomers in the Community
5. Presence of Newcomer-Serving Agencies that Can Successfully Meet the Needs of Newcomers
6. Links Between Main Actors Working toward Welcoming Communities
7. Municipal Features and Services Sensitive to the Presence and Needs of Newcomers
8. Educational Opportunities
9. Accessible and Suitable Health Care
10. Available and Accessible Public Transit
11. Presence of Diverse Religious Organizations
12. Social Engagement Opportunities
13. Political Participation Opportunities
14. Positive Relationships with the Police and the Justice System
15. Safety
16. Opportunities for Use of Public Space and Recreation Facilities
17. Favourable Media Coverage and Representation

The Sault Ste. Marie LIP will research and report on the 17 Key Characteristics after the development and delivery of all action items beginning in 2013-14 (ie. Inviting Community Concept and Focus Area Action Plan). The implementation of the Inviting Community Concept and Focus Area Action Plan will lead into the achievement of the 17 key characteristics and allow the community to see the overall improvements made to continue growing as a “Welcoming Community for All”

#### **4<sup>th</sup> Annual Immigration Forum**

The annual Sault Ste. Marie Immigration Forum is the largest event hosted by the Local Immigration Partnership every fiscal year. The Immigration Forum is the only conference in Sault Ste. Marie that focuses completely on immigration, issues faced by newcomers and the services/programs available throughout the City and offered by the Governments of Ontario and Canada. This event brings in participants from all sectors including business, education, health care, culture, Government, service providers, employers, and newcomers. The theme for each Immigration Forum is based on the theme selected by the LIP Council and LIP Awareness Committee for the Community Awareness Campaigns. The Annual Immigration Forums are held in February of each year, the 2014 date will be released in December 2013.

#### **Membership with the Canadian Coalition of Municipalities Against Racism and Discrimination**

On March 25, 2013, City Council approved a resolution brought forward by the Local Immigration Partnership to consider membership with the Canadian Coalition of Municipalities Against Racism and Discrimination (CCMARD). In the 2013-14 fiscal year, LIP will work with community partners to develop a report of local support that will be brought forward to City Council in 2014. If approved, The City of Sault Ste. Marie through LIP will proceed with becoming a member of CCMARD.

#### **Conversation Circle**

The Local Immigration Partnership is beginning a new Conversation Circle initiative to assist with research and continue to increase participation from newcomers. The LIP Conversation Circles are intended to create a place for people to give and receive both emotional and practical support as well as exchange information. Conversation Circles will occur every 3 weeks unless more frequent meeting are required and are open to anyone who would like to participate. Themes or topics of discussion will be selected based on conversation from previous circles and suggestions from participants.

In order to successfully complete the proposed tasks and initiatives for the 2013-14 fiscal year, the Local Immigration Partnership will be requesting the assistance of local organizations, employers, educational institutions and newcomers. The following is a list of committees and working groups that will be developed throughout the fiscal year to assist with research, plan development and implementation planning. Committees and working groups include but are not limited to:

**Local Immigration Partnership Standing Committees** – Formed in 2010 and remain on-going each fiscal year, new members are always welcome.

1. LIP General Committee – Standing
2. Awareness Committee – Standing
3. Forum Committee – Standing

**Local Immigration Partnership Temporary Committees and Working Groups** – Formed between 2013 – 2014, will remain on-going until plans are developed.

1. Racial Harmony Committee – Temporary (Formed January 2013)
2. Communications Committee – Temporary (Formed January 2013)
3. CCMARD Committee – Temporary (May 2013)
4. Invitational Community Committee – Temporary (September 2013)

**Focus Area Action Plan Working Groups**

5. Settlement Services – Temporary (January 2014)
6. Education – Temporary (January 2014)
7. Employment – Temporary (January 2014)
8. Cultural Sensitivity – Temporary (January 2014)
9. Health Care – Temporary (January 2014)
10. Cultural Celebration – Temporary (January 2014)
11. Sports and Recreation – Temporary (January 2014)

Strong community participation on the above listed committees is a necessary step to ensure accurate information is collected and plans are delivered properly. All interested organizations, groups and individuals are welcome to participate.

## Testimonials

*“The Sault Ste. Marie Police Services believes that working pro-actively along-side the community makes for a great partnership. Additionally, the Sault Ste. Marie Police Services strives to be accessible to all members of our community both in the service we provide and the facilities we operate. Being a member of the Sault Ste. Marie Local Immigration Partnership has allowed the Police Services to work closely with a wide range of local organizations and newcomers to ensure accessible customer service, successful integration, and equal opportunity for all residents in our City”.*

- **Chief Robert D. Davies – Sault Ste. Marie Police Services**

*“I am certain that the services provided by (LIP) the Local Immigration Partnership are invaluable to newcomers. LIP does an excellent job at providing different services and opportunities, which allow newcomers to have opportunities to integrate and contribute to the community. Having the opportunities to contribute is very important to newcomers; because it allows newcomers to integrate quickly, it makes us feel welcome, and gives us a sense of belonging. As a newcomer myself, who has worked very closely with LIP, there are no words created yet for me to express the value LIP has been to myself and my family. I feel LIP has given me a voice and a huge sense of belonging, which you cannot put a price on. I trust and expect LIP to continue to play a significant role in enhancing the excellent services, which are important for helping newcomers to integrate within the community of Sault Ste. Marie in an easy and welcoming way”.*

- **Dave Mornix**

*“Sault Community Career Centre’s (SCCC) Settlement Services program, or New to the Sault, is funded by Citizenship and Immigration Canada (CIC) and has been an active member of the Local Immigration Partnership (LIP) since its conception in 2009. With its presence the LIP has been actively seeking new and innovative ways to connect to our newcomer population in Sault Ste. Marie and the Algoma District by enhancing local partnerships, engaging in focus groups and bridging gaps for international residents. With over 50 members, we feel that the LIP is a strong presence in the community that works with Newcomers to Canada to support the inclusion and integration of newcomers while also creating a welcoming community for all.*

*The LIP was the first of its kind to create a community Settlement Strategy that provided information on the newcomer population, their successes, gaps in services and feedback on how to improve welcoming Newcomers to Canada to our city. SCCC was included as part of the strategy to offer settlement services but the partnership also welcomed other local organizations and cultural groups to join the LIP. The community responded positively and the partnership made it easier to refer clients throughout the network as it provided information on what programming and services were available for newcomers specifically. We also learned through the network what newcomers felt were a priority and SCCC created settlement services that enhanced our programming to address those priorities.*

*The LIP continues to address the needs of Newcomers to Canada by offering new ways to connect to the network, such as with the annual Immigration Forum, focus groups, and monthly meetings. The annual Immigration Forum is a successful event where Newcomers to Canada provide feedback on how the community is doing in welcoming and engaging newcomers, and how we can develop new strategies to address gaps in current programs and services. We are happy to participate in the forum each year by offering our feedback and assistance in the development of the forum theme and discussion topics. From the 2013 Immigration Forum the LIP formulated two new committees, the Racial Harmony and Communications Committee that will assist with the further integration and welcoming of newcomers to the area. As a member of both committees we are happy to see the gradual progression and development in the city to welcome newcomers while also having an opportunity to express new needs and gaps that newcomers face.*

*Overall, we are pleased with the efforts and developments the LIP has made for Newcomers to Canada and community organizations that assist newcomers since its conception. We look forward to working with the LIP in the future to assist with the development and welcoming of Newcomers to Canada in our city.”*

- **Sault Community Career Centre, New to the Sault Settlement Services Program**

*“To maintain a high quality of life in Sault Ste. Marie, groups have to work together to provide top-notch programs and services that make the community a great place to live, work, study and raise a family. The Local Immigration Partnership (LIP) is a key spoke in this wheel. The Sault Ste. Marie Economic Development Corporation has been proud to partner with the LIP on a number of fronts, including providing business start-up support for newcomers, and we will continue to do so in the future.”*

- **Tom Dodds, CEO, Sault Ste. Marie Economic Development Corporation**

*“Local Immigration Partnership (LIP) has been a vital community partner in a coordinated effort to attract, welcome, and integrate immigrants to Sault Ste. Marie and the Algoma District. Excited to be a new Canadian, I felt very proud to have been invited as a LIP volunteer member in 2010. Since joining Local Immigration Partnership, I have actively participated in creating and developing initiatives to enlighten the community to welcome newcomers, as well as engaging newcomers to become involved in the community. In my experience, I found LIP staff and members to be true professionals and extremely supportive to me, as well as many other newcomers I have spoken with in the Sault. Their direct and open approach makes them great to work with and their positive attitude is truly infectious! Thank you LIP Sault Ste. Marie!”*

- **Sandra Mongui**



*“As part of the Algoma District School Board, Northland Adult Learning Centre has been operating a successful English as a Second Language program in Sault Ste. Marie, Ontario for many years. We provide both day and evening classes which focus on vocabulary development using a thematic approach to grammar, listening skills, reading comprehension and journal writing. Our advanced classes include Workplace Language Skills and TOEFL Preparation. We believe that learning English is essential for living and working in today’s global economy.*

*Our program not only teaches Canadian English at all the Canadian Benchmark Levels but also presents to our international and local students the Canadian Culture experience that is present in the Sault Ste. Marie area which is naturally gifted as we all know. Sault Ste. Marie is a beautiful, friendly, safe and clean city. It is situated on Lake Superior and is nestled in the vast Algoma wilderness.*

*In 2009 Sault Ste. Marie’s Local Immigration Partnership developed a community based strategy for newcomers to Sault Ste. Marie. The goal of creating a Welcoming Community is being accomplished through ongoing marketing and initiatives and projects such as the Immigration Forums which have been held for 3 consecutive years, a community awareness campaign, identifying existing services to newcomers, addressing gaps and the Racial Harmony resolution passed by city council.*

*Our international students and our organization have participated throughout the process, giving support and input where needed. Through this collaborative effort of our community members, services, and LIP, Sault Ste. Marie has grown from a community who had very limited international awareness to a more culturally diverse and accepting community. A truly better place to live and work!”*

- **Janet Prpich, Program Coordinator, Northland Adult Learning Centre**

*“The Algoma District School Board was pleased to continue in partnership with the Local Immigration Partnership again in 2012-2013. One of the highlights for our Board occurred on April 23rd when our Board joined the City of Sault Ste. Marie, endorsing the Racial Harmony Resolution and passing a motion to support the City of SSM in adopting and passing the Motion supporting Racial Harmony. At the Board meeting, ADSB Chair of the Board Jennifer Sarlo commended the City and the LIP for their leadership in bringing the community together around racial harmony. **“As a Board, we recognize the importance of embracing cultural diversity in Sault Ste. Marie. We are committed to working in partnership to ensure staff and students in our schools embrace diversity in a caring, welcoming way.”** LIP representative Asima Vezina, Superintendent for Education with ADSB is proud to be a member on the LIP committee. It is commendable that the City of SSM is taking a lead role in ensuring community partners have an opportunity to plan together toward a common goal of ensuring their community is inviting, welcoming and attractive for newcomers looking to relocate to SSM. The strength of the LIP of Sault Ste. Marie is in the commitment of the various organizations and volunteers who make up the partnership and are committed to working together on a number of projects, initiatives, strategies.”*

- **Algoma District School Board**

### **Thank you!**

A special thank you to the many organizations and individuals who assisted in the development of this Community Progress Report. All members of the Local Immigration Partnership have been so dedicated in the implementation of Sault Ste. Marie’s Settlement Strategy to create a welcoming community for all. The on-going research, reports, action plans, events and initiatives would not be possible if it was not for the passion and enthusiasm of our members.

The Local Immigration Partnership has met and worked closely with many newcomers in Sault Ste. Marie since 2009. We thank you for sharing your stories and experiences with us. Most of all, we thank you for being a part of our committees and initiatives throughout the years and the contributions you have made to this community.

The Local Immigration Partnership also works closely with numerous organizations, employers and institutions in Sault Ste. Marie. We thank you for all of your efforts in making programming, services, and workplaces accessible and accommodating for newcomers to our community.

Sault Ste. Marie LIP is committed to forming strong partnerships in the community and implement strategies and action plans to achieve our vision that: ***The City of Sault Ste. Marie will be perceived as a vibrant, diverse, welcoming community offering opportunities and services in the labour market, education system as well as socially making Sault Ste. Marie an ideal city for newcomers to live, work, learn and play.***



Sincerely the Local Immigration Partnership Staff,

Danny Krmptich  
LIP Coordinator

Melissa Ceglie  
LIP Assistant

Robin Fox  
Program Assistant

## Appendix 1

### Local Immigration Partnership General Membership (Includes all committees and Council)

#### Member Organizations

<b>African Caribbean Canadian Association of Northern Ontario</b>	<b>Agero</b>	<b>Sault and Area Labour Council</b>	<b>Algoma District School Board</b>	<b>Algoma Latin Association</b>	<b>Algoma Legal Clinic</b>
<b>Algoma Multicultural Centre</b>	<b>Algoma Public Health</b>	<b>Algoma University</b>	<b>Algoma Workforce Investment Corporation</b>	<b>Baawaating Family Health Team</b>	<b>Canada Border Service Agency</b>
<b>Chamber of Commerce</b>	<b>Citizenship and Immigration Canada</b>	<b>City of SSM – Emergency Services Department</b>	<b>City of SSM – Planning Department</b>	<b>City of SSM – Social Services Department</b>	<b>Community Living Algoma</b>
<b>Contact North</b>	<b>City Councillor</b>	<b>CTV</b>	<b>Discover the Sault Immigration Web Portal</b>	<b>Economic Development Corporation</b>	<b>Essar Steel Algoma</b>
<b>Francophone centre</b>	<b>Garden River Health Centre</b>	<b>Group Health Centre</b>	<b>Huron Superior Catholic District School Board</b>	<b>Indian Friendship Centre</b>	<b>John Howard Society</b>
<b>Metis Nation of Ontario</b>	<b>Ministry of Citizenship and Immigration</b>	<b>Ministry of northern Development and mines</b>	<b>Ministry of Training, Colleges and Universities</b>	<b>MPP's Office</b>	<b>Newcomers</b>
<b>Northland Adult Learning Centre</b>	<b>Parks Canada</b>	<b>Physician Recruitment and Retention</b>	<b>Professions North</b>	<b>RDEE Ontario</b>	<b>Réseau du mieux-etre francophone du nord de l'ontario</b>
<b>Safe Communities Partnership</b>	<b>Sault College</b>	<b>Sault Community Career Centre/ New to the Sault</b>	<b>Sault Ste. Marie Police Services</b>	<b>Sault Ste. Marie YMCA</b>	<b>Service Canada</b>
<b>Shaw TV</b>	<b>Superior Chrysler</b>	<b>Tenaris Algoma Tubes</b>	<b>United Way</b>	<b>MP's Office</b>	

## Individual Members

Alison Weir	Ana Vargas	Andrew Ross	Anna Zuccato	Asima Vezina	Carol Noaln
Chisato DeMarco	Chris Shames	Christine Kucher	Christine Ouimette	Cindy Sawyer	Dave Mornix
Don Ferguson	Don McConnell	Don Muio	Dr. Amhalhal	Duane Moleni	Elizabeth Edgar-Webkamigad
Fran Scheepmaker	Frank Greco	Gary Premo	Greg Lefave	Henry Jin	James Cameron
Jane Martynuck	Jane Omollo	Janet Prpich	Jeanette Cowen	Jennifer Barton	Jody Wildman
Joe Krmpotich	Jonathan Coulman	Jonathan Periard	Jose Reyes	JP Morin	Judy Montague
Karol Rains	Kevin Hemsworth	Kim Caruso	Kim Seabrook	Krista Pearson	Larry Pezzutto
Lauren Perry	Laurie Poirier	Linda Kirby	Lise Joyal	Lisa Rietveld	Mark Allard
Maureen Dodd	Mike Nadeau	MP Bryan Hayes	MPP David Oraziatti	Nishi Prasad	Pam Nolan
Patricia Ricard	Peter Tonazzo	Peter Vaudry	Pramod Shukla	Precious Cedolia	Ralph Medaglia
Ray Running	Rob Tong	Robert Totime	Saira Anjum	Sandra Mongui	Sean Sparling
Selene Gamino	Sharon Mosker	Shelley Barich	Silvia Alves	Sister Pat Carter	Sonny Spina
Susan Hunter	Suzanne Salituri	Tamara Van Dyk	Tammy Webb	Tom Bonnell	Tom Dodds
Wendy Bird	Zoltan Virag				

## Appendix 2

### Local Immigration Partnership Community Sponsorships

The Local Immigration Partnership is committed to strengthening awareness about cultural diversity and immigration in Sault Ste. Marie. As part of this commitment, the Local Immigration Partnership sponsors various clubs and organizations within the community to host activities and events that deliver messages of Racial Harmony and promote cultural diversity and inclusion. The following is a list of local organizations that LIP has sponsored:

- **Algoma University**
- **Immigration Web Portal**
- **Community Child Care**
- **Safe Communities Partnership**
- **Sault Community Career Centre/New to the Sault**
- **Sault Youth Association**
- **Algoma Multicultural Association**
- **Algoma Latin Association**
- **Sault Ste. Marie Cricket Club**
- **Francophone Centre**
- **Pan Northern Immigration Committee**

## Appendix 3

### Sault Ste. Marie – Challenges Report

The City of Sault Ste. Marie, along with Canada as a whole continues to face challenges that will affect the overall population and the labour market. Some local challenges being faced include:

- An aging population
- Retirements and replacement demands

The Local Immigration Partnership is designed to create strategic partnerships across all sectors for the successful attraction and retention of immigrants to Sault Ste. Marie. In 2008, the City of Sault Ste. Marie identified that immigration is a key factor in the future growth of the labour pool as well as the population of the community.

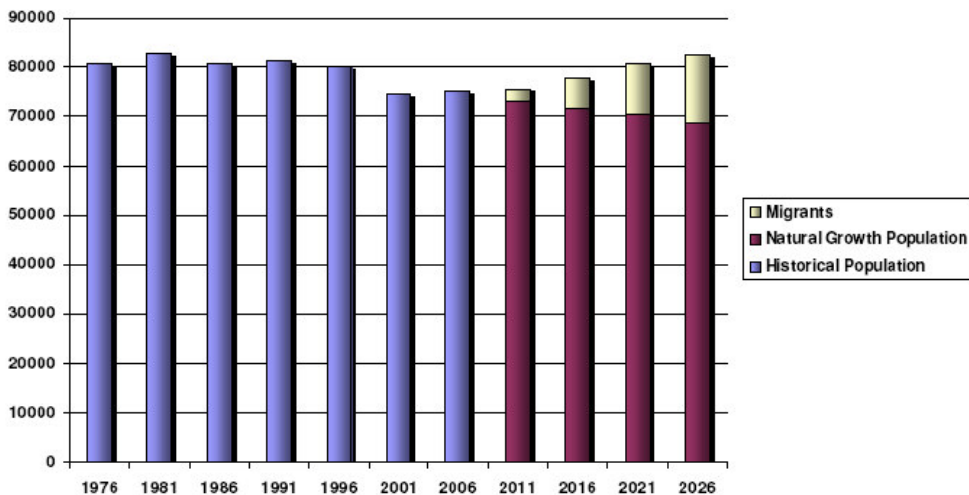
#### Aging Population

##### Overall Population

Similar to most of Canada, the population of Sault Ste. Marie is aging. In 2008, The City of Sault Ste. Marie's Engineering and Planning Department released a Population and Housing Projections Report including population trends until the year 2026. Total births are projected to continue decreasing and total deaths are projected to continue increasing. Also, those leaving the workforce are projected to outnumber those entering the workforce. Figure 1 is the historical and projected population for Sault Ste. Marie focusing on natural growth and migrants.

Figure 1

## Historical and Projected Population

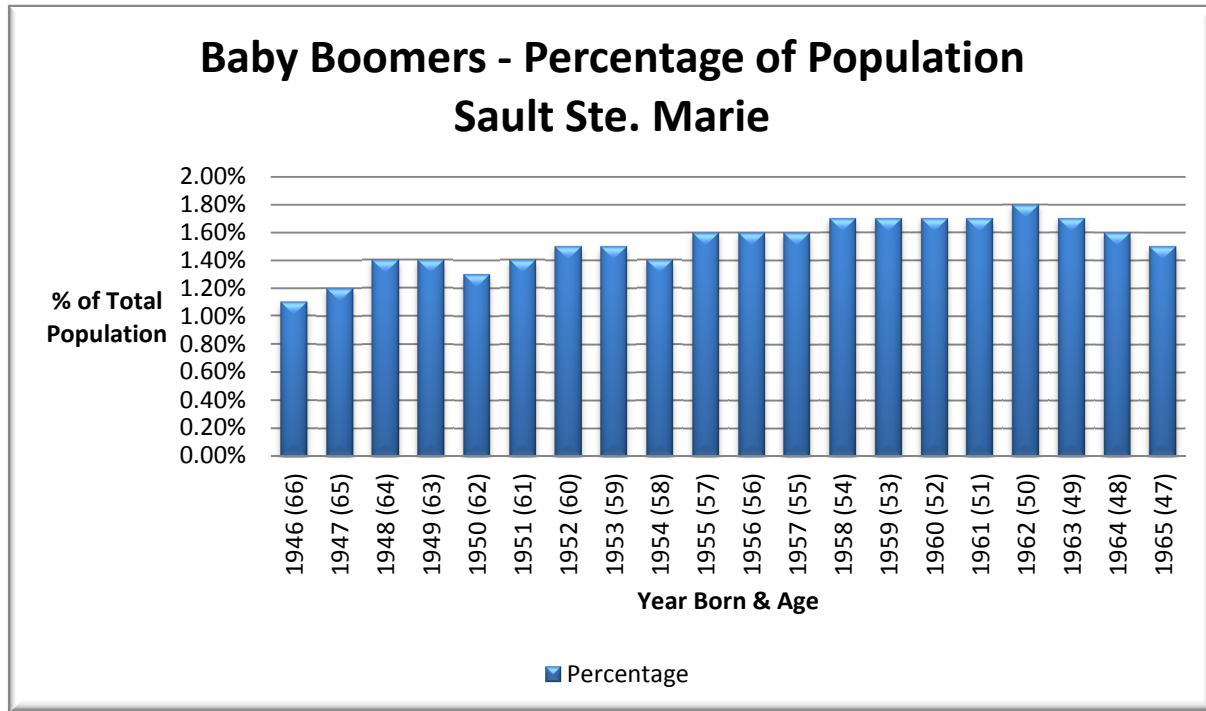


Source: Population and Housing Projections, City of Sault Ste. Marie Engineering and Planning Department, 2008

### Baby Boom Generation

Baby boomers (born between 1946 and 1965), represent Canada’s largest generation in history and as of 2011, they began turning 65 years of age. According to figures from Statistics Canada 2011 Census, baby boomers make up 30.6% of Sault Ste. Marie’s total population.

Figure 1



Source: Statistics Canada, 2011 Census

The graph above shows the percentages of baby boomers by year, with respect to the total population of Sault Ste. Marie. The total population for Sault Ste. Marie according to Statistics Canada, 2011 Census is 75,145. The total number of baby boomers (those between the ages of 47-66) is 23,010.

The table below is a detailed view of the exact numbers for each age in the baby boom generation as well as the percentage it represents out of the total population.

Figure 2

Year (Age)	Percentage	Total
1946 (66)	1.10%	830
1947 (65)	1.20%	910
1948 (64)	1.40%	1040
1949 (63)	1.40%	1080
1950 (62)	1.30%	1005
1951 (61)	1.40%	1050

1952 (60)	1.50%	1095
1953 (59)	1.50%	1115
1954 (58)	1.40%	1080
1955 (57)	1.60%	1205
1956 (56)	1.60%	1195
1957 (55)	1.60%	1220
1958 (54)	1.70%	1240
1959 (53)	1.70%	1305
1960 (52)	1.70%	1290
1961 (51)	1.70%	1315
1962 (50)	1.80%	1375
1963 (49)	1.70%	1285
1964 (48)	1.60%	1215
1965 (47)	1.50%	1160
<b>Overall Total</b>	<b>30.60%</b>	<b>23,010</b>
<b>Total Population</b>		<b>75,145</b>

Source: Statistics Canada, 2011 Census

As shown above, the largest portions of baby boomers are between 48 to 57 years of age. Each of these ages individually represent between 1.6% and 1.8% of the total population for Sault Ste. Marie.

### Seniors

Statistics Canada includes two age categories for individuals identified as seniors, the first is those aged 65 years and older while the second is those aged 80 years and older. In 2012, as outlined above, the earliest baby boomers (those born in 1946 and 1947) have now entered the senior's category according to Statistics Canada. In the 2011 Census, Sault Ste. Marie had 14, 830 people in the Seniors – 65 years and older category while seniors aged 80 years and older totalled 4,390.

Figure 3 displays the population by broad age groups for both sexes for the year of 2006 and 2011. The population is divided into 4 age groups including:

1. Children: 0-14 years
2. Working-Age Population: 15-64 years
3. Seniors: 65 years and over
4. Seniors: 80 years and over

Figure 3 a

### Population by broad age groups and sex, 2006 counts for both sexes, for Canada and census subdivisions (municipalities) with 5,000-plus population

Geographic name	CMA/CA type	Age groups			Total	Seniors: 80 years and over
		children: 0 to 14 years	working-age population: 15 to 64 years	seniors: 65 years and over		
Sault Ste. Marie,	CY	11,430	49,640	13,875	74,945	3,700



Figure 3 b

**Population by broad age groups and sex, 2011 counts for both sexes, for Canada and census subdivisions (municipalities) with 5,000-plus population**

Geographic name	CMA/CA type	Age groups			Total	Seniors: 80 years and over
		children: 0 to 14 years	working-age population: 15 to 64 years	seniors: 65 years and over		
Sault Ste. Marie	CY	10,670	49,645	14,830	75,145	4,390

Source: Statistics Canada, 2011 Census, Data Products

Although Sault Ste. Marie saw only a 0.3% increase in total population from 2006 to 2011, total percentage change between age categories for children and seniors was much larger.

Figure 4

**Population by broad age groups and sex, percentage change (2006 to 2011) for both sexes, for Canada and census subdivisions (municipalities) with 5,000-plus population**

Geographic name	CMA/CA type	Age groups			Total	Seniors: 80 years and over
		children: 0 to 14 years	working-age population: 15 to 64 years	seniors: 65 years and over		
Sault Ste. Marie	CY	-6.6	0.0	6.9	0.3	18.6

Source: Statistics Canada, 2011 Census, Data Products

Figure 4 compares population by broad age group for both sexes from the 2006 Census to the 2011 Census for Sault Ste. Marie. Percentage changes were noted in all age groups except the working-age population.

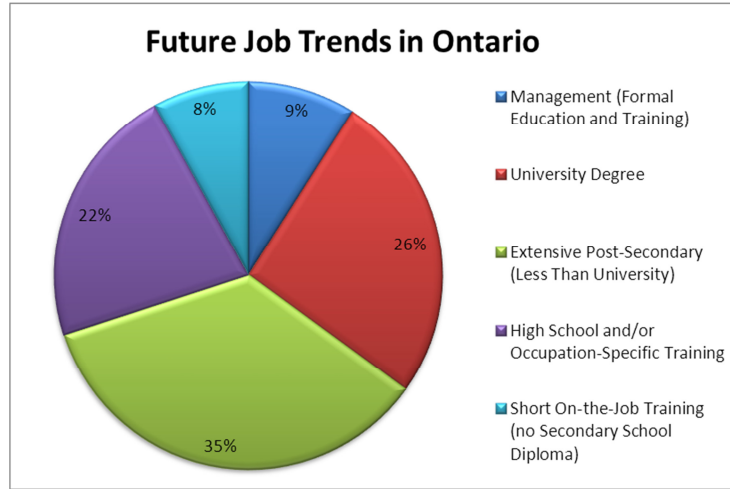
- Seniors 65 to 79 years increased by 6.9%, moving from 13,875 in 2006 to 14,830 in 2011
- The largest percentage change was the increase in senior’s age 80 years and over. In 2006 there were 3,700 individuals in this age group, increasing to 4,390 in 2011 for a total percentage change of 18.6%

In summary, Sault Ste. Marie continues to face an aging population. Baby boomers now range from the ages of 47 to 66 and make up 30.6% of the City’s total population. Of those baby boomers, 1,740 of them have now entered the senior’s age group, as identified by Statistics Canada. Seniors 80 years and over saw the largest percentage change from 2006 with an increase of 18.6%. Between the baby boom generation reaching retirement age and entering the senior’s age group Sault Ste. Marie continues to face pending shortages of skilled workers.

### Future Job Trends in Ontario

Although it is difficult to accurately predict which occupations will be in demand in the future, and how many jobs will be created in these occupations, the Ministry of Training, Colleges and Universities have developed a list explaining where most new job creation is expected by 2013. Figure 6 shows the percentage composition of job trends by skill level.

Figure 6



Source: Ministry of Training, Colleges and Universities, Labour Market Information

According to the Ministry of Training, Colleges and Universities Labour Market Information, the following specific occupations will be in demand for each category.

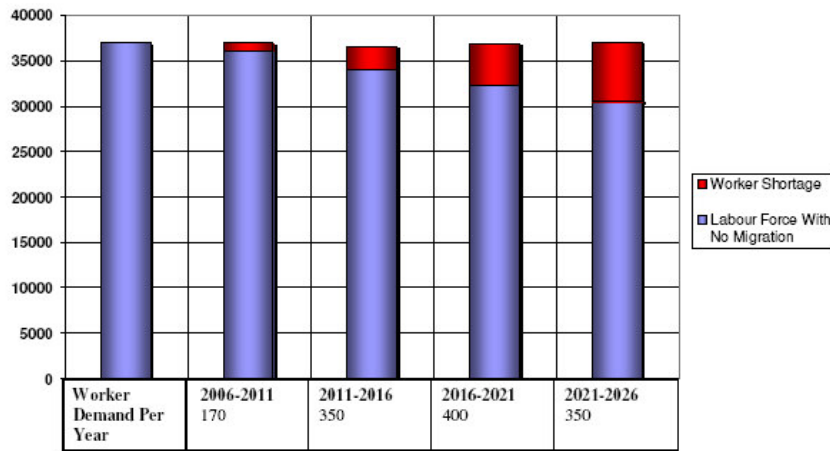
Future Job Trends in Ontario – Detailed Breakdown	
<b>Management (Formal Education and Training)</b>	<ul style="list-style-type: none"> <li>Managers in healthcare</li> <li>Computer and information systems managers</li> </ul>
<b>University Degree</b>	<ul style="list-style-type: none"> <li>Specialist physicians</li> <li>Physiotherapists</li> <li>Occupational Therapists</li> <li>Software Engineers</li> <li>General practitioners and family physicians</li> <li>Information systems analysts and consultants</li> <li>Pharmacists</li> <li>Civil engineers</li> <li>Social Workers</li> <li>Registered nurses</li> </ul>
<b>Extensive Post-Secondary (Less Than University)</b>	<ul style="list-style-type: none"> <li>Paralegal and related occupations</li> <li>User support technicians</li> <li>Dental hygienists and dental therapists</li> <li>Early childhood educators and assistants</li> <li>Electricians (except industrial and power system)</li> <li>Chefs</li> <li>Plumbers</li> </ul>

	<ul style="list-style-type: none"> <li>• Refrigeration and air conditioning mechanics</li> </ul>
<b>High School and/or Occupation-Specific Training</b>	<ul style="list-style-type: none"> <li>• Customer service, information and related clerks</li> <li>• Food and beverage servers</li> <li>• Truck drivers</li> <li>• Heavy equipment operators</li> </ul>
<b>Short On-The-Job Training (No Secondary School Diploma)</b>	

It can be stated that Sault Ste. Marie will have to attract skilled professional immigrants to satisfy replacement demands. The Local Immigration Partnership is comprised of local employers and labour organizations that report on current and pending challenges with the local labour market as well as discuss services and programs that are designed to assist employers when actively searching for specific skilled workers. The City of Sault Ste. Marie Engineering and Planning Department’s Population and Housing Projection Report provides two figures regarding migrants necessary for the local labour force for the time period of 2006-2026.

Figure 7

### Migrant Workers Required to Maintain Existing Labour Force



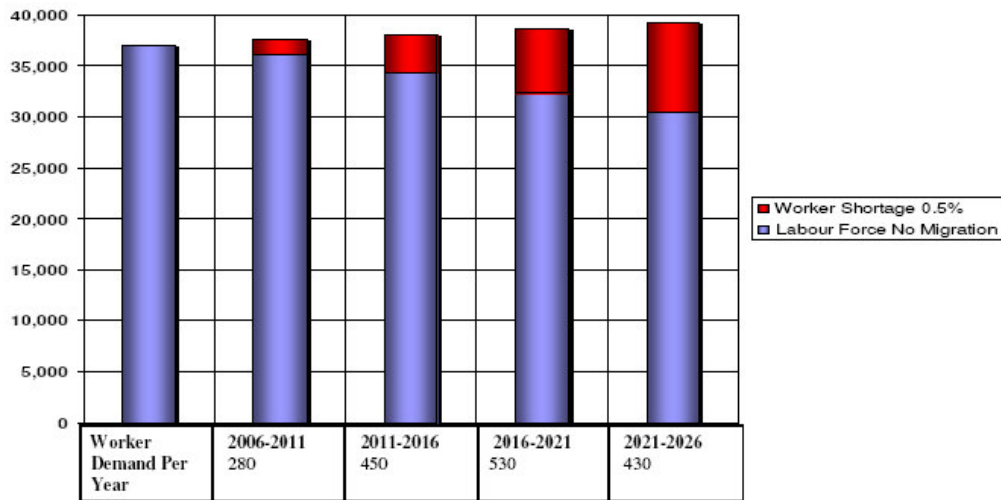
- Based on 2007 Northeastern Participation Rates, Ministry of Finance Mortality/Fertility Rates
- Does not include 0.2% annual labour force participation rate increase



Source: City of Sault Ste. Marie Engineering and Planning Department, Population and Housing Projections, 2008

Figure 8

## Migrant Workers Required to Achieve 0.5% Annual Labour Force Growth



- Based on 2007 Northeastern Participation Rates with annual 0.2% labour force participation rate increase
- 2006 Ministry of Finance Fertility and Mortality rates.



Source: City of Sault Ste. Marie Engineering and Planning Department, Population and Housing Projections, 2008



### Retirements are imminent-% over age 50 in 2006

*Despite the downturn, there will be openings in the near future. The key is to plan now.*

Industrial Electricians	65%
Bricklayers	58%
Heavy-Duty Equipment Mechanics	46%
Hairstylists	46%
Bookkeepers	44%
Construction Millwrights	39%
Machinists	38%
Welders	37%
Registered Nurses	34%
Plasterers, Drywall Installers	33%
Carpenters	33%
Plumbers, Pipefitters, Gasfitters	32%
Crane Operators	31%
Truck Drivers	31%
Ironworkers	29%
Heavy Equipment Operators (Except Crane)	26%

• Source: 2006 Census

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1 800 O-Canada [servicecanada.gc.ca](http://servicecanada.gc.ca)



Service  
Canada

## More Occupations in Demand

- Financial Auditors and Accountants
- Financial and Investment Analysis
- Specialists in Human Resources
- General Office Clerks
- Accounting and Related Clerks
- Customer Service, Information and Related Clerks
- Physiotherapists
- Medical Laboratory Technicians
- Medical Radiation Technologists
- Chefs
- Food and Beverage Servers

Source: <http://www.lsbwimmigration.ca/>

11

1 800 O-Canada [servicecanada.gc.ca](http://servicecanada.gc.ca)

### Quick Facts

- Baby boomers (1946-1965) make up 30.6% of SSM's total population.
- The largest portion of baby boomers are between 48 and 57 years of age.
- From 2006-2011 Sault Ste. Marie had a -6.6% decrease in the age group, Children (0-14 years).
- From 2006-2011 Sault Ste. Marie had a 6.9% increase in the age group, Seniors (65 years and over).
- From 2006-2011 the largest population age group increase was Seniors (80 years and over), at 18.6%.
- 42.8% of Sault Ste. Marie's total working-age population (15 – 64 years) are made up of baby boomers (47-64 years).
- 7.6% of baby boomers are now included in the Seniors age group (65 years and over).