



S.U.C.C.E.S.S.

Advancing Systems Change through Community-Led Collaborations

Pathways to Prosperity

November 26, 2024

Territorial Acknowledgement

Our work takes place on the unceded ancestral, traditional and shared territories of Coast Salish First Nations. We recognize the importance of advancing Truth & Reconciliation to affect systems change that lead to equity and inclusion.



Speakers

- Manvir Aujla, Surrey LIP, Manager- Research & Knowledge Sharing
- Elizabeth Mayorga, Tri-Cities LIP, Outreach & Engagement Specialist
- Thábata da Costa, Tri-Cities LIP, Manager
- Abigail Cameron, S.U.C.C.E.S.S. Associate Director, Strategic Initiatives & Development



Overview

- Case Study of Community-Led Dialogues, Best Practices & Engagement with Provincial Government
- Engaging Employers to Support Inclusive Employment & Leadership
- Diverse Leaders Project
- Engaging Service Providers in Mental Health Literacy & Promotion
- Interactive Case Study- Small Group Discussions
- Report Back



Local Immigration Partnerships (LIPs)

- Multi-sectoral partnership in communities across Canada
- Strengthen welcoming communities for newcomers





SURREY
LOCAL IMMIGRATION
PARTNERSHIP

Community-Led Engagement

Surrey Local Immigration Partnership



Agenda

- Surrey LIP
- Engaged Community
- Community-Led Engagements
- Province of BC Case Studies
- Surrey LIP's Role

Land Acknowledgement

City of Surrey

On the ancestral, traditional and unceded territories of the SEMYOME (Semiahmoo), qicəy (Katzie), kʷikʷəłəm (Kwikwetlem), qʷɑ:nłən (Kwantlen), qiqéyt (Qayqayt), xʷməθkʷəyəm (Musqueam) and scəwaθən məsteyəxʷ (Tsawwassen) First Nations. The knowledge and traditions of these communities are significant in providing context to the work we do, and the Surrey Local Immigration Partnership recognizes the importance that reconciliation has in building truly inclusive and strong communities.



Surrey Local Immigration Partnership (LIP)

The Surrey LIP will convene and increase the capacity of Surrey to:



Celebrate Diversity

Helps ensure that the unique needs and contributions of these communities are recognized and addressed.



Facilitate Integration

Fostering collaboration and service coordination among community partners.



Enable Policy

Enables the development of informed policies and initiatives that address the evolving needs.



Engaged Community

Goal: Surrey is a welcoming and inclusive city that supports immigrants and refugees to make community connections and actively participate in all that Surrey has to offer.

Objectives:

- Increase awareness of the specific needs of immigrant and refugee populations
- Collaborate to ensure the increased involvement of immigrants and refugees in community and civic planning processes and bodies.

Community-Led Engagements

Strategic Framework for Public Engagement

Considerations

1. What question(s) are we asking the public?
2. What are we trying to achieve?
3. How will our decisions impact communities?
4. How will the community's input affect decisions?
5. What is the scale of engagement?
6. How will we follow through?

Levels of Engagement

- Inform
- Consult
- Involve
- Collaborate
- Empower

“The key to building an ongoing culture of participation with a diverse citizenry is to consider each interaction as an opportunity to build relationships and partnerships toward shared goals.”

Collaborative Public Engagement

Building Relationships and Partnerships Toward Shared Goals

Work in Partnership	<ul style="list-style-type: none">• Building an ongoing culture of participation• Clear commitment to build the capacity of affected communities and incorporate their contributions into decisions
Include Participants	<ul style="list-style-type: none">• Legitimate engagement outcomes depend on input beyond “the usual suspects”• dedicate sufficient time and resources towards building trusting relationships with communities
Create Conditions	<ul style="list-style-type: none">• Provide deliberately framed materials presenting evidence-based information to enable participants• Enhancing the knowledge of participants as well as leaving them with a sense of empowerment
Increase Understanding	<ul style="list-style-type: none">• Use professionally facilitated small-group discussion formats that embrace a multitude of learning and communication styles
Commit to Transparency	<ul style="list-style-type: none">• One of the largest barriers to public participation is the belief by citizens that their input will have no impact on decisions• Commitment to respond to participant recommendations or input and an opportunity for participants to evaluate these responses.



Province of BC – Public Engagements



Anti-Racism Legislation

- Provided \$300,000 to 68 organizations across BC
- Maximum Grant Amount: \$5000.00
- Being hosted by local organizations allowed for culturally appropriate, safe and responsive to the needs of each community.

Canadians of South Asian Heritages Museum

- Provided \$500,000 BC Museums Association (BCMA) to help communities organize inclusive and comfortable discussions.
- Began the engagement with a gathering of community leaders to collect preliminary feedback about how to engage communities.

Province of BC – Public Engagements



(Canadians of South Asian Heritages Engagement – Jul. 2024)



(Anti-Racism Legislation – Sept. 2023)

Province of BC - Public Engagements



Anti-Racism Legislation – Sept. 2023)



(Canadians of South Asian Heritages Engagement – Jul. 2024)

Surrey LIP's Role

Public Engagement Outcomes

Outcomes	Description
Raising Awareness and Education	<ul style="list-style-type: none">• Inform community members about municipal/provincial plans, policies, services and decisions and how the community will be affected
Exploring Ideas and Information	<ul style="list-style-type: none">• Understand community perspectives, values and identities
Contributing to Decision-Making	<ul style="list-style-type: none">• Gather feedback and suggestions to improve existing plans, policies and solutions
Transforming Conflicts	<ul style="list-style-type: none">• Establish or improve relationships between participants, stakeholders, or between the city/province and the community
Mobilizing Action	<ul style="list-style-type: none">• Mobilize community action to help implement solutions



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Questions?

Contact us at:



surreylip@dcrs.ca



surreylip.ca

Diverse Leaders Project

Successes, Challenges, and Lessons Learned in Supporting
Equity-Deserving Leadership Candidates to Reach their Goals



Diverse Leaders Project: Leadership Candidates and Organizations

Boosting leadership candidates' confidence in leadership roles and enhancing their skills.

Tailored support and ongoing resources: the need for mentorship and coaching programs.

Boosting leadership candidates' confidence in leadership roles and enhancing their skills

Recommendation:

- Practical skills development sessions, expanded networking avenues, and more opportunities for interaction with both peers and community leaders.

Action taken:

- Employment Insights and Voices of Newcomers Forum.
- Growing Together: TCLIP Employment Forum.
- Cultivating Community: Un-networking.

Tailored support and ongoing resources

Recommendation:

- Job seekers and leadership candidates who participated in the employment forums suggested the need for mentorship and coaching programs, as well as tools and resources to empower newcomer job seekers.

Action taken:

- Inclusive Mentorship: A mentorship pilot project with the City of Coquitlam.
- TCLIP Professional Networking tool.
- Conversations on Caring: Podcast on Inclusive Mentorship (coming soon).

Follow us on Social Media!

- Stay up to date with our work and be first to know about our upcoming events and initiatives.



Engaging Employers to Support Inclusive Employment & Leadership



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Engaging Employers for Labour Market Inclusion

Context:

TCLIP partnered with World Education Services in 2023 to address labour market inclusion by connecting with employers open to hiring and retaining immigrant talent.

The Journey: From Vision to Action

- Consultation Sessions with Foundational Partners (first challenge).
- Two actionable items:
 - Videos (Short videos highlighting employers' success stories and best practices in hiring and retaining immigrant talent.)
 - Employer Navigator tool (Website + Concierge).

Challenges and Adaptations

Challenges:

- Engaged employers for Videos: 4 (At the end, 2 employers participated in the videos).
- Engaged employers for Employer Navigator Tool's testing phase: 3.

Adaptation:

- Inclusion of IEC-BC in the project (Expertise in employer engagement).

Key Findings

Different Dynamics: Engaging employers is completely different from engaging other types of partners.

Challenges: Time constrains. Additionally, anti-immigration sentiment, and a rollback on Equity, Diversity, and Inclusion (EDI) programs.

Employer Perspectives: Their primary focus is on running their businesses.

Strategic Partnership: Effective collaboration requires clear role division. TCLIP strength lies in building service directory, while IEC-BC excels at employer engagement.

Conclusion

Engaging employers in the settlement sector is not without its challenges, but by understanding their unique needs and leveraging strategic partnerships, we can overcome barriers.

With tailored solutions, thoughtful collaborations, and a focus on creating value for employers, we aim to advance system change.

Thank You!

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Engaging Service Providers in Mental Health Literacy and Promotion



Tri-Cities Wraparound Model for Mental Health in Immigrant Families

To improve immigrant families' access to culturally appropriate mental health supports and services

1. Enhance service provider capacity to promote MH in service delivery

2. Raise awareness of importance of mental health in culturally appropriate ways

3. Increase accessibility of mental health supports & services for immigrant families
(Wrap around model)

4. Mobilize knowledge through Knowledge Hub & Community of Practice



Project Overview

- Funded by Public Health Agency of Canada (PHAC)
- Project length: August 2022- March 31, 2024
- Collaboration between TCLIP, S.U.C.C.E.S.S. and SRDC



Collaboration at Work

TCLIP's Role

1. Enhance service provider capacity to promote MH in service delivery

S.U.C.C.E.S.S. (SPO) Role

3. Increase accessibility of mental health supports & services for immigrant families (Wrap around model)

2. Raise awareness of importance of mental health in culturally appropriate ways

4. Mobilize knowledge through Knowledge Hub & Community of Practice



Engagement Strategies

Project Steering Committee

- Health authorities
- Early Years Service Providers
- Division of Family Practice
- Healthier Communities Partnership

Immigrant Panelists

- Intergenerational
- Cantonese, Farsi, Korean, Mandarin
- Interracial/ diverse partnerships
- Diverse lived experiences in birth giving & immigration
- Age range/living arrangements/ single parents/economic situation



Innovation

Tri-Cities Family Challenge Booklet

Livret défi familial en Tri-Cities / 三聯市家庭挑戰小冊子 / 三聯市家庭挑戰小冊子
 세도시 가족이 함께 도전해 보세요 / مكتبي / جزوه چالش خانوادہ برای - سیتی



SEPTEMBER septembre / 九月 / 9월 / سبتمبر

Every Child Matters

Chaque enfant compte / 每個孩子都很重要 / 每个孩子都很重要

September marks the National Day for Truth & Reconciliation. This is an important time to honour Indigenous cultures and traditions. Visit the House posts carved by First Nations artists, as part of the In the Presence of Ancestors Project, along the Fort Moody Shoshone Trail. Share a drawing, story or photo of what it felt like for your family to be in the presence of the amazing House posts.

Septembre marque le jour national pour la vérité et la réconciliation. C'est un moment important pour honorer les cultures et les traditions autochtones. Visitez les poteaux de maison sculptés par des artistes des Premières Nations, dans le cadre du projet In the Presence of Ancestors, le long du sentier Shoshone de Moody Fort. Partagez un dessin, une histoire ou une photo de ce que votre famille a ressenti en présence des incroyables poteaux de la maison.

九月是「全國真相與和解日」。這是個重要的時刻，去紀念原住民族的文化與傳統。參觀由第一民族藝術家所雕刻的「祖先在眼前」的屋柱，是位於三聯市社區學習及創新計畫的「Moody 堡的肖申族小徑」。分享你的繪圖、故事或照片，描述你和你的家人站在這些令人驚嘆的圖騰柱子前的感覺！

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HOW ARE YOU FEELING? 你感覺如何? / 你感觉如何?



HAPPY
快樂 / 快乐



EXCITED
興奮 / 兴奋



SAD
傷心 / 伤心



ANGRY
憤怒 / 愤怒



CONFIDENT
自信 / 自信



SCARED
害怕 / 害怕



DISAPPOINTED
失望 / 失望



SHY
害羞 / 害羞



TIRED
疲累 / 疲累



HURT
受傷 / 受伤



FRUSTRATED
沮喪 / 沮丧



SURPRISED
驚訝 / 惊讶



NERVOUS
緊張 / 紧张



CALM
平靜 / 平静



BORED
苦悶 / 苦闷



WORRIED
擔心 / 担心



LET'S START THE CONVERSATION!

About the Artists

Babysnakes
Métis Artist & Facilitator | babysnakeslu

This photo was taken at the Coquitlam River. The river has a meaningful connection to the artist being a place of peace.

Christine M.
Indigenous Artist,
Facilitator & Keynote Speaker | sneakynativeart

Food

The design shows salmon moving up the river to the start the process of giving new life and important nutrition to the next generation. The Coquitlam River supports wildlife, plants and salmon year-round and has created a nourishing environment for them to grow. Salmon has such a deep tie to many cultures including how we eat them, gather them and celebrate with traditional dishes. We all have a connection to the land and to the food that comes from it. We need to remember that our actions affect



Tell us about a dish/food that brings you comfort when you're not feeling well.
Tell us about the last time you had that dish.



Outcomes

Improved service provider capacity on mental health literacy

Increased tools to support mental health promotion

Strengthened connections between service providers & mental health professionals = Stronger referral pathways

Enhanced community capacity in culturally appropriate perinatal education

Increased mental health literacy among immigrant families

Increased social connections between immigrant families

Improved access to community resources

Empowered communities to advocate for their needs





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Questions?

→ [Successbc.ca](https://successbc.ca)

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Small Group Discussion & Case Study

- Breakout to smaller groups for case study discussion
- Designate 1 person to report back
- 20 minutes to develop a strategy and plan



Case Study

- **Objective:** To increase the civic engagement of newcomer communities to ensure that municipal Official Community Plan (OCP) are reflective of the diverse needs of the community
- The municipality needs help in engaging newcomers in the consultation process for the upcoming OCP update. The municipality wants to hear from a diverse range of residents, but newcomers, especially immigrants and refugees, have historically been underrepresented in civic engagement processes.



Tasks

- 1) Identify potential barriers that may prevent newcomers from participating in OCP engagement process.
- 2) Propose 1 initiative that could be implemented to facilitate meaningful engagement from newcomers in the OCP update.
- 3) Share a plan on how community organizations and LIPs can serve as a bridge between the municipality and newcomer communities. Consider including:
 - strategies
 - roles & responsibilities from different services and/or LIP
 - community resources that can be leveraged



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Report Back

Thank you!



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Gamification code for C18: Community collaborations