

Amplifying Newcomer Voices during the Pandemic

Presenters: Bhisham Ramoutar, Lubna Sadek, Yvonne Lai

P2P 2022 Virtual Workshop Series – April 19, 2022



Land Acknowledgement

We respectfully acknowledge that the New Canadians Centre is located on the Treaty 20 Michi Saagiig territory and in the traditional territory of the Michi Saagiig and Chippewa Nations, collectively known as the Williams Treaties First Nations, which include: Curve Lake, Hiawatha, Alderville, Scugog Island, Rama, Beausoleil, and Georgina Island First Nations.

We respectfully acknowledge that the Williams Treaties First Nations are the stewards and caretakers of these lands and waters in perpetuity and that they continue to maintain this responsibility to ensure their health and integrity for generations to come.

We are all Treaty people.

Our Mission

Founded in 1979, the New Canadians Centre Peterborough is a non-profit charitable organisation dedicated to supporting immigrants, refugees and other newcomers in the Peterborough and Northumberland regions.



Years of Inspiring & Encouraging Newcomers



We empower people who are new to Canada, so they can be recognised as equal and valued members of Canadian society, and we provide leadership to cultivate their meaningful economic, social, and cultural inclusion in our community.

Our Services



Settlement & Immigration Support



Youth Support



Workplace Integration



Resettlement Assistance Program



Community Connections



Community Development

Agenda

"This is my story..." –
Building Bridges Through Storytelling

Bhisham Ramoutar

Empowering Newcomer Youth
as Community Leaders

Lubna Sadek

Building Capacity for Newcomer
Leadership

Yvonne Lai

Question & Answer

Building Capacity for Newcomer Leadership

Yvonne Lai

Director of Community Development

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Agenda

- Newcomer Leadership Groups
- Design
- Implementation
- Outcomes
- Lessons learned

Why?

Commitment to anti-racism

- We grow when we embrace diverse cultures.
- We feel like we belong when we are included and invited to participate in a meaningful way.
- To belong is to be able to have hope, to build confidence, to gain strength to heal from trauma, and to be able to lift others up and create community.

We commit to empowering the newcomers and refugees we serve, by:

- Convening a newcomer and refugee-led advisory group to advise on programs and services
- Engaging newcomers and refugees in training to respond to racism and discrimination
- Helping newcomers and refugees to navigate opportunities to be leaders in the community.

Project Design

- Working with Arising Collective
- Visioning Session: What could this training look like?
- 10 participants
- Range of immigration pathways
- Recruitment, length, content, follow-up

Newcomer Leadership Group 1



- Launched in March 2021
- To provide support to newcomers who are looking to engage as volunteers and participate in decision-making processes in the Peterborough community, and
- To expand the capacity for community organisations to include and integrate diverse perspectives in their practice
 - Invited as guest speakers

Newcomer Leadership Group 1

- Facilitator: Arising Collective + Staff
- Platform: Zoom
- Age Group: Adults; some community experience
- Recruitment: Invitation
- Duration: 8 weeks
- Length: 1.5 to 2 hours
- Participants: 10

Newcomer Leadership Group 1



- Topics:

1. Introduction: Our community
2. Storytelling: Building confidence in public speaking
3. Fundamentals of board governance
4. Facilitating an effective meeting
5. Interpreting a financial report – the basics
6. Cultivating healthy relationships between staff, committees and boards
7. Panel discussion with 3 guests
8. Wrap-up: My journey so far

Group Project: Facebook Group



This group has been created by a group of newcomers who were once just like you, who all continue to experience the joys and challenges of moving from another country. We are hoping to build a safe community of support and help to those navigating a new life in Peterborough and Canada. The group's purpose is to provide you with informational aid, guidance and resources through our experiences. We definitely don't have all the answers, but our goal is to create a network for newcomers from all walks of life to communicate, make new friends, ask for tips, understand and engage more in our community. "Newcomers, you are not alone, we welcome you."

Newcomer Leadership Group 1



- Highlights:
- What have I signed up for?
- All cameras on
- Tears and celebration

Newcomer Leadership Group 1

- Stop:
 - Guests who talk about their general experiences (focus on topic)
 - Guests who come from “privilege”
 - Push towards board-work (not ready for that level of engagement)
- Start:
 - Learn more about different levels of government and how to advocate
 - Meet in-person (hosted by organization that guest speaker is from)
 - Open recruitment call
 - Provide 2-3 options for group project
- Continue:
 - Breakout rooms
 - Cohort-based approach

Newcomer Leadership Group 2

- Timing: **Fall 2021**
- Facilitator: Arising Collective + Staff
- Platform: Zoom
- Age Group: Adults; some community experience **+ new to community**
- Recruitment: Invitation
- Duration: 8 weeks **(change to topics)**
- Length: 1.5 to 2 hours
- Participants: 10

Newcomer Leadership Group 2



- Topics:
 1. Introduction
 2. Our Community
 3. Crafting our Bio
 4. Leadership Competencies
 5. Reflection on your journey to Canada
 6. Reconciliation
 7. Panel discussion with 3 guests
 8. Wrap-up

Group Project: Brown Bag Lunches



Newcomer Leadership Group 2

- Highlights:
- What have I signed up for?
- 20% of cameras on
- More students
- Less cohesion
- Lower commitment to group project

Newcomer Leadership Group 2

- Stop:
 - Participants who are focused on basics of settlement (e.g., housing, employment)
 - Participants from different municipalities (Peterborough vs Northumberland)
- Start:
 - Meet in-person
 - Open recruitment call
 - Placement/internship opportunities
- Continue:
 - Breakout rooms
 - Cohort-based approach

Newcomer Leadership Group 3

- Timing: Jan 2022
- Facilitator: Arising Collective + Staff
- Platform: Zoom
- Age Group: Adults in Peterborough
- Recruitment: Open Call
- Duration: 6 weeks (change to topics)
- Length: 1.5 to 2 hours
- Participants: 10

Newcomer Leadership Group 2



- Topics:

1. Introduction
2. Civic and Community Engagement: All about Peterborough
3. Leadership & Personal Motivation
4. Telling My Story
5. Building Personal Networks
6. Wrap-up

Group Project: Land Acknowledgement



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Hiring

About Us ▾

Media ▾

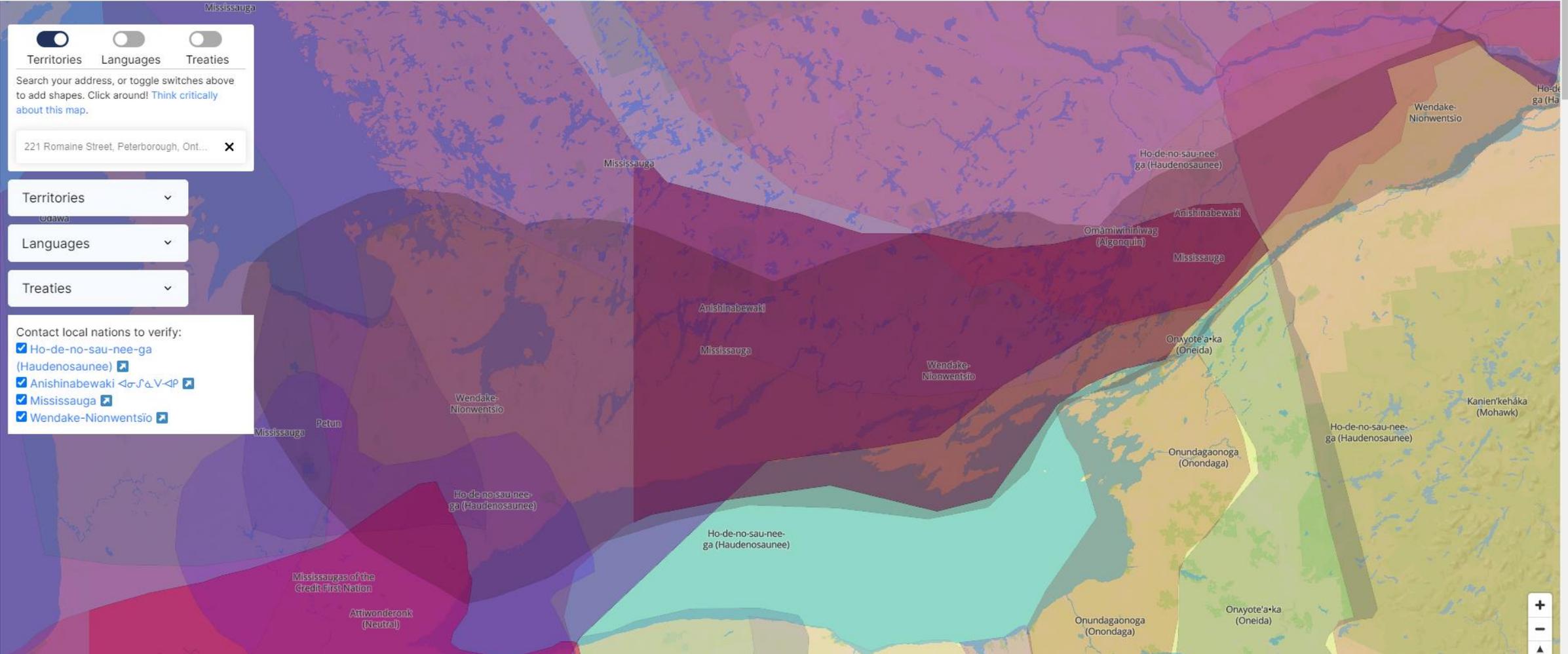
Contribute ▾

Resources ▾

Contact



Support Us



Newcomer Leadership Group 3

- Highlights:
- What have I signed up for?
- More break-out rooms
- 100% of cameras on
- Strong cohesion
- Strong commitment to group project
- Participants suggesting resources to each other

Newcomer Leadership Group 3

- Stop:
 - 1 session per fiscal year instead of 2
- Start:
 - Meet in-person
 - Increase group size
- Continue:
 - Open recruitment call
 - Breakout rooms
 - Cohort-based approach
 - Land acknowledgement exercise

Wrap-up: Group



Photos and bio on NCC website:

“What story do you want to share with our community about you?”

Letter

1-1 meetings

Unexpected Outcomes



Matched to

- Peterborough Youth Services
- Reframe Film Festival
- Electric City Soccer Club
- National LIP Secretariat Anti-Racism Recovery Project Advisory Committee
- United Way of Peterborough
- Indo-Canadian Association of the Kawarthas
- Presenters: Developmental services organisation, NCC AGM, Rotary, Peterborough City Council
- City of Peterborough Public Art Program; Artist Collectives
- Employment
- Each other

Lessons Learned

- Saying “Yes”
- Feedback: initial design, start, after each meeting, end
- A welcoming community that is very willing to help
- Past participants sharing their experiences as presenters
- Understanding their personal values – their “why” – was key
- Balance between delivering content and encouraging discussion and conversation (e.g., reconciliation)
- Leverage your role as a connector in the community to lift voices
- Next steps: Newcomer Advisory Table as part of Peterborough Immigration Partnership

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