



A network of Local Immigration Partnerships

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# Strengthening Anti-Racism Capacity through the National LIP Secretariat

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# The National LIP Secretariat

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- National LIP Secretariat (NLS) functions as the backbone support of a National LIP Network comprising over 80 Local Immigration Partnerships (LIPs)/Zonal Immigration Partnerships (ZIPs).
- Its purpose is to support the work of National LIP Network members through information sharing, facilitated collaboration, the provision of professional development opportunities, and collective representation at the national level.
- Its Mandate and Mission: To improve the efficacy of the LIPs through sustainable networks, shared resources, capacity building, and the amplification of diverse LIP voices.

# Anti-racism as part of the LIPs

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- Systemic racism is an inherent feature of Canadian society.
- Fostering more welcoming and inclusive communities is core to the LIP mandate. Implicit in this objective is the need to address all forms of systemic discrimination, including racism.
- Immigrants in Canada are affected by racism, as well as its intersection with other forms of oppression (e.g. lower wages, barriers accessing housing, impact on mental health, etc.)
- LIPs are uniquely positioned in the settlement sector to engage in and lead anti-racism work (e.g. public education, meaningful asset-based newcomer engagement, building culturally-relevant partnerships).

# NLS-Anti-Racism Working Group:

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- 1) In the last year we have organized two Professional Development days; working in collaboration and critical consultation with Newcomer Council members. The sessions were designed considering the uniqueness of the structure of LIPs & a critical lens to anti-racism work.
- 2) Anti-racism self-assessment tool to be used by LIP staff to determine their race awareness, familiarity with anti-racism principles and capacity to integrate them.

# Empowering change: a critical evaluation of anti-racism in the Local Immigration Partnership

The tool contains:

1. A brief summary of racism in Canada and an introduction to anti-racism principles to ground the tool.
2. A glossary of terms.
3. A questionnaire that can be applied either individually or as a collaborative exercise by your team, with five dimensions: Knowledge & Awareness, Fostering Indigenous Relationship Building and Reconciliation, Embedding Anti-Racism principles, Newcomer Engagement, and Anti-racism Initiatives.
4. A comprehensive four-dimensional rubric or grading matrix to help you gain insights into your strengths and areas for improvement.
5. A list of resources to further your learning towards an anti-racist future!

# An important note on doing anti-racism work:

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- Anti-racism is historically connected to different forms of activism and liberatory movements (anti-capitalism, anti-imperialism, anti-colonial movements).
- Anti-racism is about subversion.
- The mere presence of anti-racism tools and equity documents does not guarantee lasting transformative organizational change.
- Our hope is that this document either sparks the beginning of conversations about race, drive the advancement of anti-racism capacity, inspires the pursuit of bolder dreams, or supports any other transformational endeavor in between any of these within your LIP!

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# Thank you!

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Israel Defense Minister Yoav Gallant:

"I have ordered a complete siege on the Gaza Strip. There will be no electricity, no food, no fuel, everything is closed. We are fighting human animals and we will act accordingly."

