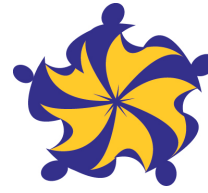




**PATHWAYS TO
PROSPERITY**
Promoting Welcoming Communities in Canada



**VOIES VERS LA
PROSPÉRITÉ**
Promouvoir des communautés accueillantes au Canada

Introduction to the New Welcoming Communities Toolkits

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Why Is Work on Welcoming Communities Important Today?

- Successful integration of immigrants is essential because:
 - 2023-2025 Immigration Levels Plan means that over 465,000 new immigrants are expected to arrive in Canada each year
 - Canada is depending on immigration to facilitate post-COVID recovery
 - Maintaining the vitality of smaller Canadian communities, and of Francophone Minority Communities, often depends on the attraction and retention of (Francophone) immigrants

Why Is Work on Welcoming Communities Important Today?

- There is continuing emphasis on outcome measurement, including at the community level
- Creating welcoming communities is a social justice issue: attraction of immigrants to Canada must be paired with providing them with the welcome they require to thrive

Two Toolkits



What Is A Welcoming Community?

- A welcoming community is a collective effort to design and sustain a place where immigrants feel that they belong and that supports immigrants' economic, socio-cultural, and civic-political integration
- A welcoming community has structures, processes, and practices in place to meet the needs and promote the inclusion of immigrants in all aspects of life, and actively works to ensure these are effective

A Five Step Approach for Working Toward Welcoming Communities

1. Assessment of the current state of the community – Toolkit I
2. Creation of short-term and long-term goals – Toolkit I
3. Implementation (adjustment) of policies and programs that are designed to target gaps and weaknesses and work toward the goals – Toolkit II
4. Systematic research to evaluate the effectiveness of these policies and programs – Toolkit I
5. Ongoing assessment of the state of the community – Toolkit I, and feedback to Step 2

Environmental Scan – Identifying Community Features That May Impact Your Approach to Creating and Promoting a Welcoming Community (Tool 1)

- Tool 1 is designed to help you identify features of your community that may impact your approach to creating and promoting a welcoming community
- Collectively work through the 12 questions in Tool 1

Characteristics of a Welcoming Community

- What characteristics make a community welcoming?
- Importance of each characteristic to a given community will vary somewhat
- Characteristics are likely to be mutually reinforcing and may interact in building upon or reducing the impact of each alone
- Characteristics must take into account the needs of multi-barriered immigrants (e.g., racialized women, youth, seniors, 2SLGBTQI+, refugees, immigrants with disabilities)

19 Characteristics of a Welcoming Community

Cluster A

- Access to Affordable, Adequate, and Suitable Housing
- Employment and Entrepreneurship Opportunities
- Access to Suitable Health Care, including Mental Health Care
- Positive Attitudes Toward Immigrants of All Racial, Cultural and Religious Backgrounds
- Access to Immigrant-Serving Agencies that Meet Immigrants' Needs

19 Characteristics of a Welcoming Community

Cluster B

- Access to Transportation
- Educational Opportunities
- Ongoing Commitment to Anti-Racism and Anti-Oppression
- Access to Services and Supports for French-Speaking Immigrants by French Speakers
- Immigrant-Responsive Municipal Features and Services

19 Characteristics of a Welcoming Community

Cluster C

- Coordination and Collaboration Among Community Organizations and Different Levels of Government Working Toward Welcoming Communities
- Equitable Neighbourhoods
- Opportunities to Form and Join Social and Community Networks
- Immigrant-Responsive Police Services and Justice System
- Access to Inclusive Public Spaces, Facilities, and Programs

19 Characteristics of a Welcoming Community

Cluster C (cont.)

- Positive Indigenous-Immigrant Relations and Understanding
- Access to Diverse Religious and Ethnocultural Organizations
- Civic and Political Participation Opportunities
- Equitable Media Coverage, Representation, and Content

Ranking the Importance of the 19 Characteristics of a Welcoming Community (Tool 2)

- Tool 2 is designed to help you decide on priority characteristics for making your community more welcoming
- Thinking about the unique features of your community identified in Tool 1, rank the 19 characteristics of a welcoming community from 1 (most important) to 19 (least important) **for your community**

Indicators for the Characteristics

- Indicators are quantitative and qualitative measures that can be used to assess the level of each characteristic in a community
- It is essential to examine multiple indicators for each characteristic
 - Some indicators can be measured objectively
 - Some indicators will be based on perceptions
 - Both are important

Indicators for the Characteristics

- Meaningful comparisons are necessary
 - Comparisons to non-immigrants in the community
 - Comparisons to previous cohorts of immigrants in the community
 - Comparisons to other communities or to provincial/territorial averages
 - Comparisons before and after new initiatives are implemented
 - Comparisons among different groups of immigrants, including multi-barriered groups

Comparisons to be Made and Selection of Indicators for Priority Characteristics (Tool 3)

- Tool 3 is designed to help you select comparisons to be made and indicators you will use for assessing the welcome of your community
- Based on the purpose of this assessment and needs of your community, check off the comparison(s) to current immigrants in your community that should be made at this time
- For each priority characteristic identified in Tool 2, check off those indicators that are most relevant and feasible for your assessment. It is recommended that multiple indicators be used for each characteristic, with a mix of objective and subjective indicators

Next Steps for Our Community

- What next? How will we move this forward?
- Parties involved and responsibilities
- Timelines

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