



Hamilton Immigration  
Partnership Council



# ANNUAL REPORT

2018–2019

[hamiltonimmigration.ca](http://hamiltonimmigration.ca)

@HipcHamilton

## Message from the Mayor



Creating a welcoming and inclusive city is important work. Newcomers are looking to live in a city where residents, employers, and organizations work together to create a generous and giving community.

The key to the City of Hamilton's economic success as a community is to attract newcomers, help them to feel welcome, and provide them with opportunities that enable their success. Our city depends on newcomers to offset an aging demographic, to maintain strong communities and to keep our economy growing.

I am proud that the City of Hamilton is committed to assisting with services such as housing, recreation and child care that play a significant role in the settlement process.

Hamilton Immigration Partnership Council (HIPC) was set up under my leadership in 2009 and since then has been a significant catalyst towards the integration of newcomers.

On behalf of my council colleagues, I congratulate HIPC and its supporters for yet another successful year helping Hamilton embrace all that newcomers have to offer and continuing to promote a #HamiltonForAll.

Fred Eisenberger  
Mayor

## Message from the Chair



The Hamilton Immigration Partnership Council continues to be a beacon in our city and beyond for promoting a safe and welcoming community. As HIPC reaches the end of its first decade, it is safe to say that the newcomer experience has been strongly shaped

by the connections, activities and impact of this initiative. We have seen vast changes in our local service landscape over this time, and HIPC has been a constant in convening community partners and promoting immigration in our city.

I would like to recognize and thank all those who contributed to another active year for HIPC, including our Council and committee members and our tireless HIPC staff. I am humbled by the incredible work I have witnessed, with so many individuals working to create positive outcomes for our newcomers.

As my own time as Chair draws to a close, I am grateful for what I have learned about immigration and its positive benefits to our city. It is with mixed emotion that I pass the torch along to Daljit Garry, Executive Director of Wesley.

Jim Vanderveken  
Chair

## Who We Are and What We Do

HIPC is a community table that seeks to create a seamless settlement experience for immigrants in Hamilton. With partners from various sectors - including settlement, education, business, health, social services, municipal affairs, and persons with lived immigration experience -- we work together to create a welcoming community with relevant and accessible services.

HIPC was established in 2009 as one of Canada's first local immigration partnerships, a network that has now spread across the country and includes more than 75 similar local initiatives. We are housed within the City of Hamilton's Economic Development Division and funded by Immigration, Refugees, and Citizenship Canada.

### OUR VISION

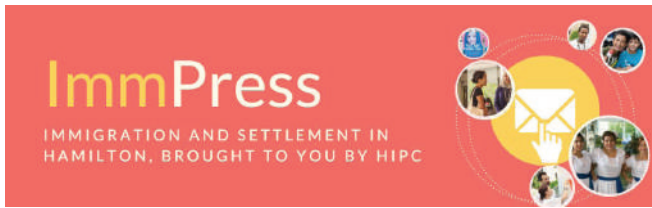
Hamilton welcomes newcomers, celebrates diversity and is a place for everyone to call home.

### STRATEGIC OBJECTIVES

1. Newcomers are supported through strong community partnerships.
2. Hamilton is a responsive, welcoming and inclusive community.
3. HIPC is a leader in immigration research and knowledge sharing.

# Communications

HIPC believes in the value of keeping the community engaged and informed through active presence at the podium, around the table, and online. HIPC creates inclusive messaging through different channels.



HIPC launched its inaugural newsletter in September of 2018. With a growing list of subscribers, the newsletter is an electronic publication intended to inform, promote and share the work of HIPC and partners with the larger community. It is an outlet for HIPC to share the latest research from the sector and simplify complex data into digestible, shareable content.



Published every two weeks



12 completed issues

## SOCIAL MEDIA

HIPC continues to engage the partners and foster ties through the HIPC website and Twitter by promoting events, photos and informative visuals.

@HIPCHAMILTON		
4,689 tweets	1,431 followers	4,707 likes

## HIPC VIDEOS - Available On HIPC Website



Newcomer Day



What is HIPC



Informal Services



Mentoring

# Coordination of Services: SPO Day

With the goal of strengthening relationships among providers and building partnerships, HIPC's Service Provider Organizations Day (SPO Day) was held on March 13, 2019 with participants from over 20 organizations in the settlement services sector.

The event featured multiple presentations of the latest data and trends on immigrants in Hamilton. Participants then worked together to identify sector specific priorities and potential collective projects. This event was presented by HIPC's Coordination of Services Committee.





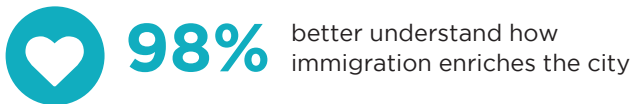
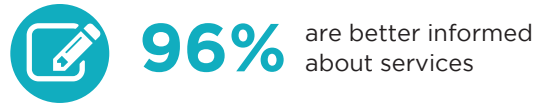
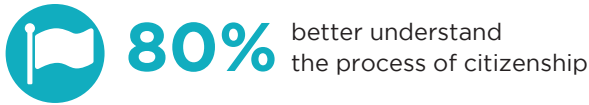
**CITIZENSHIP CEREMONY**



**NEWCOMER DAY ACTIVITIES**

# Newcomer Day

The Hamilton Immigration Partnership Council hosted the first ever Newcomer Day in Hamilton on July, 27. More than 1000 people came together to celebrate our values of diversity, respect and inclusion, and to honor our newcomer population. The day included a citizenship ceremony, cultural performances, activities for children, and services information fair. We are grateful for the support that we received from the City of Hamilton, our valued network of community partners, and our team of volunteers, including members of the Communications and Community Engagement Committee, all of whom made this day possible.



# Research

HIPC's Research and Evaluation Committee spearheaded three Hamilton-specific research projects this year, covering qualitative and quantitative dimensions of research.

## A DEMOGRAPHIC PROFILE OF IMMIGRANTS IN HAMILTON

This report presents data on immigrants in Hamilton, including recent immigrants as well as the more established foreign-born population. Its objective is to increase our understanding of Hamilton's immigration populations, including how the characteristics of immigrants have changed over time as well as how Hamilton measures up when compared to other cities in Ontario and to the province as a whole. Most data in this report is derived from the 2016 Census.

## EXPLORING HAMILTON'S INFORMAL SETTLEMENT SECTOR

*Prepared by Huyen Dam, M.A, McMaster University*

The aim of this research is to shed light and affirm the current work of the informal settlement sector in Hamilton. In this project, the informal sector refers to local, well-established and often voluntary organizations that act as the first point of contact for newcomers. Based on qualitative interviews with 32 organizations and groups operating in this space, this

research explores the variety of supports provided and challenges encountered in meeting newcomer needs. It also identifies a number of systemic barriers and existing gaps that prevent newcomers from effective integration.

## IMMIGRANT ECONOMIC AND GEOGRAPHICAL MOBILITY IN THE CITY OF HAMILTON

*Prepared by Michael Haan, Canada Research Chair in Migration & Ethnic Relations, Western University*

The Longitudinal Immigration Database (IMDB) is a database combining linked immigration and taxation records and managed by Statistics Canada. Using IMDB data from 2010 to 2016, this report looks at the characteristics of immigrants who come directly to Hamilton from abroad, immigrants who migrate to Hamilton after living elsewhere in Canada (secondary migrants), and their economic integration. The data is disaggregated by age, admission category (skilled workers, family class, refugees, etc.), educational attainment, and industry of employment.

Reports can be downloaded from the HIPC website.

# Community Engagement

HIPC was active in the community, curating and participating in events to foster inclusion, diversity and promote a welcoming Hamilton for all newcomers. HIPC helped organize the Multicultural Wellness Fair to raise awareness about mental health challenges newcomers may face and available supports. HIPC staff continue to show support to niche groups in the community including women, business owners and refugees.

In keeping with its mission, HIPC shared knowledge with interested partners and the larger public. HIPC staff members participated in discussion panels and events, both locally and across the GTA, including the Newcomer Connections Symposium (Brantford), Immigrant Futures Community Forum (Toronto), Canadian Refugee Business Summit (Toronto), film screening of 'Fire at Sea' hosted by MacGlobal at McMaster University, and Young Professionals Day in Hamilton.



HIPC Senior Project Manager with The Hon. Ahmed D. Hussen, Minister of Immigration, Refugees and Citizenship Canada

# HIPC in the City

## MOVE TO ECONOMIC DEVELOPMENT

In June 2018, HIPC moved to the Planning and Economic Development Department in the City of Hamilton. Our new offices are located at City Hall. This move highlights the importance of labour market engagement in immigrant's integration process and the value newcomers contribute to our local economy.

## MENTORSHIP

### HIPC STAFF AND YMCA MENTORSHIP PROGRAM

HIPC staff partnered with the YMCA to introduce the Community Connections Newcomer Mentorship program to the City of Hamilton. Staff presented to Senior Leadership Teams in all city departments: Public Works, Healthy & Safe Communities, Planning & Economic Development, Corporate Services, and Human Resources.

The program connects internationally-trained immigrants with established professionals in Hamilton. Mentors provide information, guidance and support relevant to the mentees' profession, assisting them with strategic career plans within the Canadian context.



**26** City of Hamilton employees signed up to be mentors with the program.



**20** City of Hamilton employees are involved in active mentorship matches with newcomers.



## ENGAGING HAMILTON CITY COUNCIL

This year HIPC met with members of Hamilton City Council to discuss local immigration data and highlight the services our partnership offers for newcomers in Hamilton. Our member delegations had engaging conversations, covering topics such as affordable housing, city building, inclusive community engagement, mentorship, and employment.

This engagement is part of HIPC's broader knowledge transfer initiative. HIPC is working to share information and resources on immigration and settlement within the city government and externally to organizations and firms.



## INTERNATIONAL BUSINESS DELEGATION

Where immigrants choose to locate is strongly connected to welcoming arrival communities, easily accessible services, and strong community partnerships. In collaboration with our colleagues at Economic Development, HIPC engaged with international business delegations interested in starting and expanding their businesses to Canada and Hamilton.

# Acknowledgments

The 2018-2019 accomplishments would not have been possible without the continued assistance and dedication of all those involved with the Hamilton Immigration Partnership Council. HIPC would like to acknowledge and thank City of Hamilton staff and our many volunteers for assisting us in building an inclusive Hamilton that helps newcomers successfully integrate, contribute and belong.

## FUNDER

Immigration, Refugees and Citizenship Canada

## SPONSOR

City of Hamilton

## STAFF

Sarah Wayland, Senior Project Manager

Layla Abdulrahim-Moore, Program & Policy Advisor

Rashad Al-Aani, Communications Associate

## HAMILTON IMMIGRATION PARTNERSHIP COUNCIL

Alain Dobi	Réseau de l'immigration francophone Centre	Judy Lam	City of Hamilton Economic Development
Baptiste Alain Bourquardez	Collège Boréal	Judy Travis	Workforce Planning Hamilton
Bill Torrens	Hamilton-Wentworth District School Board	Keanin Loomis	Hamilton Chamber of Commerce
Brent McLeod	Hamilton Paramedic Services	Larry Huibers	Hamilton Housing Help Centre
Daljit Garry	Wesley (Vice-Chair of HIPC)	Leo Johnson	Advisory Committee for Immigrants and Refugees
David Hennick	Hamilton Police Services	Lily Lumsden	YMCA Hamilton/ Burlington/ Brantford
Denise Brooks	Hamilton Urban Core Community Health Centre	Matthew Green	Hamilton Centre for Civic Inclusion
Denise Christopherson	YWCA Hamilton	Michelle Baird	City of Hamilton Public Health
Don Jaffray	Social Planning and Research Council of Hamilton	Paul Berton	The Hamilton Spectator
Grace Maciak	Community Leader	Sandra Pizzuti	Hamilton-Wentworth Catholic District School Board
Huyen Dam	Community Leader (On Leave)	Sarah Jama	Community Leader
Ines Rios	Immigrants Working Centre	Sharon Reichheld	Royal Bank of Canada
Jim Vanderveken	Mohawk College (Chair of HIPC)	Zenaida Roque Cruz	Advisory Committee for Immigrants and Refugees (On Leave)
Olive Wahoush	McMaster University		




## HAMILTON IMMIGRATION PARTNER ORGANIZATIONS

Advisory Committee for Immigrants and Refugees	Hamilton Police Services	North Hamilton Community Health Centre
Centre de Santé Communautaire	Hamilton Public Library	Refuge: Hamilton Centre for Newcomer Health
Collège Boréal	Hamilton Spectator	Royal Bank of Canada
Employment Hamilton	Hamilton Urban Core Community Health Centre	Social Planning and Research Council of Hamilton
Empowerment Squared	Hamilton-Wentworth Catholic District School Board	St. Charles Adult and Continuing Education
Good Shepherd	Hamilton-Wentworth District School Board	Wesley
Goodwill, The Amity Group	Immigrants Working Centre	Workforce Planning Hamilton
Government of Ontario	Local Health Integration Network	YMCA of Hamilton/Burlington/ Brantford
Hamilton Centre for Civic Inclusion	McMaster University	YWCA Hamilton
Hamilton Chamber of Commerce	Mohawk College	
Hamilton Community Legal Clinic	Neighbour to Neighbour Centre	
Hamilton Health Sciences		
Hamilton Housing Help Centre		



## Hamilton Immigration Partnership Council

Hamilton City Hall (7th Floor)  
71 Main St. W., Hamilton, ON L8P 4Y5

-  905.546.2424 x7565
-  [immigration.partnership@hamilton.ca](mailto:immigration.partnership@hamilton.ca)
-  @HipcHamilton

[hamiltonimmigration.ca](http://hamiltonimmigration.ca)



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