

ANNUAL REPORT

2019-2020



Hamilton Immigration Partnership Council

We are HIPC

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.

Message from the Mayor



Hamilton has a long history of welcoming newcomers. From its origins, it was a destination for workers and families and those fleeing persecution, just as it continues to be today. Some of this rich history was showcased in photographs at HIPC's Ten Year Anniversary Celebration and will be on display at Hamilton's next Newcomer Day.

I wish to congratulate HIPC on reaching this ten-year milestone and for all the work that has been done in our community over this time. I was in my first term as mayor when HIPC received its initial funding from the federal government.

Today, we can point to many accomplishments of HIPC. Two specific examples are close to my heart. HIPC played an important role in the community response to the arrival of Syrian newcomers in 2015 and 2016, including support for the Mayor's Advisory Committee on Syrian Newcomers. Subsequently, HIPC worked with community partners to champion a #HamiltonForAll public education campaign to create welcoming community.

I speak for all of City Council in congratulating HIPC and its partners for a successful year, and a memorable decade, in helping Hamilton embrace all that newcomers have to offer.

Fred Eisenberger
Mayor

Message from the Chair



HIPC has experienced another busy and productive year, and I have been privileged to witness this work up close, including some exciting collective impact discussions that will shape HIPC's direction in the coming five years. I was particularly pleased by the launch of HIPC Employment and Language Task Force late in 2019 and look forward to seeing the fruit it bears for newcomers in the labour market.

As I complete my final year as Chair, I would like to recognize and thank all those who contributed to this work -- not only in the past year, but over the past decade. Without the dedication of our members, staff, community partners, and volunteers, HIPC could not function as an effective community table and voice for newcomers. I would also like to thank our funder Immigration, Refugees and Citizenship Canada for providing stable funding in these uncertain times.

In passing along the torch to our incoming Chair Lily Lumsden, I am confident that HIPC can move into its second decade with an exciting vision and a determined team.

Jim Vanderveken
Chair

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.




ImmPress
IMMIGRATION AND SETTLEMENT IN
HAMILTON, BROUGHT TO YOU BY HIPC

 E-newsletter published every two weeks

 **25** completed issues

SOCIAL MEDIA

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

 **@HIPCHAMILTON**

25% increase in followers



1775 Followers

 **@HIPCHAMILTON**

Launched in May 2019



336 Followers

VIDEO SERIES: MEET A HAMILTONIAN IMMIGRANT



In keeping with IRCC's Immigration Matters campaign, HIPC created the "Meet a Hamiltonian Immigrant" video series to highlight successful immigrant stories in our community, particularly shedding light on the economic contributions of our immigrant population. The series is collaboratively produced with Hamilton Economic Development and is available for viewing on the City's YouTube channel. HIPC continues to intentionally employ the official #ImmigrationMatters hashtag in order to amplify the stories and be part of the national campaign.



6 Stories Produced
3 Stories Released



COMMENTARY PIECES IN THE HAMILTON SPECTATOR

Immigration is vital to Hamilton's future: Hamilton's legacy as a welcoming community continues to this day
by HIPC Chair Jim Vanderveken. April 29, 2019

Hamilton's second Newcomer Day celebrates immigration's vital role
by HIPC Senior Project Manager Sarah Wayland. June 12, 2019

Newcomer Day

HIPC hosted the second annual Newcomer Day at City Hall on Friday, June 14, 2019. This year's event included an expanded stage show entertainment, school visits, and food trucks. For the first time, HIPC organized a Marketplace as part of the festivities, to advocate for and support newcomer business owners.



35 New Canadians from 19 countries in the Citizenship Ceremony



45 Organizations at the Information Fair



6 School Visits from Elementary Classes



15 Diverse Artists offering entertainment



4 Food Vendors



5 Marketplace Vendors



CommuniTea – Cup and Conversation



Launched by HIPC at our 2019 Newcomer Day, CommuniTea events are intended to create short-term community over tea and conversations about immigration. Newcomer volunteers act as table hosts and conversation facilitators at every CommuniTea event. HIPC hosted four CommuniTea events this year.

In honour of World Mental Health Day in October, HIPC joined with other local agencies to host the 2019 Multicultural Wellness Fair. The event was created to provide education about mental health and community



resources to culturally diverse populations in Hamilton. Keynote speaker Marisa Mariella, an educator and Vice Chair of the Suicide Prevention Community Council of Hamilton, led a CommuniTea circle in which participants discussed mental wellness across cultures.

Also in October, HIPC hosted a public CommuniTea event at the Ancaster Farmers Market. Hamilton-based traveling tea trailer Tea Amo provided a variety of teas originating from different parts of the world from China to Germany to Ireland.

Awards



HIPC RECOGNIZED BY COLLÈGE BORÉAL

HIPC is proud to have been the recipient of the *Prix de la présidence du Conseil d'administration 2018-2019*, awarded by Collège Boréal for strong community partnership. HIPC was selected from nominees across the many campuses of the college. Senior Project Manager Sarah Wayland humbly accepted this award at the Toronto Convocation held on May 30.



HIPC RECEIVES CERTIFICATE OF RECOGNITION FROM HON. AHMED HUSSEN

During the Newcomer Day citizenship ceremony, HIPC was presented with a Certificate of Recognition signed by the Minister of Immigration, Refugees and Citizenship Canada. The certificate was presented by Presiding Official Ms. Hoo Jung Jones to our HIPC Chair Jim Vanderveken.

TIMELINE Highlights & Milestones

HIPC

CONTEXT

HIPC established in first cohort of Local Immigration Partnerships (LIPs)

HIPC spearheads city's first extensive immigration consultations, involving 400+ community residents, including specific immigrant and refugee communities; faith leaders; service providers; union leaders; academics; elected officials; and municipal staff

Creation of HIPC Working Groups focusing on Employment, Health, Housing, Language, and Settlement

Development of robust evidence-based knowledge specific to Hamilton starting in 2010, such as:

- *Immigrants in the Labour Market*
- *A Demographic Profile of Immigrants in Hamilton*

Strengthening Newcomer Services multi-stakeholder report points to need for more accessible information, leading to HIPC guidebook for service providers, quick guides for newcomers

HIPC Housing Working Group report findings, leading to creation of more multi-bedroom social housing units

HIPC creates one of first LIP evaluation tools, used as an example for other LIPs

Community Report: *The Health Needs of Newcomers and Immigrants in Hamilton*

Global Hamilton series in The Hamilton Spectator highlighting some of Hamilton's successful immigrants - with Global Hamilton and Workforce Planning Hamilton

Creation of Local Immigration Partnerships (LIPs) in Ontario: federal government includes municipalities in the immigration conversation for first time

SISO, Hamilton's largest settlement organization, closes suddenly

Federal government reduces Interim Federal Health coverage for refugees and refugee claimants

City of Hamilton endorses an Immigration Attraction Action Plan, renamed Global Hamilton

City of Hamilton passes policy to provide access to services without fear for immigrants lacking full status documents

2009

2010

2011

2012

2013

2014



HIPC rebrands with a fresh new logo

Resources: *A Guide to Finding Housing in Hamilton* and *Hamilton Newcomer Services Quick Guide*

Two large events for Syrian refugees and their sponsors held at City Hall

HIPC ups its digital game: new website, @HIPCHamilton goes on Twitter

Employer Roadmap resource with Workforce Planning Hamilton and Employers Embracing Diversity Forum

Strategic Planning process and launch of HIPC Strategic Plan 2017-2020

Launch of **Hamilton for All** poster campaign with HCCI and other partners

HIPC moves to Economic Development
First Hamilton Newcomer Day
ImmPress newsletter launches

Reports: *Demographic Profile of Immigrants*, *Exploring Hamilton's Informal Settlement Network*, and *Migration and Mobility*

@HIPCHamilton goes on Instagram

Launch of CommuniTea community conversation circles

Launch of collective impact work with Innoweave Social Impact Advisors

Newly-elected Trudeau Government pledges to bring 25,000 Syrian refugees to Canada within three months

Mohawk College launches Welcoming Communities Task Force initiative

Creation of Mayor's Advisory Committee on Syrian Newcomers

Hamilton receives 1400+ Syrian newcomers, Ontario's third largest number of Syrian Government Assisted Refugees, in 2015-2016

Government of Canada restores Interim Federal Health program to pre-2012 levels

Federal government adopts historic multi-year levels plan to bring more than 1 million immigrants to Canada by 2020

LIPs expand to 77 partnerships, including in Maritimes, Alberta and British Columbia

HIPC report shows secondary migration to Hamilton outpacing direct immigration from abroad

Number of local postsecondary international students reaches all-time high of 9,000+

2015

2016

2017

2018

2019



HIPC Celebrates 10 Years



In 2009, Hamilton Immigration Partnership Council became one of Canada's first local immigration partnerships. Local immigration partnerships were a pilot initiative, and their tenure was uncertain. Within two years, Hamilton had its first-ever Immigration Strategy and Action Plan, endorsed by City Council.

Today, HIPC is one of more than 75 local immigration partnerships from coast to coast. Over the years, HIPC has convened a wide range of service providers and newcomers, nurtured relationships, hosted dozens of events, created resources to help immigrants and refugees access services, and spearheaded original research focusing on the well-being of newcomers in Hamilton. In everything it undertakes, HIPC has advocated for a welcoming and inclusive Hamilton for All.



HIPC marked its tenth anniversary at a special Annual Event held on March 10. All former HIPC Chairs and former project managers were in attendance for this occasion, as were many past and present HIPC members and partners as well as representatives from IRCC. Short remarks were given by Mayor Fred Eisenberger -- mayor when HIPC launched in 2009 -- and HIPC's first staff lead Tim Rees. Attendees enjoyed photo boards, displays of HIPC materials, and an engagement exercise about HIPC's future direction.

HIPC highlights are shown in the centerfold timeline spread of this report alongside the broader immigration context.



Research, Planning and Knowledge Mobilization

This year HIPC released two reports and initiated a collective impact process to help us focus our work and increase our effectiveness. HIPC staff presented to various public and invited audiences about immigration in Hamilton and the work of HIPC, including Hamilton Community Foundation, City of Hamilton Housing and Homelessness Advisory Committee, a public forum at Hamilton Public Library, and two McMaster University courses.

RESEARCH REPORTS

FINDING A PLACE TO CALL HOME: AN ENVIRONMENTAL SCAN OF AFFORDABLE HOUSING ACROSS CANADA

HIPC's Research and Evaluation Committee identified housing as a priority area of research. HIPC engaged McMaster Research Shop to learn about affordable housing initiatives in other Canadian cities that could serve as models for efforts in Hamilton. Their environmental scan focused on initiatives and projects that have successfully helped newcomers to Canada secure housing.

Results from the environmental scan of newcomer affordable housing initiatives in major urban cities across Canada identified six programs with promising features and the greatest chance for replicability in Hamilton. All these programs provided emergency shelter or transitional housing, as well as housing stabilization support, which included accommodation search and advocacy support.

HAMILTON'S NEWCOMER SERVICES: MAPPING THE PRESENT, VISIONING THE POSSIBLE

Initiated by HIPC's Coordination of Services Committee, this project was driven by the question of whether Hamilton's newcomers would benefit from the addition of mobile services. The starting point was to increase our understanding of where newcomers live with respect to where services are located. To this end, HIPC staff undertook an engagement exercise with local service providers to identify newcomer-focused services and then worked with a student team from McMaster to categorize and map these services. HIPC staff also examined alternatives to the predominant in-person model of service delivery for newcomers.

The need for new service delivery models is urgent. Settlement services were being rethought and redrawn even as this report was being written.

Both reports can be downloaded from HIPC's website.

COLLECTIVE IMPACT WORK

What future do we want for Hamilton's newcomers and for those of us who want to help them succeed? We start by dreaming big, then we break it down to tangible, manageable bits.

To help with this process, HIPC has been working with Innoweave to develop a collective impact framework to guide HIPC's actions in the next five years. A team of five HIPC members – Lily Lumsden, Ines Rios, Judy Travis, Jim Vanderveken and Olive Wahoush – are working with HIPC staff and Social Impact Advisors to create and validate a Theory of Change. The team has met more than a dozen times to identify, discuss and

agree on interim and long-term outcomes for Hamilton, including for newcomers and other Hamilton residents.

Validation work spearheaded by Huyen Dam included one-on-one interviews, focus groups with English language learners, a public-facing survey, and engagement activities at several HIPC events. As HIPC arrives at the end of this conceptualization phase, we look forward to focusing on implementation.

IRCC financially supported this work through the McConnell Foundation.



HIPC Events



In July, HIPC and Neighbour to Neighbour Centre hosted a community lunch connecting HIPC partners with long-term and recent immigrants. Attendees prepared a meal together, connected over delicious dolma, and viewed HIPC's video on informal settlement networks.



HIPC Partnered with New Horizons Media and Mohawk College to host the first Immigrant Business Expo in Hamilton in November 2019. It featured a keynote speech by Mohamad Fakhri, CEO of Paramount Fine Foods and Chairman Fakhri Foundation.



HIPC hosted events for grassroots community leaders, connecting them to information and resources on topics such as avoiding fraud. Shown here: October workshop on accessing funding, with a presentation from the Hamilton Funders Network.



HIPC's annual Service Provider Day focused on navigating newcomer mental health access and resources for frontline service staff. Local experts in the mental health shared information with 70 attendees at the February event.



HIPC and the YMCA hosted a Mentorship Appreciation Breakfast for City of Hamilton staff and internationally-trained mentees in February. The event included a professional development presentation on leveraging the mentor-mentee relationship.



Along with other Hamilton service providers, HIPC attended the National Pathways to Prosperity Conference in Toronto in November. Sarah Wayland moderated a plenary session on attraction and retention of immigrants to smaller communities.

Acknowledgments

HIPC would like to acknowledge and thank our members, partners, volunteers, funders, and sponsor for their work in building an inclusive Hamilton that welcomes newcomers, celebrates diversity and is a place for everyone to call home. HIPC's accomplishments in 2019-2020 would not have been possible without the support of this collective community.

FUNDER

Immigration, Refugees and Citizenship Canada

SPONSOR

City of Hamilton

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HAMILTON IMMIGRATION PARTNERSHIP COUNCIL

Alain Dobi/ Caroline Amatte	Réseau en Immigration Francophone
Baptiste Alain Bourquardez	Collège Boréal
Bill Torrens/Heather Moffat	HWDSB
Brent McLeod	Hamilton Paramedic Service
Cassandra D'Ambrosio	Hamilton Chamber of Commerce
Daljit Garry	Wesley
David Hennick	Hamilton Police Service
Denise Brooks	Urban Core Community Health Centre
Denise Christopherson	YWCA Hamilton
Edward John	City of Hamilton, Housing Services
Grace Maciak	Community Leader
Grace Mater	City of Hamilton, Children's Services and Neighbourhoods
Huyen Dam	Community Leader
Ines Rios	Immigrants Working Centre
Jim Vanderveken	Mohawk College (Chair of HIPC)

Judy Lam	City of Hamilton Economic Development
Judy Travis	Workforce Planning Hamilton
Kim Martin	Social Planning and Research Council
Kojo Dampthey	Hamilton Centre for Civic Inclusion
Larry Huibers	Hamilton Housing Help Centre
Leo Johnson	Empowerment Squared
Lily Lumsden	YMCA Hamilton/Brantford/ Burlington (Vice-Chair of HIPC)
Michelle Baird	City of Hamilton Public Health
Mohammed Araf	Community Leader
Olive Wahoush	McMaster University
Paul Berton	The Hamilton Spectator
Sandra Pizzuti/ Greg Tabone	Hamilton-Wentworth Catholic District School Board
Sharon Reichheld	RBC Royal Bank of Canada
Yudara Bernard Weerakoon	Community Leader

HAMILTON IMMIGRATION PARTNER ORGANIZATIONS

Advisory Committee for Immigrants and Refugees
Centre de Santé Communautaire
Collège Boréal
Compass Community Health
Employment Hamilton
Empowerment Squared
Good Shepherd
Goodwill, The Amity Group
Government of Ontario
Hamilton Centre for Civic Inclusion
Hamilton Chamber of Commerce
Hamilton Community Legal Clinic
Hamilton Health Sciences
Hamilton Housing Help Centre
Hamilton Police Services
Hamilton Public Library
Hamilton Spectator




Hamilton Urban Core Community Health Centre
Hamilton-Wentworth Catholic District School Board
Hamilton-Wentworth District School Board
Immigrants Working Centre
Local Health Integration Network
McMaster University
Mohawk College
Neighbour to Neighbour Centre
Refuge: Hamilton Centre for Newcomer Health
Royal Bank of Canada
Social Planning and Research Council of Hamilton
St. Charles Adult and Continuing Education
Wesley
Workforce Planning Hamilton
YMCA of Hamilton/Burlington/Brantford
YWCA Hamilton



**Hamilton Immigration
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