



Ottawa's Community Infrastructure to Facilitate the Integration of Newcomers

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**Government
of Canada**

**Gouvernement
du Canada**

Overview

1. OLIP Partnership's Assets

- ✓ Multi-sectoral partnership
- ✓ Multi-level governance structure & process
- ✓ Shared vision and approach
- ✓ Shared Strategy
- ✓ Backbone Supports by the Secretariat

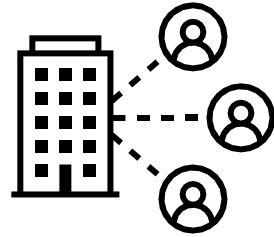
2. Sector Tables Priorities

OLIP Partnership: Building Integration Infrastructure



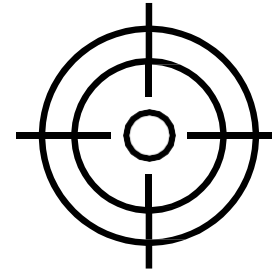
Multi-sectoral partnership of 60 local organizations in 5 sectors, working together across jurisdictions on common vision and shared priorities.

Mutual support and collaborative leadership bridge silos and enable deeper progress.



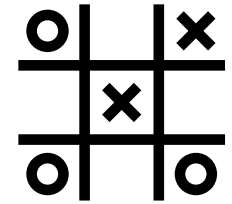
Collaborative governance system (structure & process & norms) allows partners to connect regularly, set shared priorities and plan strategic actions.

- 9 tables
- 150 individuals
- Executive Committee
- Secretariat



Targeted Collective Impact Goals:

1. Economic Integration
2. Seamless continuum of relevant and accessible settlement, education, health and social services.
3. Inclusive & equitable Organizations
4. Fostering a Welcoming Ottawa: Public support for immigration & increased opportunities for connection and civic engagement.



Ottawa Immigration Strategy (the Strategy)

A vision and roadmap to desired impacts. A compendium of mutually reinforcing sectoral priorities guiding partners' bottom-up planning. The Strategy is dynamic, refreshed every 5 years

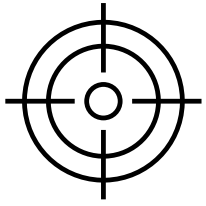


OLIP Partners Represent the Community



- City of Ottawa – founding partner (multiple departments: CSSD, Economic Development, Public Health, Community Housing, Public Library, Public Works, Parks & Recreation, & OPS)
- Settlement SPOs (founding partners)
- All Local School Boards
- Universities & Colleges
- Academic researchers
- Healthcare providers
- Housing providers
- Social service providers
- Neighborhood-based organizations
- All levels of government
- Immigrant civic groups
- The Ottawa public through WOW campaigns





OLIP Partners' Common Agenda

Vision

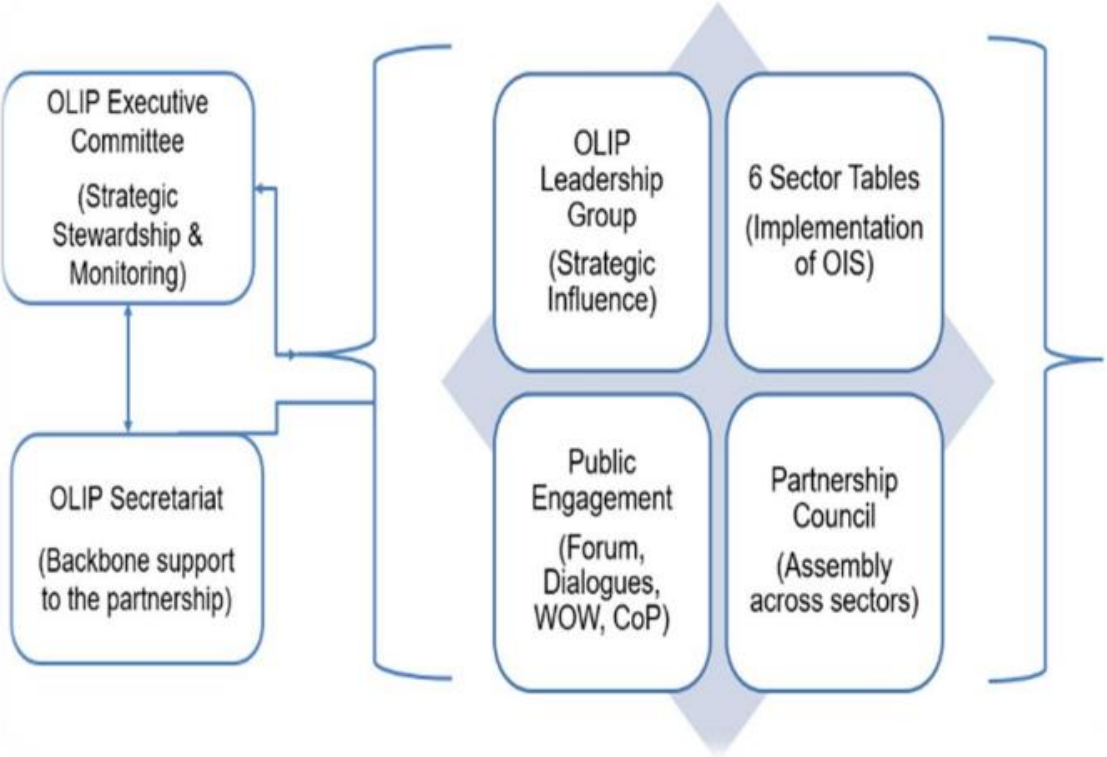
“Working across jurisdictions to build a more vibrant, prosperous, and inclusive national capital, strengthened by the contribution of immigrants”

Approach

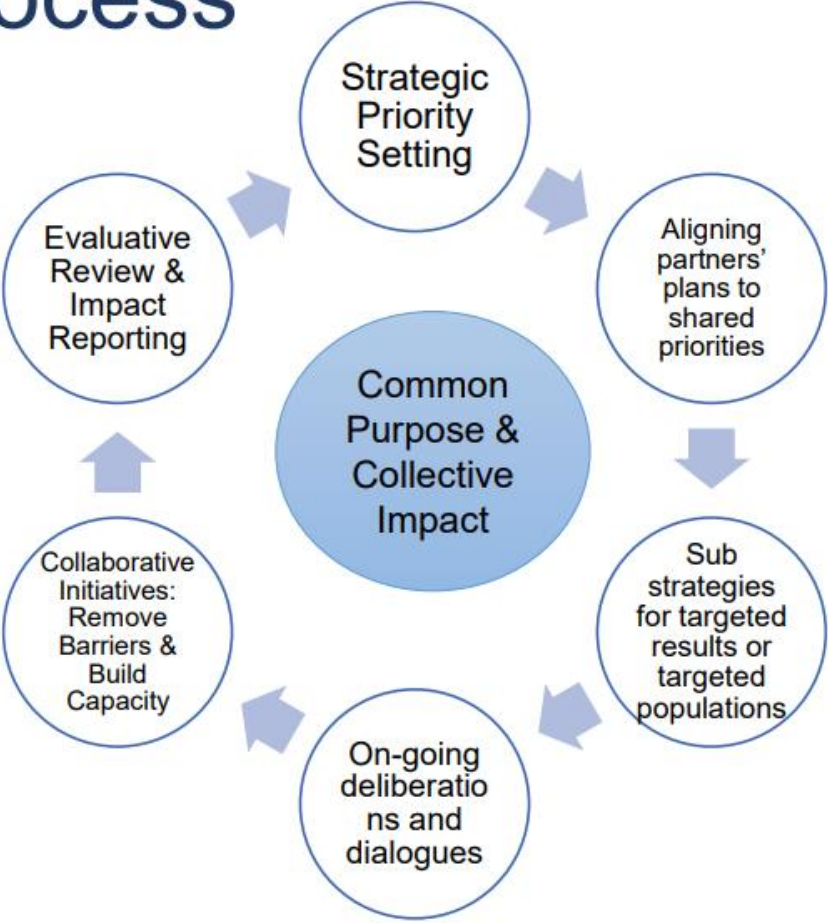
- Collective & collaborative
- Two-way street
- Transformational, not transactional
- Dynamic, long-term priorities, medium-term strategy, and short time plans & collaborative actions.
- Disciplined in the pursuit of impact

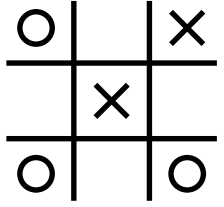
OLIP Governance

Structure



Process





Ottawa Immigration Strategy (OIS): A Roadmap to Shared Goals



- A community strategy, a roadmap to achieving OLIP partners' shared vision for Ottawa
- First launched in June 2011, and refreshed in 2016. Third Edition now in development
- Implementation of the OIS is a shared responsibility to pursue collaboratively across five sectors / policy jurisdictions.
- **Strategic alignments, collaborative leadership, community engagement, and flexible governance system supports the implementation of the Strategy**
- As part of our collaborative governance, OLIP partners agreed to renew the OIS every five years, to adjust our work to evolving needs and contexts; and to incorporate gains made overtime.

OIS Refreshments Since Launch in 2011

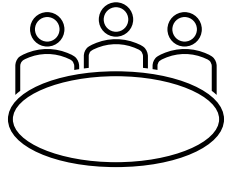
- 1st Action Period: 2011-15
- 2nd Action Period: 2016-22
- 3rd Action Period: 2023-27

The 2016-22 period was marked by multiple crisis's:

- Global refugee crisis after the Syrian war
- Public uprising against institutionalized racism
- Global pandemic and health equity crisis

Our Partnership made a major difference, in all these crisis. Our connection is our strength.

Backbone Supports by the Secretariat



Evolving Partners' Common Agenda

Convening and facilitating dialogues, leadership engagements, strategic alignments, defining action strategies and frameworks, **community engagement to lift-up concerns and challenges** - to curate collective impact on priority goals.



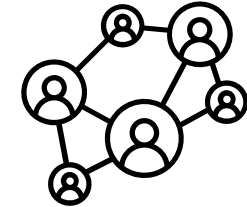
Data Capacity Development:

To strength the Partnership's analytical capacity: that is, improving how we "see" needs, analyze gaps, and gauge progress on priority goals



Equity Ottawa Partnership:

To cultivate inclusive & equitable Organizations. A monthly Community of Practice (CoP) supports continuous learning through peer support, expertise, and custom tools and resources. Shared Action Framework guide organizations' efforts.



Welcoming Ottawa Week(s!) - WOW

A series of partner hosted events designed to **convey Ottawa's genuine welcome and respect** to newcomers. A shared calendar & key supports to organizations to facilitate their connections with immigrants.



Data Capacity Development: Progress & Next Milestones (2019-23)

Data capacity development was defined as a priority across all OLIP sectors in 2016. Multiple data initiatives were led by the Secretariat since then, including:

- ✓ Data partnership with IRCC
- ✓ Six consultations to clarify partners' data needs
- ✓ Feasibility study on data availability
- ✓ Medium-term data strategy: goals and approach, conceptual framework, scope, & indicators
- ✓ On-going data development (tables and dashboards)
- ✓ COVID Data for Action, involving 6 projects.
 - Data delivery - now in course



**Leveraging Data for Equitable
Outcomes, through Sustainable
Partnerships**



Chief Data Officer | Direction générale du
Branch | **Dirigeant principal**
des données

 Immigration, Refugees and Citizenship Canada | Immigration, Réfugiés et Citoyenneté Canada





EQUITY OTTAWA PARTNERSHIP: GOALS

1. **To cultivate equitable and inclusive organizations** where:
 - i) immigrants and racialized populations can access relevant and high-quality services tailored to their needs; and where:
 - ii) immigrants and racialized populations can participate in the leadership and workforce of organizations.
2. **To create collective attention** on addressing structural and systemic challenges that inhibit progress on equity; and to build together a supportive environment to counter systemic inequities.





Equity Ottawa:

Innovative Approach to Cultivating Inclusive & Equitable Organizations

Supporting Partners' Actions on Equity to build inclusive & equitable organizations, through peer support, expert knowledge, community engagement, and collaborative progress monitoring

Community of Practice

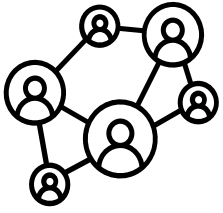
- Safe space for reflection & shared learning
- Peer support
- Community engagement

Expert Knowledge Events

- Guest experts at CoP & learning events
- Good practices development in selected domains

Action Support Tools & Resources

- Custom tools and resource
- Validation of good practices
- Progress Monitoring support



Welcoming Ottawa Weeks (WOW)

Conveying Ottawa's genuine respect & welcome to newcomers, since 2013

- A series of cultural events and celebrations, dialogues, town halls, learning events, sports activities, guided tours, food tastings, documentary screenings, and other fund engagements.
- Initiated by OLIP in 2013
- Championed by the Mayor of Ottawa
- Partnership with CBC
- 50+ Event Hosts
- An Awards Program to recognize and promote welcoming attitudes to newcomers

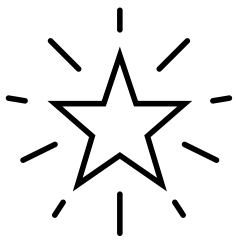


WELCOMING OTTAWA WEEK

SEMAINE D'ACCUEIL À OTTAWA

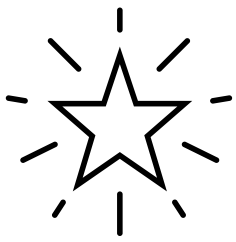


Discoveries. Dialogues. Connection.



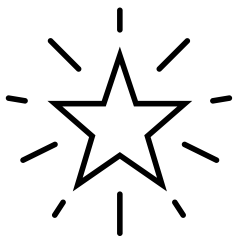
Economic Integration Priorities

- **Priority #1:** Extend and improve strategic alignment among institutions and initiatives concerned with newcomer economic integration
- **Priority #2:** Help immigrants navigate towards employment in a changing labour market environment and expand the scope of supports to include career progression and skills development and adaptation
- **Priority #3:** Strengthen the capacity of employers to hire immigrants, and create strategic targets for this priority, such as key sectors and/or types of employers such as small and medium enterprises
- **Priority #4:** Promote and support entrepreneurship among newcomers and immigrants
- **Priority #5:** Enhance Ottawa's ability to recruit newcomers by projecting itself as a diverse, world-class capital that welcomes newcomers (*and international students*) *makes them feel welcome* where diversity is celebrated
- **Priority #6:** Clarify misconceptions and myths about immigrants' human capital and competitive advantage and their contributions to Ottawa's economy, economic sectors and workplaces
- **Priority #7:** Find, amplify, and create innovations to address the barriers in economic integration for newcomers



Education Priorities

- **Priority #1:** Improve newcomer's academic achievement & wellbeing by defining and addressing systemic inequities behind disparities in these outcomes and develop shared metrics to track progress.
- **Priority #2:** Improve immigrant-parents' involvement in school activities, student learning, and school governance.
- **Priority #3:** Build trust among schools, immigrant students, and racialized communities, through improved and shared awareness of newcomer students' experiences in schools, challenges and opportunities, and through systematic development of solution pathways.
- **Priority #4:** Build partnership plans in neighbourhoods with high concentration of immigrants, to complement and support school board mandates.



Health & Wellbeing Priorities

Priority #1: Improve the importance that governments and healthcare provider organizations attach to immigrant and refugee health and advocate for prioritization and targeted funding to improve this population's health status, and access to healthcare

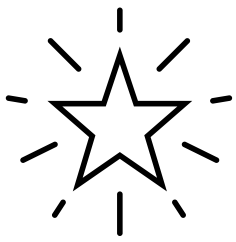
Priority #2: Improve newcomers' access to health care, including preventive services, primary health care, and dental care

Priority #3: Improve immigrant and refugees' access to mental health care, through greater access to preventive services and mental health promotion, training of counselors and establishment of culturally relevant trauma counseling

Priority #4: Enhancing health literacy among immigrants and refugees and building agency capacity to support this goal

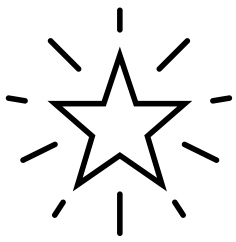
Priority #5: Strengthen the equity capacity of healthcare organizations, including inclusive leadership and culture, equitable HR practices, and the hiring and retention of immigrant and racialized medical professionals and lay healthcare workers

Priority #6: Improve the quality and accessibility of population health data and of system data bearing on the health and service outcomes of newcomers and stimulate research on immigrants and refugees' health



Language Training & Interpretation Services Priorities

- **Priority #1:** Further improve the planning, deployment, and quality of federal and provincial language courses so they are complementary and better matched to the needs of Francophone and Anglophone immigrants
- **Priority #2:** Strengthen the capacity of OLIP Language Sector Table to advocate for improvements in language training and interpretation, including creation of additional training options, such as on-the-job language training.
- **Priority #3:** Improve newcomers' access to specialized language training that supports learner needs
- **Priority #4:** Improve, raise awareness of, and extend the availability and accessibility of interpretation services to improve access to legal, justice, health, and social services by newcomers with limited proficiency in official languages
- **Priority #5:** Promote special language programming for populations at risk of exclusion and ensure language instructors are sensitive to the complex challenges faced by this category of learners



Socio-civic Integration Priorities

- **Priority #1:** Create structures and relationships that will help service providers design inclusive programs, governance structures and policies to better serve immigrants and ethno-cultural minority communities.
- **Priority #2:** Create bridging opportunities for ethno-cultural communities by promoting collaborative and inclusive cultural and recreational activities as well as enhancing access to inclusive services and activities.
- **Priority #3:** Promote and scale-up youth programs that are collaborative, achieve multiple outcomes and create value for immigrants, ethno-cultural minority communities and the city.
- **Priority #4:** Enhance the quantity, accuracy and “understandability” of information available to immigrants and ethno-cultural minority communities.
- **Priority #5:** Improve the capacity of immigrant civic associations and ethno-cultural minority communities to develop stronger links with institutions, elected officials, and service providers

Thank you for your attention. If you have any further questions, please do not hesitate to contact me.

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