

DURHAM IMMIGRATION AND INCLUSION COMMUNITY PLAN

2020-2024



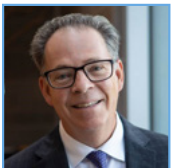
Introduction

The Regional Municipality of Durham Diversity and Immigration Program and the Durham Local Immigration Partnership (DLIP) Council is pleased to present the 2020-2024 Immigration and Inclusion Community Plan. This plan builds on the success of the previous two plans and is the result of consultation with partners, residents and stakeholders.

The Regional Municipality of Durham is one of the fastest growing regions in the Greater Golden Horseshoe¹, with our population expected to reach 1.2 million by 2041². Much of this growth will come from immigration. Durham has long been a community of choice for immigrants to Canada. Immigrants bring skills, experience and access to global markets – contributing to the social and cultural richness of the Region and to our shared economic prosperity. It is important that all residents, including newcomers, see a place for themselves in Durham’s communities. Everyone should feel they belong by encouraging, making space for, and valuing each person’s participation in the community and the economy.

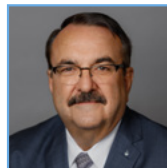
The DLIP, together with partners and stakeholders, aims to mobilize Durham’s assets – our diverse population, our economic strength and a robust network of partners to support and promote the great economic, social and cultural benefits that newcomers bring to our communities. The Community Plan outlines priorities and actions for making that happen.

We thank all partners for their contributions to the 2020-2024 Immigration and Inclusion Community Plan and for your commitment to the work that lies ahead. We look forward to building on our strengths and to continuing to build a healthy, prosperous and inclusive Durham Region.



Brian Bridgeman

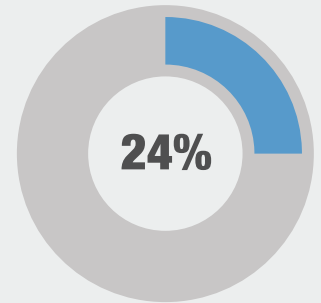
Brian Bridgeman
Co-Chair, DLIP Council
Commissioner of Planning & Economic Development
Regional Municipality of Durham



Bob Chapman

Regional Councillor Bob Chapman
Co-Chair, DLIP Council
Chair of the Health & Social Services Committee
Council for the Regional Municipality of Durham

24% of Durham’s population are immigrants.



Source: Statistics Canada, Census of Canada 2016 data

Over 2011-16, Durham Region welcomed an annualized average of **2063** immigrants per year.



Source: Statistics Canada, Census of Canada 2016 data



Durham Local Immigration Partnership (DLIP)

Who is the DLIP?

The Durham Local Immigration Partnership (DLIP) is a network of over 100 community partners, including settlement and non-settlement service providers, agencies, organizations and institutions, committed to the vision of a welcoming Durham Region where immigrants belong and contribute socially, culturally and economically.

What does the DLIP do?

The DLIP works to foster more welcoming communities by enhancing the co-ordination of services and partnerships designed to improve the settlement and inclusion outcomes of immigrants and all residents.

How does the DLIP do this work?

The DLIP conducts its work with many local partners according to the principles of Co-ordination, Collaboration and Co-operation.

Why does the DLIP do this work?

Deepening an understanding of immigration as an economic imperative is critical to all residents, institutions and organizations sharing in the responsibility of creating welcoming communities.



Durham Local Immigration Partnership: Governance Model

DLIP groups and other community collaboratives play a role in the success of the Community Plan. It is the responsibility of the DLIP Council and Secretariat to support the exchange of information and knowledge across the broader partnership.

Secretariat: Regional Municipality of Durham Department of Planning and Economic Development staff provides backbone support to the DLIP.

Durham LIP Council: an advisory body comprised of executives and community leaders from a range of sectors, lending direction to the development and execution of the Immigration and Inclusion Community Plan and the work of the broader DLIP.

Community Partners in Diversity: agencies and institutions from across sectors share information with the goal of co-ordinating services and building capacity.

Francophone Partners: agencies and institutions that serve French-speaking residents across sectors share information with the goal of co-ordinating services and building capacity.

Employer Network: local employers and service providers share information, best practices, opportunities and challenges related to workforce diversification, hiring and supporting immigrants in the workplace.

Newcomer Advisory Table: local residents (born outside of Canada) share their lived experience, provide perspective and advice on DLIP activities and act as a channel for the work of the DLIP to their own communities and networks.

Broader community of local partners: community members and collaboratives working outside and/or by extension of the DLIP.

History and Evolution of the Community Plan

The Durham Local Immigration Partnership (DLIP) was established in 2009. Today it boasts a membership of more than 100 partners representing a broad range of sectors. The DLIP has worked to deepen the conversations around immigration and inclusion in Durham Region.

The last ten years have seen the development and execution of two community plans and many new partnerships. Innovative information sharing and service navigation tools have been developed and deployed, including: the Community Partners in Diversity working group, the Citizen – Durham’s Diversity e-Newsletter and the Durham Immigration Portal. Capacity has been built in the community through connecting the service provider network with available funding through the Funding Opportunities e-Newsletter and multiple Funding Forums. The DLIP Council was instrumental in the creation and introduction of two Welcome Centres - Immigrant Services that continue to provide responsive settlement services to newcomers in Durham today. New leaders in Durham have emerged and are celebrated through the Diversity Champions Program, showcasing local organizations committed to advancing diversity and inclusion. Durham’s institutions, organizations and residents can be proud of this work.

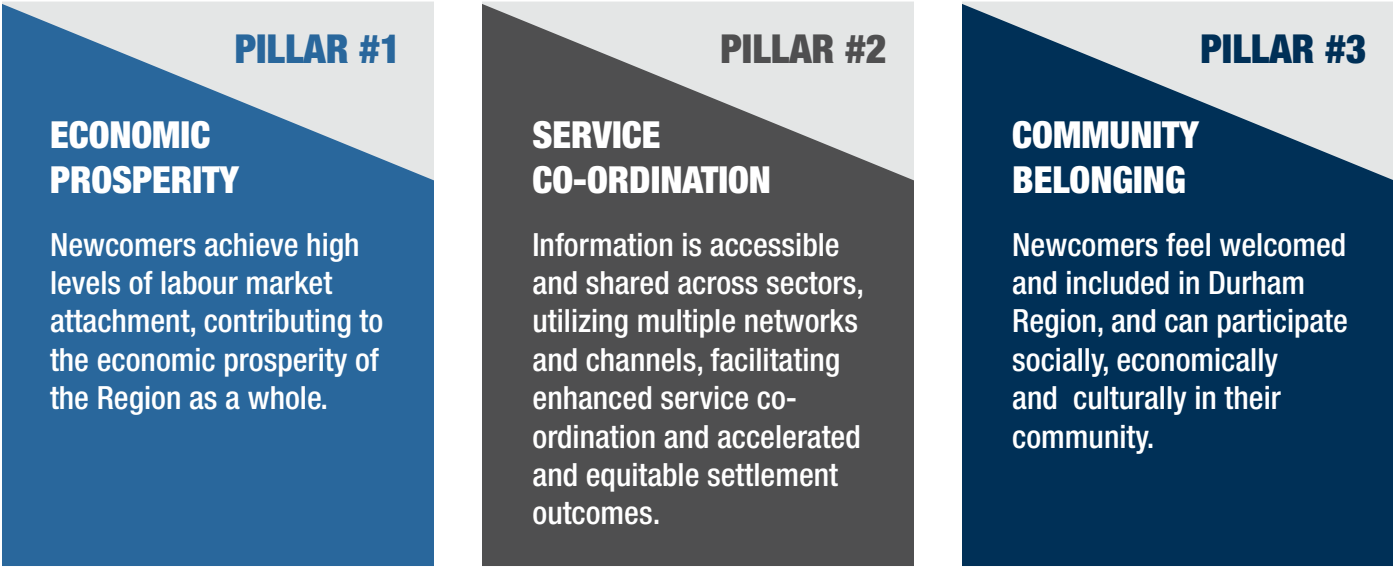


“The DLIP Council was instrumental in the creation and introduction of two Welcome Centres - Immigrant Services that continue to provide responsive settlement services to newcomers in Durham today.”

The 2020-2024 Community Plan builds on the successes of previous plans. This Plan reflects the strengths of Durham’s communities and considers the social and economic opportunities the Region anticipates over the next several years. It focuses intentionally on advancing the understanding of immigration as imperative to the economic success of Durham Region. Themes presented in the Community Plan are reflective of both the strengths and challenges of newcomers and the organizations that serve them.

This Plan is a framework to guide implementation. By design, the associated implementation and performance measurement plans are living documents that will continue to reflect emerging trends. What we learn will inform continuous improvement and contribute to the capacity of all partners.

The 2020-2024 Community Plan



COMMUNITY PLAN PILLAR #1: Economic Prosperity

Newcomers achieve high levels of labour market attachment, contributing to the economic prosperity of the Region as a whole.

The DLIP will support local employers in deepening their understanding of the benefits of diversity, culturally competent employment and workplace practices, federal and provincial immigration programs, employment services and incentives.

Key partners: Employers, Business Bodies and Professional Associations, Innovation Hubs, Employment Service Providers, Workforce Planning Bodies, Economic Development Partners Settlement and Other Service Providers

Why is this important?

Canada's population and labour force growth is stagnating³. The nature of work is changing, and the skills gap is widening. In 2016, over 35 per cent of Ontario employers reported difficulty filling a job opening because they could not find someone with the right qualifications⁴. Employers in Durham, like the rest of Ontario, continue to face similar challenges.

Immigration is key to economic growth and sustainability. Experts forecast that between 2018 and 2040, immigration will account for almost 100 per cent of Canada's net labour force growth⁵. This means that immigrants will increasingly become Canada's main source of talent. Governments are prioritizing regional immigration programs and increased support for employers. This is good news for Durham's businesses and communities.

While it is largely understood that embracing diversity in the workforce is socially responsible, less understood are the economic benefits for doing so. Immigrant employees bring global connections, insights into local markets and facilitate greater access to foreign markets. Research suggests that diverse organizations perform better financially, are more effective and boast higher levels of staff engagement⁶ than those with homogenous workforces.

Despite the known benefits of diversity in the workforce and the widening skills gap, many immigrants to Canada experience trouble securing employment commensurate with their skill level⁷. National data indicates that recent immigrants aged 25 to 54 with a university degree earned 67 per cent of the wages of their Canadian-born counterparts⁸. This is both an ethical and economic problem. Common employment related challenges faced by immigrants include: recognition of foreign credentials, Canadian employers' perception of international experience, limited networks and mentoring opportunities, and biases. These challenges are consistent with experiences of members of the Durham Newcomer Advisory Table.

The COVID-19 pandemic has presented multiple challenges to global and local communities and labour markets. The ways we socialize and conduct our work have changed. Travel, immigration and settlement have been profoundly impacted. However, research suggests that international interest in immigrating to Canada remains high⁹. The Government of Canada continues to prioritize immigration¹⁰. Over 2021-2023, Canada aims to continue welcoming immigrants at a rate of about one per cent of the national population¹¹.

Activities	Purpose
1. Convene an Employer Network of local employers and service providers focused on workforce diversification and newcomer employment.	<p>To share information, best practices and challenges related to workforce diversification, hiring and supporting newcomers in the workplace and in the community.</p> <p>Enhance employer knowledge of how to attract and retain a diverse workforce, foster more inclusive workplaces, access existing local talent pools and services, and navigate federal and provincial immigration programs.</p> <p>Explore opportunities to partner with community service co-ordinators.</p>
2. Create and implement a Workplace Inclusion Charter.	<p>To support local employers in making their workplaces more inclusive and to promote employer champions who demonstrate leadership in inclusion and equity, and who hire and support immigrants in the workplace and the community.</p>
3. Create and implement an immigrant entrepreneur recognition program.	<p>To recognize and promote immigrant entrepreneurship and innovation in Durham Region.</p>
4. Explore opportunity to identify and develop a navigator of federal and provincial immigration programs, and to explore employer referral partner designation for a local organization.	<p>To assist employers with navigating multiple complex systems to fill skills gaps.</p> <p>To assist employers in accessing federal immigration programs.</p>
5. Develop a local Employer Toolkit, containing information and resources related to immigration and settlement in the workplace and in the community.	<p>To provide local employers with resources to promote the benefits of workforce diversification and help navigate immigration programs and local services.</p>

Community Plan Pillar #2: Service Co-ordination

Information is accessible and shared across sectors, utilizing multiple networks and channels, facilitating enhanced service co-ordination and accelerated and equitable settlement outcomes.

The DLIP is mandated to enhance collaboration and co-ordination with community service providers across systems, with the goal of fostering more welcoming communities and improving the settlement outcomes of immigrants. All local institutions, organizations and agencies share in the responsibility of accelerating successful outcomes for newcomers. The DLIP is well-positioned to provide community partners with information and resources to make evidence-based decisions and to encourage innovation in service delivery.

Key partners: Settlement and non-settlement service providers across multiple sectors

Why is this important?

The settlement success of newcomers relies on the strengths of the communities and service providers positioned to support them. Service providers, employers and organizations need access to local information, data, research and an understanding of local needs. Providing and sharing information helps inform planning and programming, ensuring the local data informs local planning. Co-ordinating services enables the best and most efficient use of resources, and greater utilization of the services available, ultimately leading to better settlement outcomes for newcomers.

Activities	Purpose
1. Continue to maintain and enhance the Durham Immigration Portal.	To ensure information on the Durham Immigration Portal reflects the needs of newcomers, residents and service providers in Durham.
2. Develop and disseminate program development and planning tools (service maps, resources, measurement tools, etc.).	To assist with service delivery, co-ordination and program development.
3. Co-ordinate, conduct and disseminate local research.	To development knowledge of the immigrant experience in Durham. To identify strengths, needs, gaps and best practices.
4. Deliver a Best Practices Forum.	To connect and build the capacity of partners serving newcomers in Durham.
5. Produce and disseminate a Funding Opportunities e-Newsletter and co-ordinate a Funder's Forum.	To support community partners in accessing available funding sources.
6. Develop and disseminate an e-Newsletter with a focus on the needs of community partners.	To build awareness and understanding of issues related to immigration, diversity, equity and inclusion. To enhance access to information and build capacity of service providers.

Community Plan Pillar #3: Community Belonging

Newcomers feel welcomed and included in Durham Region, and can participate socially, culturally and economically in their community.

The DLIP works to reduce barriers to community participation and to promote the shared responsibility of all partners and residents in fostering a more welcoming community, where newcomers and all residents feel included.

Key partners: Settlement and non-settlement service providers, Newcomer Advisory Table, Residents of Durham, Municipal Government

Why is this important?

Inclusion and high levels of civil participation are indicators of a safe, healthy and welcoming community. Communities are enriched by diversity and the contributions of all residents. Immigrants bring new ideas and customs to a community, growing the local culture. Immigrants introduce global connections, and fill and create jobs, supporting our economies. All residents in Durham Region should feel they are welcomed to fully participate, socially, culturally and economically, in ways that are reflective of their interests and strengths.

Activities	Purpose
1. Co-ordinate the Newcomer Advisory Table.	To gain insight into the lived experience of newcomers to the Region, to inform the activities of the DLIP and partners. To develop community ambassadors and liaisons of the work of the DLIP.
2. Develop and implement a regional anti-discrimination awareness campaign.	To raise awareness of the benefits of diversity and the contributions of immigrants to Durham communities. To decrease discrimination and increase inclusion in Durham Region.
3. Co-ordinate community events that promote public discourse around immigration, diversity, equity and inclusion.	To develop knowledge of the immigrant experience in Durham, to identify strengths, needs, gaps and best practices.

Notes

- ¹ The Greater Golden Horseshoe is a secondary region in Southern Ontario. Durham is one of several primary regions within the Horseshoe.
- ² “Envision Durham.” Region of Durham, Durham.ca, www.durham.ca/en/doing-business/envision-durham.aspx.
- ³ McArthur Gupta, Aimee, Kareem El-Assal, and Ali Bajwa. Can’t Go it Alone: Immigration Is Key to Canada’s Growth Strategy. Ottawa: The Conference Board of Canada, 2019. <http://occ.ca/wp-content/uploads/Passport-to-Prosperity.pdf>
- ⁴ Sullivan, Kathryn. Passport to Prosperity: Ontario’s Priorities for Immigration. Ontario Chamber of Commerce, 2016.
- ⁵ McArthur Gupta, Aimee, Kareem El-Assal, and Ali Bajwa. Can’t Go it Alone: Immigration Is Key to Canada’s Growth Strategy. The Conference Board of Canada, 2019. <http://occ.ca/wp-content/uploads/Passport-to-Prosperity.pdf>
- ⁶ Hunt, Vivian, Sara Prince, Sundiatu Dixon-Fyle, and Lareina Yee. Delivering through Diversity. McKinsey & Company, 2018. <https://www.mckinsey.com/business-functions/organization/our-insights/delivering-through-diversity>
- ⁷ Building a Corporate Ladder for All: The Case for Advancing Immigrant Talent in the Greater Toronto Area. Toronto Region Immigration Employment Council, 2019. <https://triec.ca/wp-content/uploads/2019/11/Building-a-Corporate-Ladder-for-All-final.pdf>
- ⁸ Agopsowicz, Andrew and Rannella Billy-Ochieng. Untapped Potential: Canada Needs to Close Its Immigrant Wage Gap. RBC Thought Leadership, 2019. http://www.rbc.com/economics/economic-reports/pdf/other-reports/untapped-potential.pdf?_ga=2.55206690.886975014.1610071442-1888888137.1605209830
- ⁹ Trend Report: Canada’s Appeal to Prospective Immigrants in the face of COVID-19. World Education Services, 2020. <https://knowledge.wes.org/canada-report-immigration-trends-canadas-appeal-to-prospective-immigrants-in-the-face-of-covid-19.html>
- ¹⁰ Canada. Governor General. A stronger and more resilient Canada: Speech from the Throne to Open the Second Session of the Forty-third Parliament of Canada, September 23, 2020. https://www.canada.ca/content/dam/pco-bcp/documents/pm/SFT_2020_EN_WEB.pdf
- ¹¹ Canada. Notice – Supplementary Information for the 2021-2023 Immigration Levels Plan. October 30, 2020. <https://www.canada.ca/en/immigration-refugees-citizenship/news/notices/supplementary-immigration-levels-2021-2023.html>



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