

ISANS' ORGANIZATIONAL EQUITY, DIVERSITY, AND INCLUSION JOURNEY

Immigrant Services Association of Nova Scotia

Vision: A community where all can belong and Grow

Mission: Helping Immigrants build a future in Nova Scotia

Our Equity, Diversity, and Inclusion (EDI) Journey



STRATEGIC PLAN 2017

EMPOWER IMMIGRANTS

Immigrants have the skills, knowledge and confidence to succeed.

We will develop and implement innovative approaches to respond to ISANS current and potential client profile.

We will undertake a redesign of ISANS programs and services, including a review of results and trends, to promote client autonomy and increase cross-team communication.

VALUE AND SUPPORT OUR STAFF

Staff has the resources and information to excel.

We embrace and live our values.

We will create a workplace that focuses on staff engagement, learning, flexibility and wellness.

We will ground our everyday actions and decision-making in our values.

We will review internal processes and invest in both communication and information management systems to ensure we have the tools and resources we need to do our work.

ENGAGE PARTNERS AND COMMUNITY

Our partners and the community have skills, knowledge and commitment to support immigrants.

We will redefine strategic alliances that directly increase and improve immigrant settlement support and outcomes.

We will improve tools, resources and approaches that increase the capacity of organizations, employers and volunteers to support immigrant integration.

CHAMPION A MORE WELCOMING AND INCLUSIVE PROVINCE

More immigrants come and choose to stay in Nova Scotia.

We will enhance the public dialogue on immigration through a proactive communication strategy that includes research and storytelling.

We will capitalize on opportunities to influence immigration policy.

We will develop a comprehensive approach in support of Atlantic immigration initiatives.

We will collaborate to address systemic issues facing immigrants such as affordable housing, accessible healthcare and poverty.

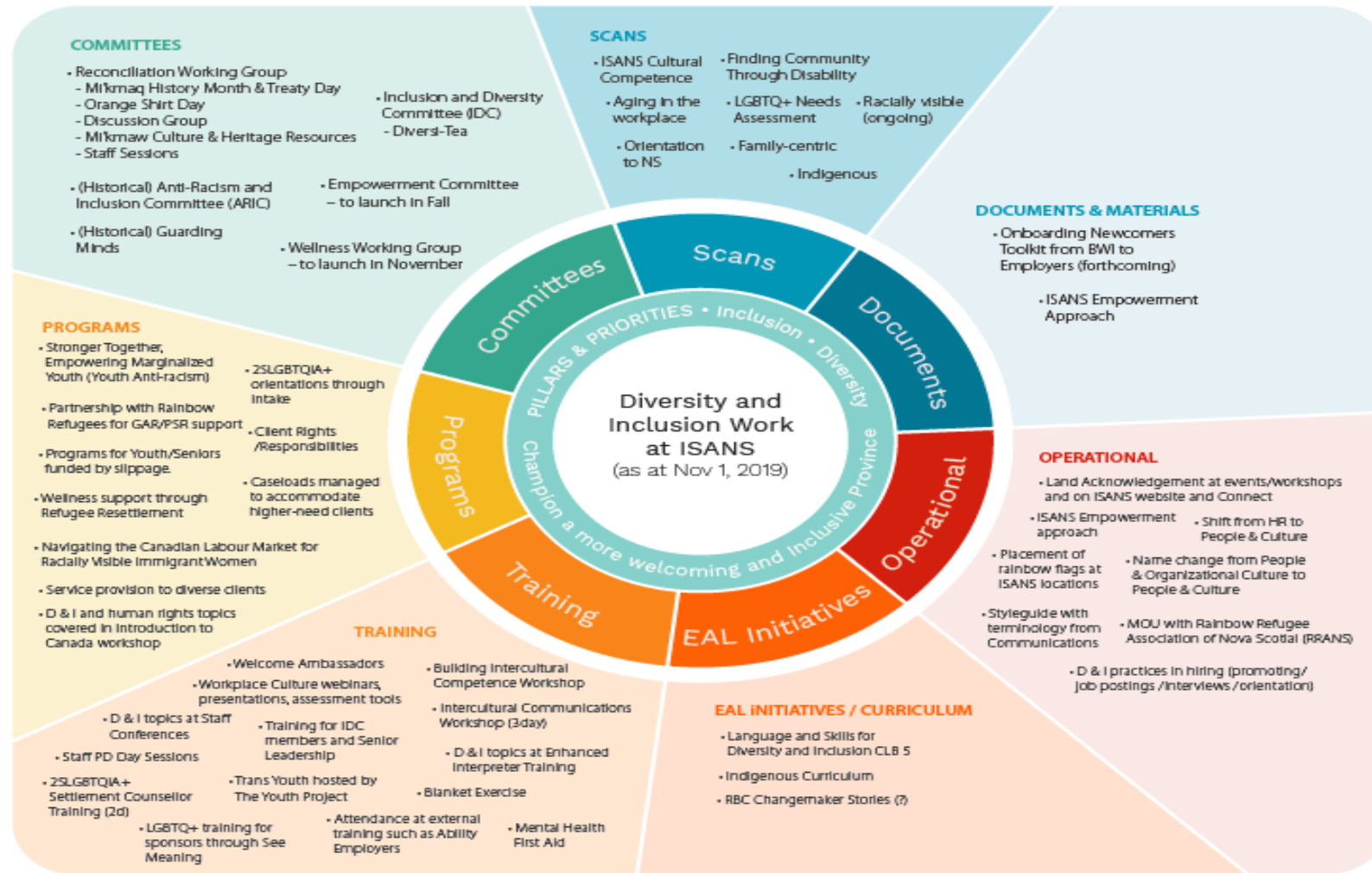
The Focus of our EDI Work

- HR changed to People and Culture
- Internal EDI placed under People and Culture
- Committees and working groups
 - EDI Committee
 - Reconciliation Working Group
 - Service Delivery Working Group
 - Intercultural Program Working Group
- Scans and assessments
- Staff PD and yearly staff day
- Supporting staff

ISANS Programs and Services

- Serving immigrants
 - PD , assessments, program enhancements
- Supporting service providers and employers
 - Review and explore enhancements
- Community and partnerships
 - Address systemic issues
 - Strategic partnerships and relationships

ISANS EDI Project 2019-20



EDI Project Recommendations

- Organizational Strategy and Action Plan
- Training
- Operational
- Partnerships
- People and Culture (P&C)
- Client Support

Next Steps

- ISANS EDI strategy
- EDI statement
- EDI advisor
- PD training
- People and Culture

Reflections



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Thank you!