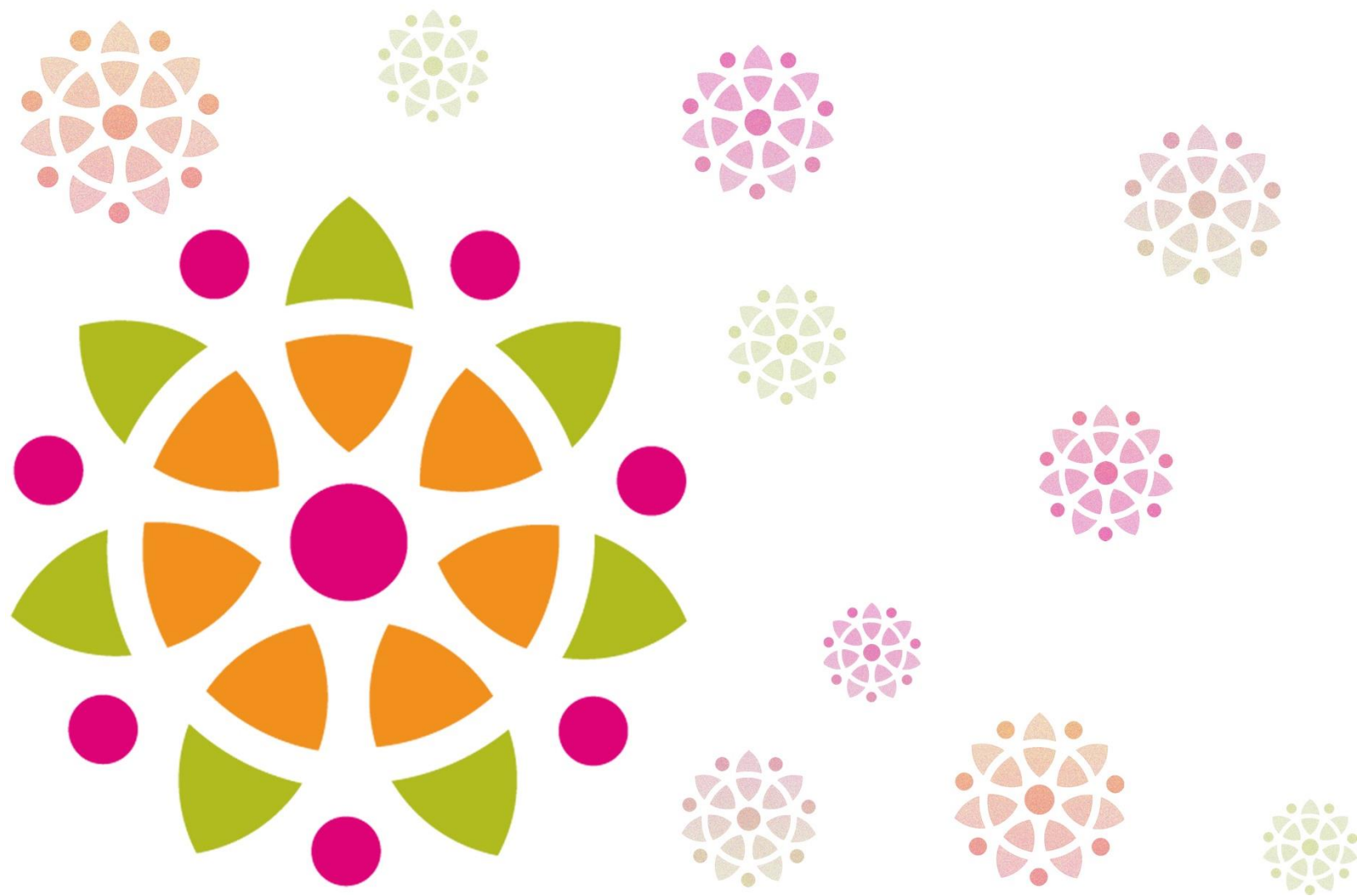# GREATER VICTORIA LOCAL IMMIGRATION PARTNERSHIP

## STRATEGIC PLAN 2020-2025

## LAND ACKNOWLEDGMENT

The Greater Victoria Local Immigration Partnership brings together individuals and organizations located on the traditional territories of the *W̱SÁNEĆ* and *Ləkʷəŋən* speaking peoples. As newcomers and settlers, we are visitors on this land and we acknowledge with respect the Songhees, Esquimalt, Tsartlip, Tseycum, Tsawout, Pauquachin and T'sou-ke nations whose historical relationships with the land continue to this day. In the spirit of creating strong, respectful relationships, we are committed to working in partnership with all Indigenous communities who reside in the Greater Victoria area, in order to reduce the impact of colonization that continues through our work with newcomers.

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iCa Inter-Cultural Association of Greater Victoria

Greater Victoria Local Immigration Partnership

## MESSAGE FROM THE GVLIP

The Greater Victoria Local Immigration Partnership (GVLIP) is pleased to present this strategic plan for improving the integration, belonging and inclusion of newcomers in the Greater Victoria area.

As an immigrant myself, I know how challenging it can be to move to a new country and begin the process of creating new places to call home and navigating complex feelings about the loss of place and people who made up one's first home.

It is important to realise that striving to belong and to be included in one's new community also involves a *community to be ready to welcome newcomers* and to be dedicated to an equitable approach to inclusion and participation. It requires that the community develops a sense of self-reflection and that it cultivates and maintains respectful processes and relationships based on mutual trust. Finally, newcomers and settlers live, work, and play on the traditional territories of the Lək̓ʷəŋən and W̱SÁNEĆ peoples. To truly engage in the work of equity and inclusion means that we acknowledge that immigrant's relocation happens on someone-else's land and that we make sure that our work with newcomers does not further harm Indigenous communities.

This strategic plan is a collaborative effort based on community consultations, the insight of local experts, the consideration of national and local research into immigration trends, and most importantly, the lived experiences of newcomers sharing the successes and challenges that they have faced in this community. Together we hope to create a *welcoming, equitable, inclusive, just, and well-connected community* in which everybody, regardless of background, has opportunities to thrive, learn, live, work, and play in safety.

We encourage you to make others aware of this effort, to stay engaged, and work together with us as the GVLIP continues to grow and work towards change over the next five years.

Kind regards,

Florentien Verhage

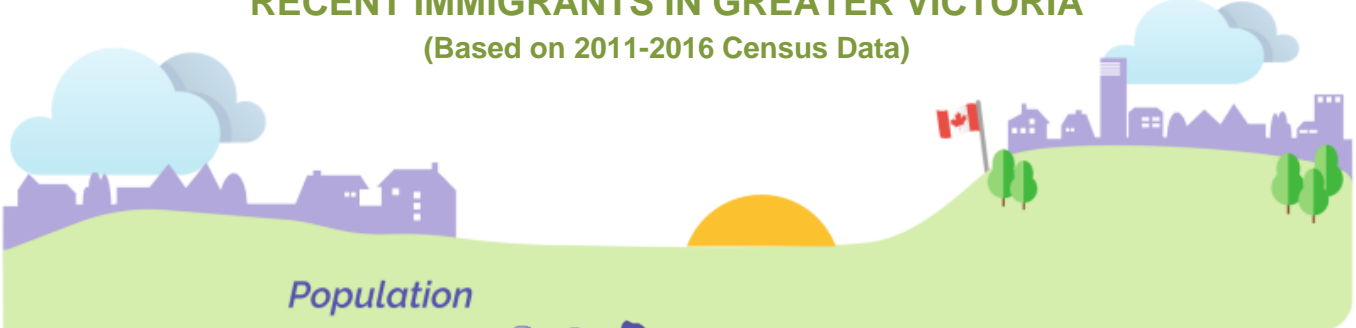(Local Immigration Partnership Coordinator)

GREATER VICTORIA COMMUNITY PROFILE

# RECENT IMMIGRANTS IN GREATER VICTORIA
## (Based on 2011-2016 Census Data)

## Population

**357,690**
Total Population

**7,690**
Recent Immigrants

**44**
Median Age,
Total Population

**34**
Median Age,
Recent Immigrants

### Top Country of Birth
**Philippines**

Philippines

© Mapbox © OSM

### Recent Immigrants by Admission Category

**4,985**
Economic

**2,400**
Sponsored
by Family

**260**
Refugees

**45**
Other

## Economic Status

**73%**
Labour Force
Participation, Age 15+

**$23,445**
Median Individual
Income, Age 15+

JOBS

**7%**
Unemployment
Rate, Age 15+

**25%**
Poverty Rate
(LIM-AT*)

### Highest Level of Education (Age 15+)

**655**
Less than High School

**1,290**
High School

**4,610**
Post-Secondary

**Community Data Program**
Enabling communities across Canada to measure and track local well-being

Source: Statistics Canada, 2016 Census of Population. The Community Profile series is produced using data available from the Community Data Program. The Community Data Program is an initiative of the Canadian Community Economic Development Network.

*Based on the after-tax Low-Income Measure.

# CHALLENGES FOR NEWCOMERS IN GREATER VICTORIA

While there are many local services available to help someone navigate the complex process of relocating to another country, there are still significant hurdles to overcome for newcomers to the Greater Victoria area. The following insights were gathered through in-person and group conversations with newcomers, interviews with settlement workers and local experts, and background research into immigration trends and challenges in the Canadian context.

## *Belonging and Learning*

For newcomers, quality access to the community is invaluable:

> "*This is where friendships can be forged, where support can be co-created between newcomers and Canadians.*" (Settlement worker)

Schools, community centres, sport clubs, houses of worship, and other community organizations usually fulfill this important role. During a pandemic when many of these places have closed or are operating in a much more limited manner, finding community is complicated and sometimes impossible. There is a true concern among mental health counsellors that newcomers will experience more isolation, depression, and anxiety because of COVID-19.

Schools continue to need information on how to be receptive to the varied experiences of newcomer children and their families. This has long been so in the downtown SD61 area, but SD62 and SD63 are also seeing a rising newcomer population in their schools. It concerns widely different issues such as supporting newcomer parents with the challenge of parenting in a new environment, finding funding to translate forms and policies, and increasing schools' understanding and inclusion of different cultural histories.

The need for developing a better foundation of understanding and inclusion goes beyond the education sector. Recent global developments reporting on racial justice have received attention in the Greater Victoria area as a whole. Since the beginning of the pandemic, anti-Asian and anti-immigrant sentiment has been on the

**"Allies should understand this work as *working with, listening to,* and *empowering* immigrant voices, rather than working *for* immigrants."**

> **"I don't know if I can afford to stay here, I work two entrance level jobs and feel undervalued for the degree I have. I have very little personal time and my partner is extremely worried about our future here.**
>
> **It's is a great place to live but it has not been easy."**

rise,[1] and Black, Indigenous, and people of colour report increasing concerns about racism in our community.[2] Much of this has been reported in the news, but a systematic survey of incidents and needs is necessary in order to better understand the scale and manifestation of racism and hate in our area.

From conversations with newcomers in the area and with attendants of the *Pathways to Prosperity* Conference (P2P, Toronto 2019),[3] comes a strong message to ensure that the agency of newcomers is a central feature of the strategy and operation of our partnership. Such agency and inclusion does not just extend to newcomers, a recent study reveals that racialized Canadian citizens experience much the same frustrations, barriers, and lack of being heard.[4]

## *Meaningful Employment*

One of the main problems for newcomers in the Greater Victoria area is finding work that enables them to live in a city in which the housing costs are high. Soon after arrival, people often choose low-wage and part-time jobs as so-called "survival jobs" while looking for positions that match their skills better. Moving from these survival jobs into other positions can be a challenge in our area. In addition, in Greater Victoria these survival jobs are frequently found in the hospitality industry. Because the COVID-19 pandemic has particularly affected that industry, newcomers have been more vulnerable to the effects of the pandemic than other populations.

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[1] "Racist graffiti targets landmark building in Victoria's Chinatown" (June 8, 2020, CBC News)

[2] "Anti-racism demonstrators rally in Downtown Victoria" (June 1, 2020, Times Colonist); Nina Grossman, "Racism is here too, say Victoria's Black community leaders" (June 6, 2020, Victoria News); Brishti Basu, "Racism in Victoria: 'I was born here and I don't feel welcome in my own city' (June 16, 2020, Victoria Buzz); Aaron Guillen, "Black business owners in Victoria share first-hand experiences with racism" (June 27, 2020, Victoria News)

[3] "What Can We Learn from Racialized Immigrant Resilience in Canadian Cities?" and "Innovating for Visible Minority Newcomer Women's Employment Success in the Canadian Labour Market" (Pathways to Prosperity Conference, 2019). Toronto: Pathways to Prosperity Conference 2019. Retrieved December 18, 2019, from p2pcanada.ca.

[4] Environics Institute for Survey Research & Canadian Race Relations Foundation (2019), *Race Relations in Canada 2019: A Survey of Canadian Public Opinion and Experience.* Toronto: Environics Institute for Survey Research. Retrieved January 9, 2020, from environicsinstitute.org

Beyond the immediate challenges of living and finding work during a pandemic, there are some consistent long term challenges that newcomers face. Many newcomers report feeling undervalued for the skills they bring to the workforce. This is not unique to this area but is a Canada-wide pattern. A recent study on career success and underemployment among newcomers published by the World Education Service (WES) writes:

> Canada is recruiting skilled immigrants, yet losing out when the labour market does not leverage what they bring. This issue is not a new one, but it is increasingly urgent…Results also show that gender and country of origin continue to be major indicators of employment outcomes for skilled immigrants…These findings indicate a devaluation of international experience and skills and potentially an over-valuing of brief periods of Canadian experience. In an economy that is increasingly dependent on immigration to sustain our labour force, this persistent reliance on Canadian experience presents a challenge to effective labour market integration of immigrant talent, and ultimately, to the Canadian economy. (World Education Services, 2019, pp. 18, 21)[5]

The same study reports that the undervaluing of skills makes up 74% of the perceived barrier to employment among newcomers.[6]

Finally, a unique challenge for the Greater Victoria area is its perceived isolation. Newcomers see more opportunities for employment and networking on the mainland and many consider moving there.

**"More than 80% of survey respondents reported that they were employed. Only 39.1% had jobs with duties mainly similar in type and complexity to their pre-immigration jobs."**

**(World Education Services, 2019)**

## *Access to Housing*

Housing sales and prices continue to spike in Greater Victoria and affordable rental spaces are not easy to find either. Because the Langford, Colwood, and Sooke areas are slightly more affordable on average, there is an increase in newcomers moving to those regions.

While it looks like many newcomers avoid being unhoused, a main concern is to find out the state of "hidden homelessness" in the area by tracking better how many newcomers in the CRD live with family, or sleep on the couch of a friend.

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[5] World Education Services (2019), *Who is Succeeding in the Canadian Labour Market? Predictors of Career Success for Skilled Immigrants.* Toronto, ON: World Education Services - Canada

[6] Employers do not accept qualifications and experience (30.8%); international education is not recognized (25.5%); lack of licensure to work in their professional field (17.9%).

## *Health and Well-Being*

For newcomers who are not yet fluent in English, navigating the health care system in the Greater Victoria area is complicated. While British Columbia has a phone-based translation service for service providers,[7] in practice this service is regularly under-used because it is perceived as complicated and because the intake time significantly increases when using this service. This means that translation is not consistently and expertly available for newcomers, which can negatively affect their care.

One of the main local challenges to accessing health care is experienced by Government Assisted Refugees (GARs). This group of people more often has complicated health needs and in order for them to access the necessary specialist care they first need to be screened by a nurse practitioner or physician. Currently there is no consistent system in place for health screenings and necessary referrals for refugees arriving in Victoria. For settlement workers, calling around to ask a provider if they can take on a family can seem a hopeless task. Refugee health experts stress that early intervention and treatment is important for the individuals in question but also for the community at large.

**"How do we find the health practitioners that are even going to take *one* refugee family?"**

**(Settlement Worker)**

This is even more important during a global pandemic where an individual's health affects the health of the community.

In terms of mental health, counsellors are available through settlement services, schools, and the Vancouver Island Counselling Center for Immigrants and Refugees (VICCIR). A concern is that the stigma that is often associated with suffering from mental health problems, leads some newcomers to not use these services.

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[7] See Spoken Language Interpreting Service at psha.ca

# GVLIP STRATEGIC PLAN

## Who Are We?

The Greater Victoria Local Immigration Partnership (GVLIP) is a coalition of newcomers, community organizations, government agencies, institutions, businesses and business organizations focused on improving the integration, belonging and inclusion of newcomers in the Greater Victoria area.

Local Immigration Partnerships (LIPs) are funded by Immigration, Refugees, and Citizenship Canada (IRCC) to support locally informed approaches to innovate and optimize newcomer integration and belonging. There are currently about 80 such coalitions in Canada.

## The GVLIP has three main points of engagement

The **Partnership Council** consists of community leaders who represent different sectors (e.g., government, public services, education, business, health care, housing, and settlement) and who provide strategic direction to the GVLIP.

The **Immigrant Advisory Team** consists of a diverse group of newcomers who advise the council and sector tables.

**Sector Tables** are sector-specific working groups who focus on implementing specific annual action plans and foster changes in the community to support the overall strategic goals of the GVLIP.

**There are currently four sector tables:**

- Belonging and Learning
- Meaningful Work
- Health and Well-Being
- Access to Housing and the Community

*We are responsive to the needs and aspirations of newcomers and the communities we live in.*

Dedicated to taking an intersectional racial justice approach, we listen to the varied voices of newcomers, especially those most marginalized, and work with the most vulnerable amongst us.

We are in dialogue with communities, organizations, and institutions in the area; we share information, connect people, advocate for newcomers, and develop an understanding of the contributions that newcomers offer and the challenges they face.

We understand that as newcomers and settlers we live, work, and play on the traditional territories of the Ləkʷəŋən and *W̱SÁNEĆ* peoples and we acknowledge with respect the people whose historical relationships with the land continue to this day.

*We are founded on collaboration and partnership.*

We are community driven.

We are collectively committed to creating an equitable future in which everyone thrives, and in which we actively work to dismantle structural racism and other forms of discrimination and hate.

We understand that working together and supporting diverse communities (including Indigenous communities) is at the heart of healthy and inclusive community building.

*We are results oriented and dedicated to make a real difference in the community.*

We keep informed about changing local and global demographics, immigration policies and trends, and best practices for instituting communal change.

We continue to be aware of the variety of experiences of newcomers have and regularly check in with different newcomer groups and local communities.

We develop effective tools for performance measurement to improve outcomes.

## GVLIP STRATEGIC VISION

Greater Victoria is a *welcoming, anti-racist, inclusive, and well-connected community* in which everybody has opportunities to thrive, learn, live, work, and play in safety.

In its *vibrant economy*, employers and businesses fully realize the benefits of immigration, newcomers are economically integrated, and their skills and expertise are recognized.

*Culturally competent health services* effectively work in collaboration with community partners to ensure that everybody is healthy in mind, body, and spirit.

Everyone, regardless of their background, has access to *suitable, appropriate, and affordable housing* in a community that has well-connected and thriving neighbourhoods with adequate access to basic services, transit, green spaces, and the area as a whole.



The four priorities in this strategic vision cannot been seen as independent, instead they overlap and gear into each other. This image illustrates this by using the flowers of the GVLIP logo to function as gears and by letting the colours overlap and mix to create other beautiful shades in-between.

**Priority 1:**

## CULTIVATE BELONGING & LEARNING

**Goal:** Greater Victoria is a welcoming, anti-racist, inclusive, and well-connected community in which everybody has opportunities to thrive, learn, live, work, and play in safety.

## Objectives

Highlight the contributions and assets of newcomers;

Encourage a culture of safety that ensures that newcomers feel safe;

Actively work to tackle racism in all its forms and increase the cultural competency of communities, esp. in public institutions and organizations such as schools, colleges, universities, libraries, recreational facilities, community centres, government offices and endeavours, law enforcement, and the Canadian Forces;

Address discrimination issues by working towards equity and inclusion, and engaging in decolonial, intersectional, racial justice and social justice work in collaboration with community partners;

Increase awareness of the specific needs of vulnerable newcomer populations and effectively meet the needs of newcomer and other communities in Greater Victoria;

Build relationships between newcomers, Indigenous, and settler communities and actively contribute to the ongoing decolonisation of the Greater Victoria area and to the realization of the principles and calls to action of the Truth and Reconciliation Committee (TRC).

## Strategic Benefits

Newcomers feel a sense of belonging and feel openly welcomed and appreciated in a community that values the assets newcomers bring;

Newcomers feel safe in a community that embraces racial justice, cultural safety, cultural humility, equity and inclusivity as the norm;

Newcomers feel heard and empowered in a community that commits to diverse individual and collective voices being represented across the region - politically, institutionally, culturally, and socially; they go about their lives more effectively and efficiently;

Newcomers thrive at school, work, and recreational settings in a community that celebrates diversity as a source of learning, inspiration, and enrichment for all;

Newcomers and the community together benefit from better connections across communities, and intercultural friendships;

There is a better understanding and relationship between newcomer and Indigenous communities;

Newcomers understand the history of Indigenous peoples and the importance of engaging in decolonial work.
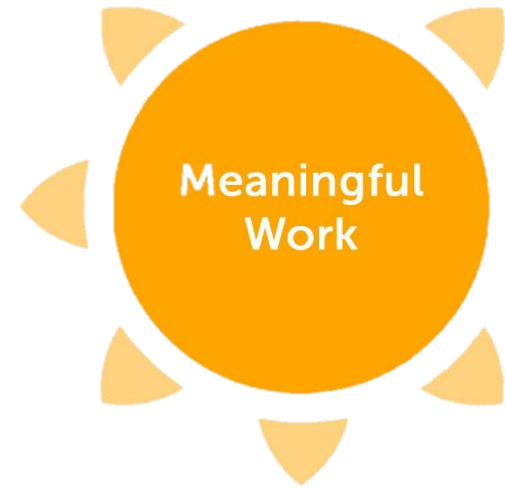
**Meaningful Work**

**Priority 2:**

# PROMOTE MEANINGFUL EMPLOYMENT

**Goal:** Greater Victoria has a vibrant economy where employers and businesses fully realize the benefits of immigration, newcomers are economically integrated, and their skills and expertise are recognized.

## Objectives

Establish and promote partnerships with business, industry, and government to promote the benefits of hiring immigrants at all levels, enhance workplace integration, and ensure understanding of the local labour market and employment service needs;

Increase mentorship, co-ops, work experience, supervision, and volunteer programs, initiatives, and placements for newcomers;

Develop tools and information for employers to increase their ability to effectively assess foreign education, certifications and work experience;

Develop tools and information for employers to improve their ability to address racism and other discrimination happening at the work place and to improve equitable hiring processes; Raise the capacity and expertise of the employment service sector to address current and emerging challenges and demands in immigrant employment;

Collaborate with local businesses, economic sustainability groups and associations, and Chambers of Commerce to develop strategies and practices to attract and include more immigrant business;

Advocate for skill recognition and accreditation changes with professional associations and the government.

## Strategic Benefits

Newcomers are more economically secure, financially sustainable, and have meaningful livelihoods in a community that ensures that personal and professional potential for success is equitable for all;

Newcomers are self-sufficient, well-adjusted and have strong self-esteem;

Newcomers attain respected positions of leadership;

Labour force gaps are filled by newcomers and businesses, institutions, and social enterprises acquire the capacity and specialized skills they need from newcomers;

The economy thrives, is more diverse, stable, and sustainable.



Photo by woctechchat.com

**Priority 3:**

## PROMOTE GOOD HEALTH & WELL-BEING

**Goal:** Greater Victoria has culturally competent health services that effectively work in collaboration with community partners to ensure that everybody is healthy in mind, body, and spirit.

## Objectives

Increase awareness of and address everyday and systemic racism in the health care sector;

Enhance collaboration between health and settlement services;

Improve access to health screenings, primary healthcare, oral health, and mental health care for newcomers;

Improve the cultural competency of all health care services and ensure adequate use of translation and other needed services among health professionals;

Create tools to better inform newcomers about available health services;

Create tools and connect services to better inform health services of the needs of newcomers and recognize that they have diverse health needs based on their age, gender, sexual orientation, ethno-racial identity, migration experience, income level and education;

Facilitate new partnerships between services to help relieve mental health challenges associated with immigration and settlement, such as increased isolation, depression, and trauma;

Encourage participation of newcomers in youth, elderly, and recreational services.

## Strategic Benefits

Newcomers are healthy and resilient, they are well in mind, body and spirit;

Newcomers are able to find or build a supportive and healthy community that benefits from a healthy population, full participation and inclusion of all newcomers.

Access to appropriate mental health interventions improves outcomes and decreases the need for more costly interventions later on, such as hospitalization.

Promoting resilience and increasing the individual, family, and community's ability to self-manage are central to prevention and minimize the need for interventions.

**Priority 4:**

# ACCESS TO HOUSING AND THE COMMUNITY

**Goal**: Everyone, regardless of their background has access to suitable, appropriate, and affordable housing in a community that has well-connected and thriving neighbourhoods with adequate access to basic services, transit, green spaces, and the area as a whole.

## Objectives

Support actions to address policies and processes that act as barriers to making suitable, affordable, and attainable housing more available for newcomers;

Bring awareness to invisible homelessness among newcomers and advocate for adequate housing for diverse family structures;

Advocate for changing housing regulations that create barriers for newcomers to accessing housing;

Highlight the importance of avoiding housing segregation and advocate for the alignment of housing, recreation, and transit opportunities;

Participate in community networks that monitor housing, transportation, and service capacities of communities;

Create tools to increase the cultural competency of landlords and assist newcomers in navigating the local housing and rental market.

## Strategic benefits

Newcomers are secure and have stable, suitable, and appropriate housing in a place they call home;

Newcomers have access to green spaces and recreation possibilities;

In Greater Victoria, people experience less separation of communities, better development of diverse neighbourhoods, social housing improvements for all, and there are less people at risk of homelessness or invisible homelessness.

# GLOSSARY

The glossary below was produced with help of (1) Racial Equity Tools and (2) University of British Columbia (UBC) Equity and Inclusion Office. Some definitions are edited.

*Anti-Racism* The work of actively opposing racism by advocating for changes in political, economic, and social life. Anti-racism tends to be an individualized approach, and set up in opposition to individual racist behaviors and impacts. [Racial Equity Tools]

*Cultural Competency* A process of learning about and becoming allies with people from other cultures, thereby broadening ones understanding and ability to participate in a multicultural process. The key element to becoming more culturally competent is respect for the ways that others live in and organize the world and an openness to learn from them. [Racial Equity Tools]

*Cultural Humility* A process of self-reflection to understand personal and systemic biases and to develop and maintain respectful processes and relationships based on mutual trust. [UBC]

*Cultural Safety* A culturally safe environment is spiritually, socially and emotionally safe, as well as physically safe for people; where there is no assault, challenge, or denial of their identity, of who they are, and what they need. [UBC][8]

*Decolonial* The active resistance against continued processes of colonial oppression and a shifting of power towards political, economic, educational, and cultural independence and power that originate from a colonized nations' own Indigenous culture. [Racial Equity Tools]

*Discrimination* The unequal treatment of members of various groups based on race, gender, social class, sexual orientation, physical ability, religion and other categories. [Racial Equity Tools]

*Diversity* All the ways in which people differ, it encompasses all the different characteristics that make one individual or group different from another. A commitment to diversity does not yet include a commitment to equity. [Racial Equity Tools]

*Equity / Equitable* Equity refers to achieving parity in policy, process and outcomes for historically and currently marginalized people and groups while accounting for diversity. It considers power, access, opportunities, treatment, impacts and outcomes in the distribution of resources and in participation in the community and in institutions. [UBC]

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[8] The term was developed by Maori nurse Irihapeti Ramsden in the context of nursing care provided to Indigenous peoples in New Zealand. It centres upon sharing: shared respect, shared meaning, and shared knowledge and experience, of learning together with dignity and attention.

| | |
|---|---|
| *Greater Victoria* | Describes 13 municipalities, including the City of Victoria, Central Saanich, Oak Bay, Esquimalt, Saanich, View Royal, North Saanich Metchosin, Langford, Sooke, Colwood, Highlands, and Sidney. |
| *Inclusion* | Authentically bringing traditionally excluded individuals and groups into processes, activities, and decision and policy making in a way that shares power. [Racial Equity Tools] |
| *Individual Racism* | The beliefs, attitudes, and actions of individuals that support or perpetuate racism. Individual racism can be deliberate, or the individual may act to perpetuate or support racism without knowing that is what they are doing. [Racial Equity Tools] |
| *Intersectional* | "Intersectionality is simply a prism to see the interactive effects of various forms of discrimination and disempowerment. It looks at the way that racism, many times, interacts with patriarchy, heterosexism, classism, xenophobia — seeing that the overlapping vulnerabilities created by these systems actually create specific kinds of challenges." [Kimberlé Williams Crenshaw, https://www.them.us/story/kimberle-crenshaw-lady-phyll-intersectionality] |
| *IRCC* | Immigration, Refugees and Citizenship Canada, facilitates the arrival of immigrants, provides protection to refugees, and offers programming to help newcomers settle in Canada. |
| *Marginalization* | A social process by which individuals or groups are (intentionally or unintentionally) distanced from access to power and resources and constructed as insignificant, peripheral, or less valuable/privileged to a community or "mainstream" society. This term describes a social process, not a lack of agency. [UBC] |
| *Newcomer* | Any person who was born and/or raised in another country and has immigrated to Canada. In this text, the term 'newcomer' refers to people who have immigrated recently or a long time ago, through varied immigration pathways, and with varied current immigration status. |
| *Racial Justice* | The proactive reinforcement of policies, practices, attitudes and actions that produce equitable power, access, opportunities, treatment, impacts and outcomes for all. Racial justice—or racial equity—goes beyond "anti-racism." It is not just the absence of discrimination and inequities, but also the presence of deliberate systems and supports to achieve and sustain racial equity through proactive and preventative measures. [Racial Equity Tools] |
| *Social Justice* | The fair distribution of society's benefits, advantages, and assets, not just by law and in the courts but in all aspects of society. |

| | |
|---|---|
| *Structural Racism / Systemic Racism / Institutional Racism* | Institutional racism describes the ways in which institutional policies and practices create different outcomes for different racial groups. The institutional policies may never mention any racial group, but their effect is to create advantages for white people and oppression and disadvantage for people of colour. *Structural racism (or systemic racism)* is more difficult to locate in a particular institution because it involves the reinforcing effects of multiple institutions and cultural norms, past and present, continually reproducing old and producing new forms of racism. Structural racism is the most profound and pervasive form of racism – all other forms of racism emerge from structural racism. [Racial Equity Tools] |
| *Truth and Reconciliation Committee (TRC)* | In 2009, the Truth and Reconciliation Commission of Canada began a multi-year process to listen to Survivors, communities and others affected by the Indian Residential School system. The resulting collection of statements, documents and other materials now forms the heart of the National Centre for Truth and Reconciliation [https://nctr.ca/map.php] |

# CURRENT GVLIP PARTNERS

For collaborating on the writing of this document, and for invaluable insight, we are grateful to our current GVLIP partners:

**African Heritage Association of Vancouver Island**
Kade Hardy-Agueh

**Bayanihan - Filipino Community Centre**
Ben Pires

**BC Association of Clinical Counsellors**
Carolyn Fast, Executive Director

**BC Construction Association - Integrating Newcomers**
Alice Calmettes, Provincial Manager
Linda Ryan, Employment Liaison Specialist

**Capital Regional District - Housing**
John Reilly, Manager Housing Initiatives & Programs

**City of Victoria**
Alison James, Head of Strategic Operations

**Continuing Education & Contract Training, Camosun College**
Kim Knudsen

**Community Engaged Learning, University of Victoria**
Rhianna Nagel, *Community-Engaged Learning Coordinator*

**Epicure**
Basil Onyia, Human Resources Generalist

**Faculty of Social Sciences, University of Victoria**
Catherine Costigan, Professor of psychology

**Francophone Immigration Program**
Ximena Londono

**Greater Victoria Chamber of Commerce**
Bruce Williams, CEO

**Greater Victoria Public Library**
Maureen Sawa, CEO

**Inter-Cultural Association**
Jean McRae, CEO

**James Bay New Horizons**
Kim Dixon, Director

**Saanich Parks and Recreation**
Jason Jones, Youth and Parks Coordinator,

**School District 63**
Dave Eberwein, Superintendent

**School of Access, Camosun College**
Heather Del Villano, Associate Dean

**School of Business, University Of Victoria**
Vanessa Raber, Co-op Coordinator

**School of Nursing, University of Victoria**
Nancy Clark, Assistant Professor

**School of Social Work, University of Victoria & BC Muslim Association**
Zaheera Jinnah, Assistant Professor

**The Inclusion Project**
Mira Nurgalieva

**Vancity**
Miriam Valois, Branch Manager

**Vancouver Island Counselling Centre for Immigrants and Refugees**
Adrienne Carter, Director of Services

**Vancouver Island Health Authority**
Connie Haselden, Manager Public Health
Joanna Cheek, Psychiatry

**Victoria Hospice**
Kevin Harter, CEO

**Victoria Innovation, Advanced Technology & Entrepreneurship Council**
Eve Olynyk, Community Talent Manager

**Victoria Multicultural Business Connector**
Jennifer Almeida, CEO

**Westshore Chamber of Commerce**
Julie Lawlor, Executive Director

**WorkLink - Westshore Office**

**IMMIGRANT ADVISORY TEAM:**
Amin Kahn
Ana MacLeod
Audrey Gueveneu
Ben Pires
Ghassan AlWafai
Janna van der Zand
Jie Li (Jessica)
Joslin Martin
Kade Hardy-Agueh
Manvir Kaur
Marwo Abdi
Mohamad Alwafai
Parisa Sabokrooh
Penelope Gallegos
Sara Kharsa
Xiufeng Wang (Keren)