



GREY BRUCE
LOCAL IMMIGRATION
PARTNERSHIP



Advancing Inclusion Beyond Awareness

May Ip: Coordinator, Grey Bruce Local Immigration Partnership



Presentation Overview

- Why and how the train the trainer project started
- What is included in the project
- Outputs and Outcomes
- Way forward



About Grey Bruce

Grey County

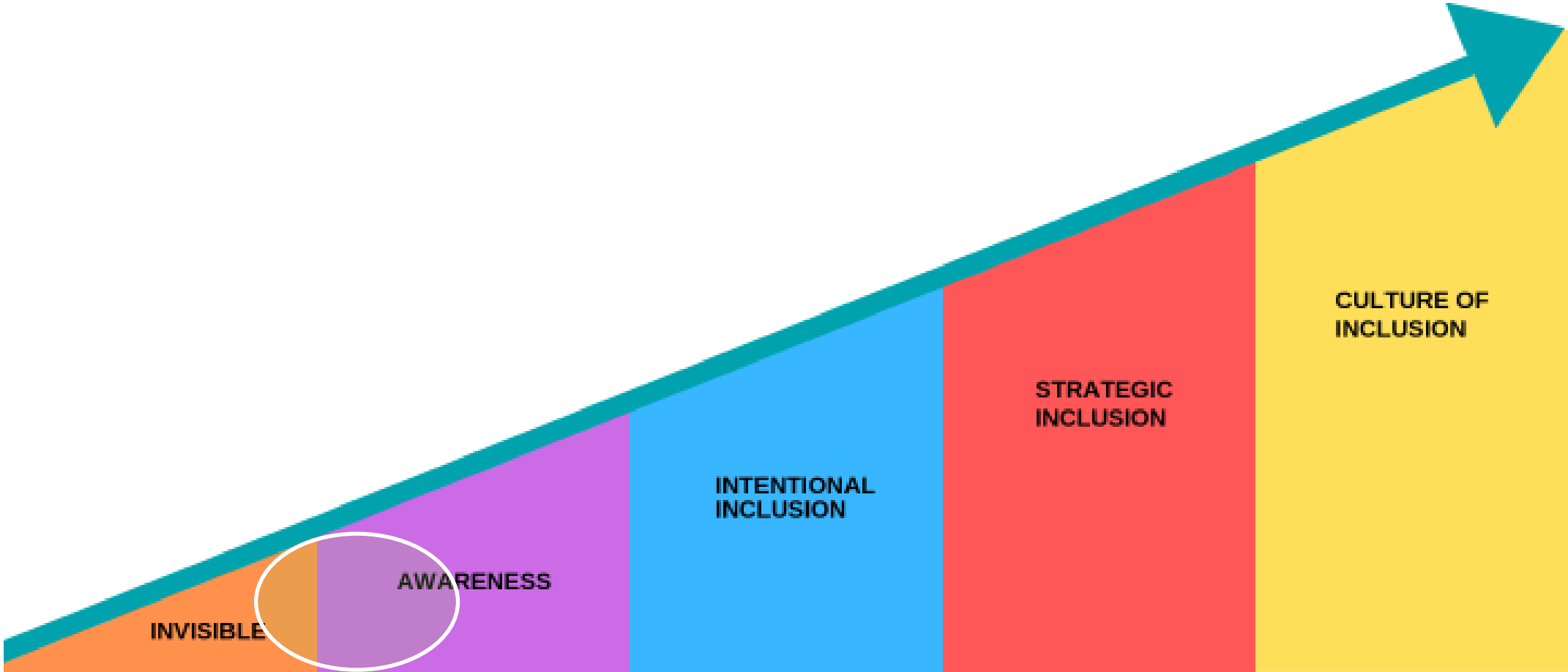
- 4,497.93 km²
- 9 municipalities
- Population 100,905
- 8% immigrants
- 70+ mother tongues



Bruce County

- 4,076.22 km²
- 8 municipalities
- Population 73,396
- 7% immigrants
- 60+ mother tongues

Five Levels of Inclusion – where was Grey Brue?



Source: Toronto Metropolitan University Pressbooks

Grey Bruce Train the Trainer: Building Capacity from Within

Purpose

Equip rural communities in Grey Bruce with the capacity to understand and share knowledge on topics of Equity, Diversity, Inclusion.



Phases – March 2022 to December 2023

- Phase 1 Co-created “Conversations for a More Inclusive and Welcoming Community” EDI Training Curriculum
- Phase 2 Shadowed consultant
- Phase 3 Piloted training workshop
- Extension In-person delivery training



The Curriculum



- Brave Space
- Power & Privilege
- Unconscious Bias
- Microaggression
- Allyship

Feedback

- I will continue to learn and bring this education and discussion to the leaders and team members in my organization.
- Have a better understanding of some of the challenges people may be facing and find ways to make them feel included and a part of the community.
- I enjoyed hearing about different experiences. It helps us see our communities through a different lens.
- I learned so much from this presentation. I appreciated your personal stories that you shared with us.



Outputs

- EDI Training Curriculum
- Local facilitators
- Training Manual
- White Paper



Charlotte Mojoko



Irma Valiente-Roman



Lenore Keeshig



Lindsey Glazier



Marina Angeli



Nitin Kumar Singla



Sharon Safra

Outcomes

- Organizations want training for their staff
- Sparked “conversations” within organizations
- Better understanding of fundamentals for developing an EDI strategy
- Empowered newcomers and immigrants



Best Practices

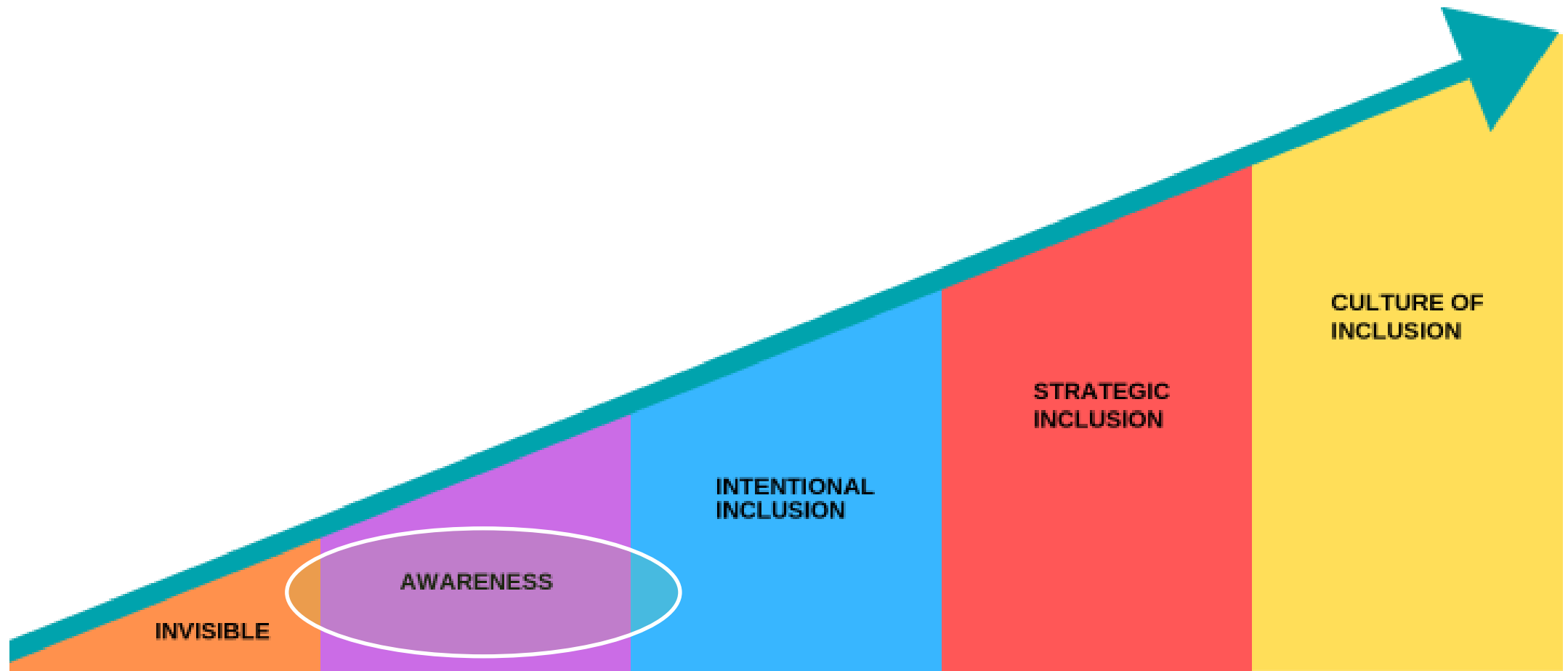
- Facilitators' diverse cultural backgrounds and lived experiences
- Co-creation of curriculum
- Started with virtual delivery

Challenges

- Facilitators dropped out because of changes of life's circumstances
- Vulnerable when sharing stories
- Resistance to change (less than 5% of all participants)



Five Levels of Inclusion – where is Grey Bruce Now?



Source: Toronto Metropolitan University Pressbooks

Contact Information

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In an inclusive and welcoming community,
no one gets left behind

Thank You!