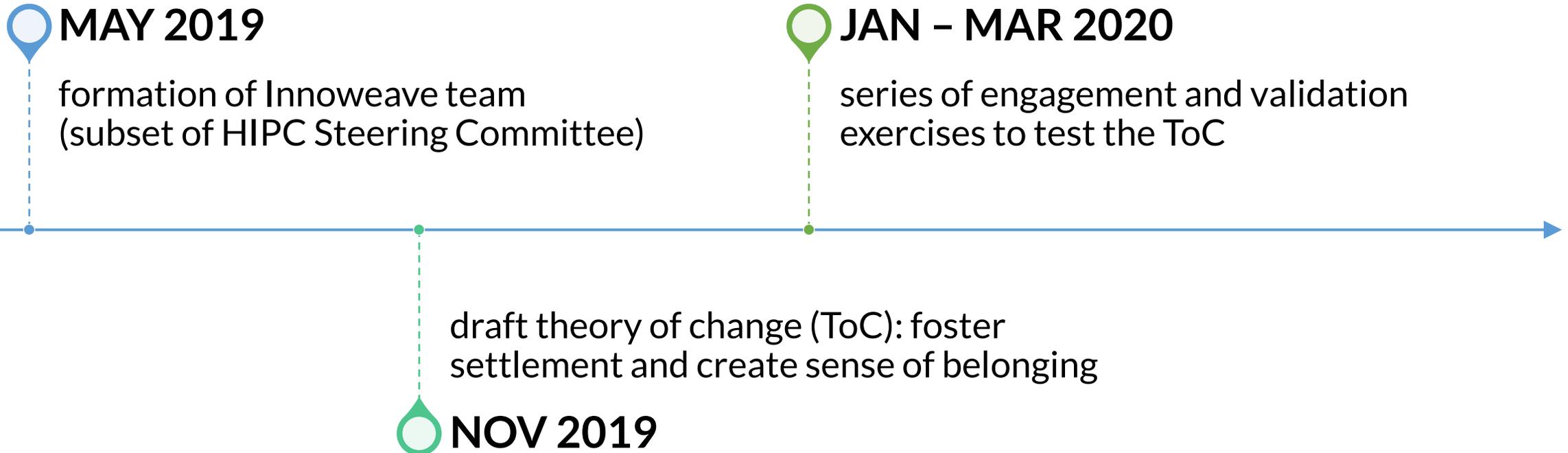


# Embedding Diversity & Inclusion: Governance & Planning in Hamilton

Sarah V. Wayland  
Pathways to Prosperity Plenary  
November 10, 2021



# Phase One: Why are we here?



# Testing the Theory of Change



One-on-one interviews



Focus groups



Validation Exercises with SPO  
Staff



A community-wide online  
survey



# What We Heard

Partners and their organization's values should be reflected in ToC, and partners can identify where they impact and leverage



Newcomer voice is vital to inform work



Community integration of newcomers is two-way: the community needs to learn about the value (e.g. skills, gifts and talents) of those from other cultures



# Operating Principles

1. The **basic needs of newcomers** are foundational to achieving newcomer settlement and sense of belonging.

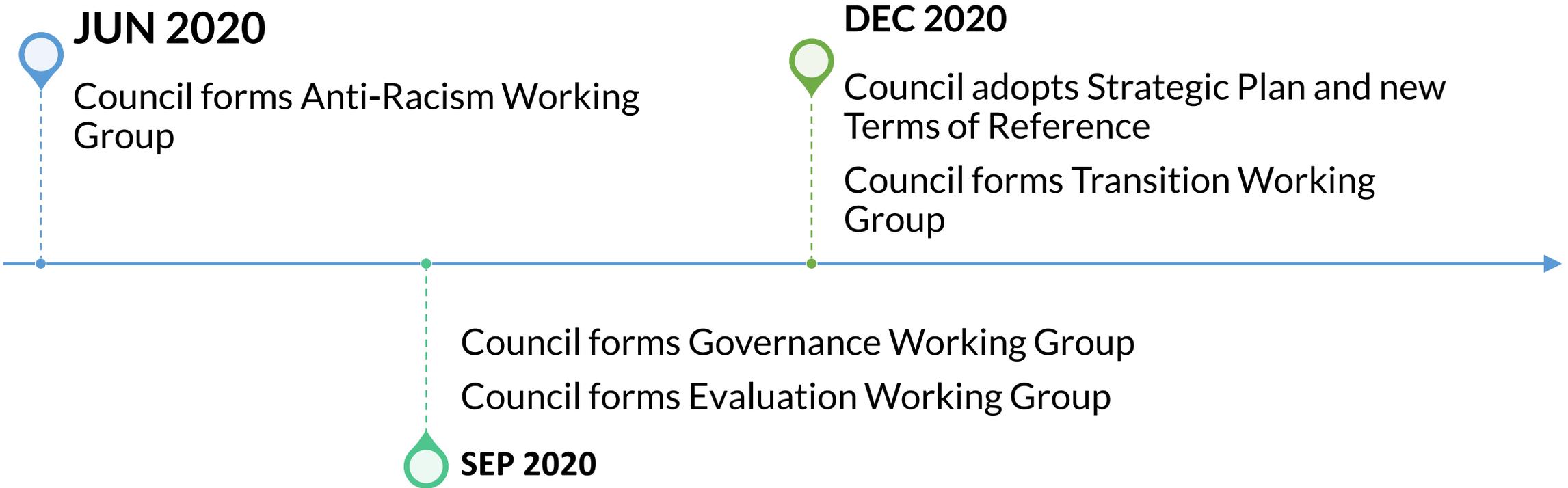
2. Supporting and advocating for positive outcomes for newcomers in our community must include **leadership from those who have been newcomers to Canada themselves.**

3. HIPC commits to taking practical positive actions that are informed and evaluated by an **anti-racism anti-oppression (ARAO) approach.**

# Theory of change - Outcomes

Strategies	Interim Outcomes	Long-term Outcomes	Beneficiaries: Newcomers & Hamilton Residents
<b>Economic Stability</b>	<ul style="list-style-type: none"> <li>• Service providers offer a greater range of accessible language learning options &amp; newcomers acquire improved functional language skills</li> <li>• More newcomers access and participate in training &amp; skill acquisition</li> <li>• More <u>employers</u> welcome newcomers to the workforce &amp; more newcomers are employed commensurate with their skills</li> </ul>	<ul style="list-style-type: none"> <li>• Families achieve greater economic stability</li> </ul>	
<b>Social Inclusion</b>	<ul style="list-style-type: none"> <li>• The community is safer</li> <li>• Newcomers' voices and contributions are more valued</li> <li>• Diversity is more celebrated &amp; <u>neighbourhood</u> spaces create more trust and reciprocity in the learning and exchange of experiences and talents</li> </ul>	<ul style="list-style-type: none"> <li>• Hamiltonians better understand the benefits of immigration and take steps in support</li> </ul>	
<b>Community Engagement</b>	<ul style="list-style-type: none"> <li>• Formal and informal settlement networks better support newcomers' connection to service and information &amp; newcomers can better navigate the city and understand where to go in times of need</li> <li>• Local institutions better educate &amp; newcomers are better-informed of their civic rights and responsibilities and act on them</li> </ul>	<ul style="list-style-type: none"> <li>• Newcomers have an increased sense of belonging in Hamilton</li> </ul>	
<b>Population-Level Impact Statement:</b>	By 2025, 80% of newcomers will have a successful settlement experience and feel a sense of belonging in Hamilton		

# Phase Two: Getting our House in Order



# Changes to TOR: HIPC Leadership

## Chair and Vice Chair

### Previous

- Vice chair and chair each serve 3 year terms
- Selected by an hoc committee
- Total time commitment: 6 years



### Current

- Vice Chair, Chair, and Past Chair positions are held in successive one-year terms
- Elected directly by HIPC membership
- Total time commitment: 3 years

# Changes to TOR: HIPC Leadership

## Committee Chairs

Previous

Current

- Appointed



- Elected by committee members
- Co-chair model encouraged

# Changes to TOR

Previous

Current



- Membership based on length of contribution agreement

- Staggered two-year terms for members, with renewal possibility for another two-year term

# Changes to TOR

Previous

Current

- No discussion of advocacy



- Adoption of an advocacy protocol

# Phase Three: Implementation

**JAN – MAR 2021**

Transition Working Group establishes open selection process for new Council

**APR 2021**

Council begins its work

New Council and Committees form  
Every members attends ARAO workshop

**MAR 2021**



# Transition Working Group



Designed a process for recruiting and selecting Council and Committee members

- open, online application process
- existing members were notified
- a few surprises



Recommended a slate of new members to HIPC's Steering Committee



Ensured that the transition process was transparent and aligned with HIPC's vision

# HIPC Composition

- **Council** - 60% with lived experience of immigration
- **Committee only** - close to 80% with lived experience of immigration

# Lessons learned



Diversify the table and change follows



Be prepared for new challenges to arise



Learn from other LIPs but make it your own



Reliance on ad hoc working groups



ARAO is ongoing process, not something that can be achieved

# Thank You!



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