



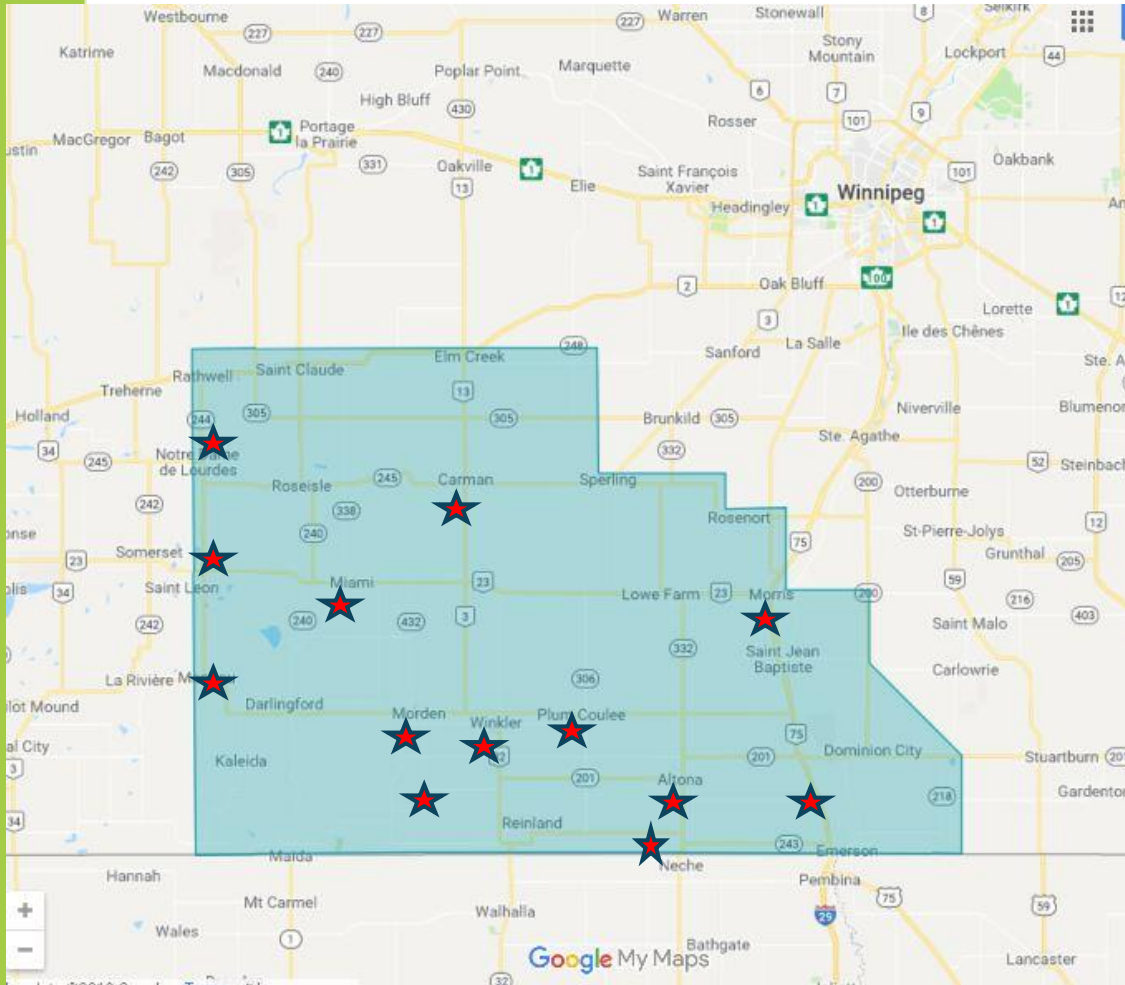
Got Connections?

When we connect, we belong.



Where are we?

PVLIP Catchment Area



South Central Region of Manitoba

15 Municipalities

Combination of cities, towns, & Rural Municipalities

9791 square miles

Population = over 67,215

Partnership Council:

22 stakeholders

13 municipalities

Immigrant Advisors

15 members

12 countries

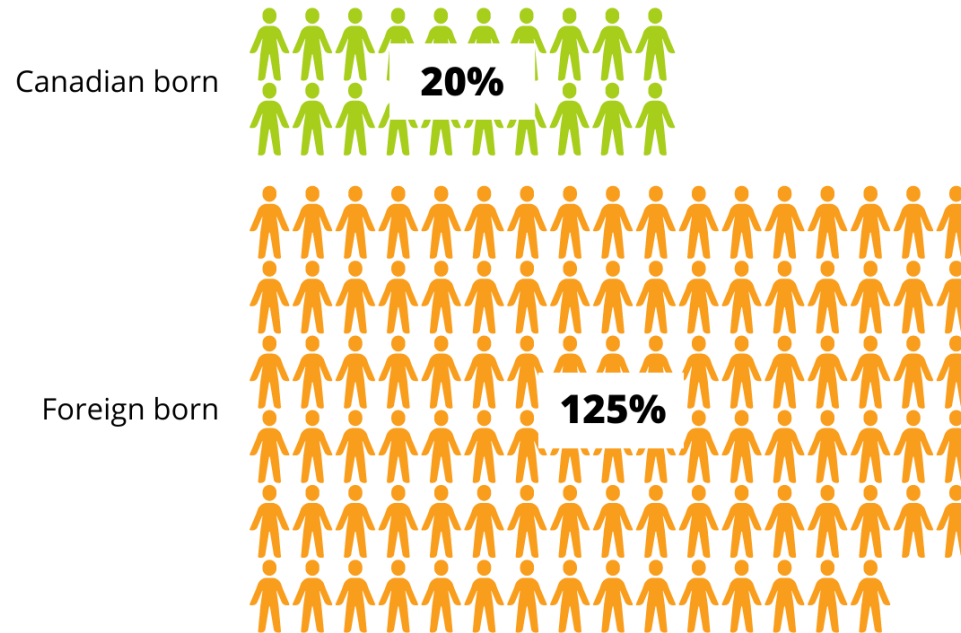


Pembina Valley
Local Immigration Partnership
Connecting Cultures & Community

What has changed?

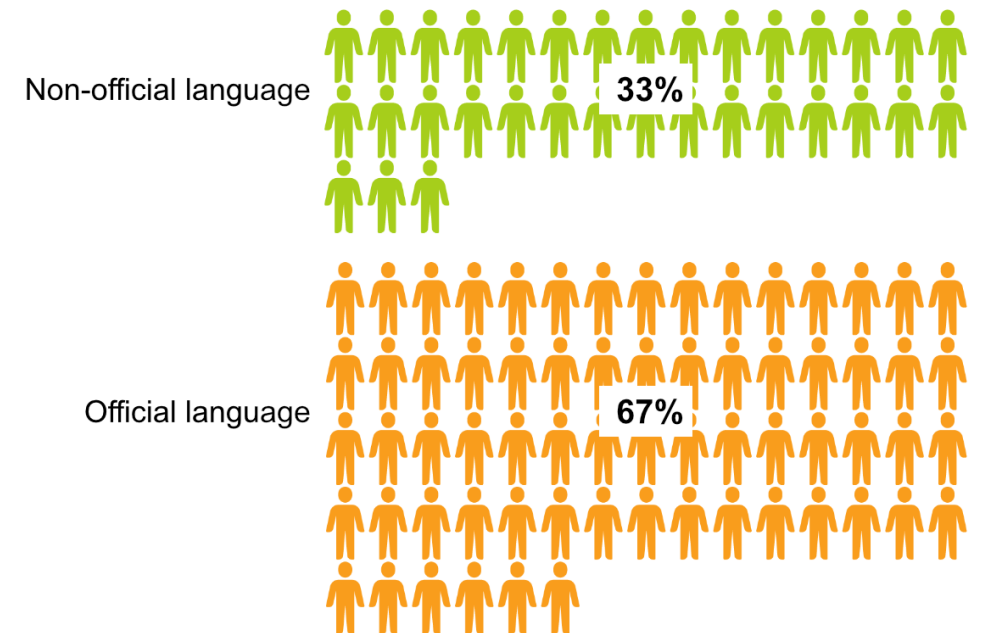
Pembina Valley Overview

Percent population change 2001-2021*

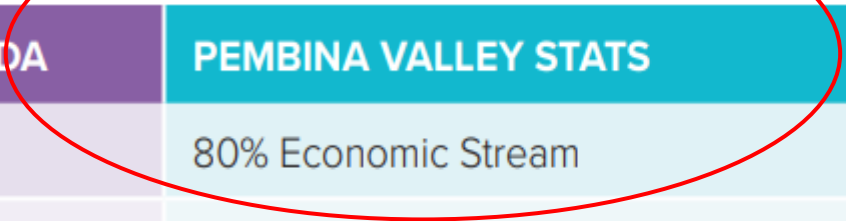


*Manitoba Census District 3

Mother tongue of Pembina Valley residents



Source: Statistics Canada, 2021



IRCC STATS ON NEWCOMERS TO CANADA	PEMBINA VALLEY STATS
58% Economic Stream	80% Economic Stream
27% Family Stream	10% Family Stream
15% Refugees/Humanitarian	10% Refugees/Humanitarian

These 2019 statistics are based on permanent residents and do not include temporary residents (those on a work or study permit).

SOURCES:

<https://www.cfr.org/backgrounder/what-canadas-immigration-policy#:~:text=Canada%20admits%20new%20permanent%20residents,percent%20through%20humanitarian%20or%20other>

Retrieved on: August 26, 2022

Permanent Residents – Monthly IRCC Updates - Open Government Portal - <https://open.canada.ca/data/en/dataset/f7e5498e-0ad8-4417-85c9-9b8aff9b9eda>

What ignited the development of the toolkit?

How do we become more welcoming?



Project Description

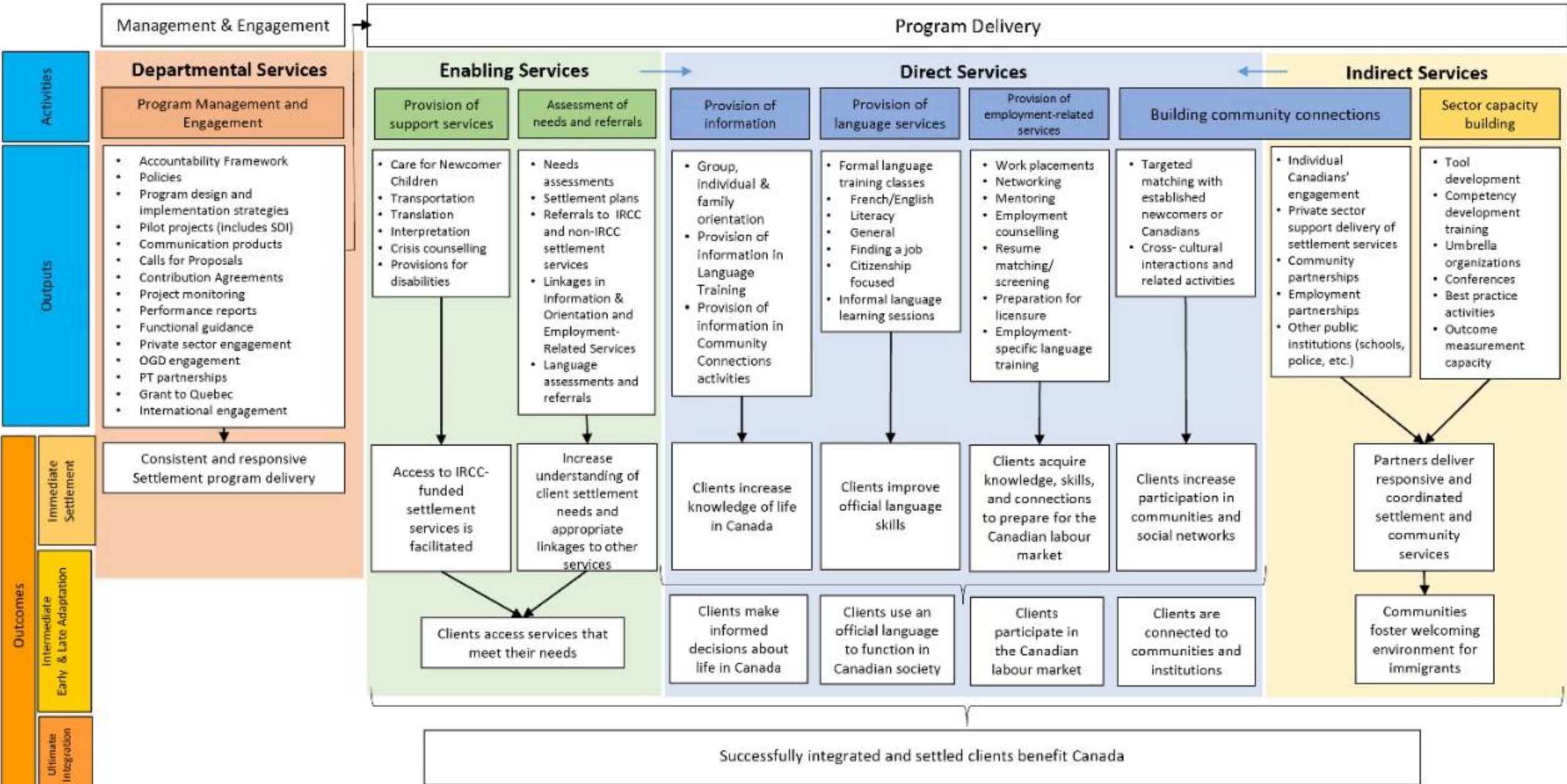
Create a toolkit to promote diversity, equity and inclusion - enabling local community leaders & employers to implement best practices within their own organizations. This will contribute to creating more welcoming communities in South Central Manitoba.

Project activities include:

1. Conducting research & outreach
2. Developing resources & best practices to address racism in the workplace
3. Developing a digital website version of the toolkit
4. Designing a PDF version of the toolkit
5. Developing anti-racism videos for workplace training
6. Translating the toolkit & promotional materials into French
7. Conducting promotional activities
8. Complete an evaluation

The Project will take place from September 1- 2021 to March 31, 2023

IRCC Settlement Program Logic Model

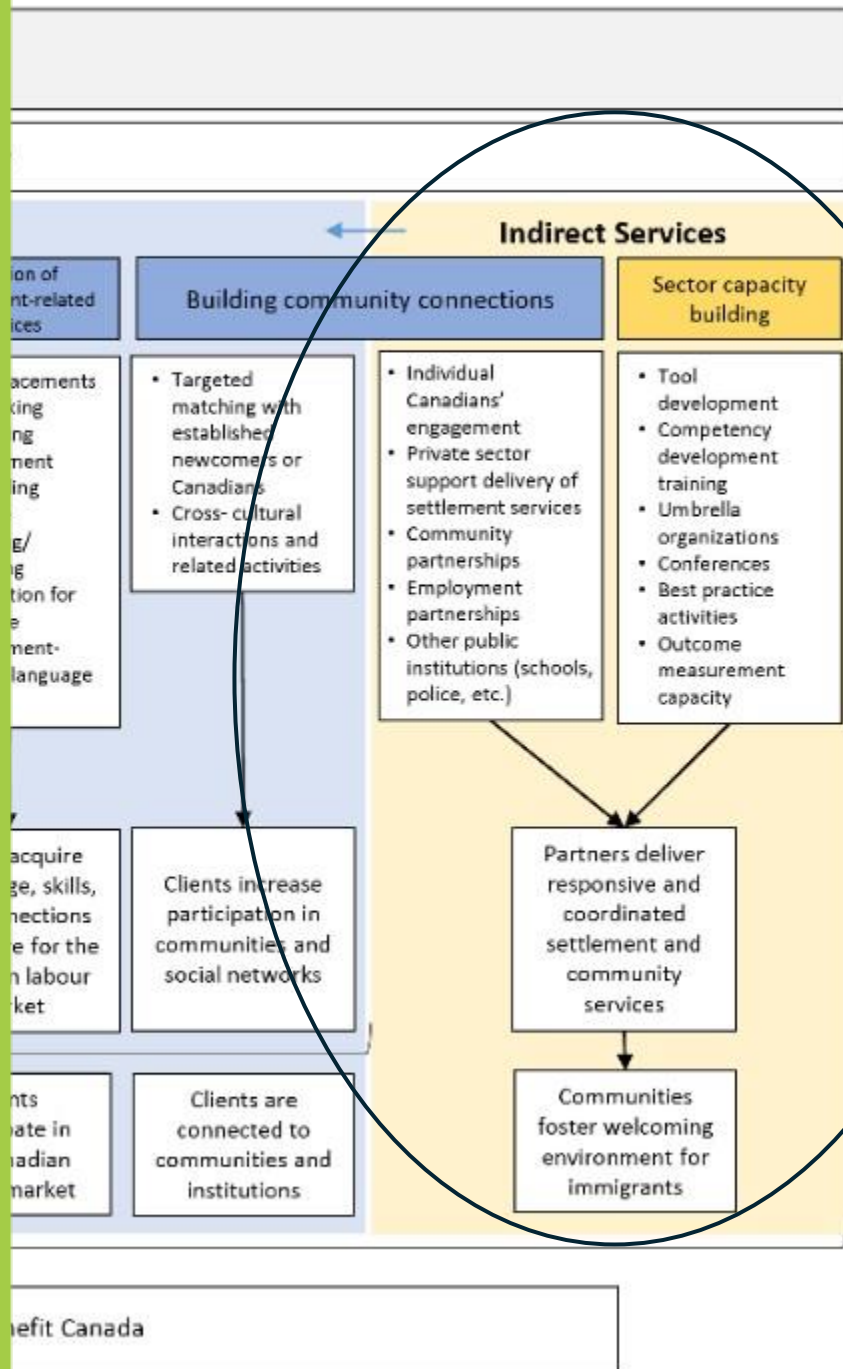


What methods did we use?

1. Resources support IRCC Logic Model

PVLIP is an Indirect Service Supports:

- Community partnerships
- Employment partnerships
- Public engagement
- School divisions
- Tool Development
- Increase capacity to support newcomers
- Communities are more welcoming to immigrants



2. LIP Objectives



3. Document Reviews & Surveys

The Plan

Development of such a broad set of resources requires significant effort. In 2019 Regional Connections, together with PVLIP, applied for funding from the Government of Canada to support the priorities and goals of the PVLIP Action Plan. Funding was granted in 2021 and subsequent information-gathering and research began resulting in this resource, *Connecting Cultures & Communities – Guide & Toolkit: For Building Communities that are Welcoming & Inclusive*.

As we seek to contribute to the economic and personal success of businesses and individuals in our communities, we need to understand the factors that impact our individual and collective experience. By doing this we work toward ensuring that everyone finds the Pembina Valley to be their home – a place of welcome and belonging.

It is for these reasons that this *Connecting Cultures & Communities – Guide & Toolkit* has been developed and is currently supported by six municipalities and 18 partnerships throughout the region. (municipalities and partnerships listed on page 59).

*In 2020-21 PVLIP Developed a Welcoming & Inclusive Communities Policy in collaboration with municipal leaders, employers, stakeholders and newcomers. A resolution to adopt this policy was passed by the 6 municipalities currently serving on our Regional Partnership Council. See Appendix A for more details on the policy.



RGPA Study

<https://pvlip.ca/wp-content/uploads/2022/11/RPGA-Sudy-2012.pdf>

PVLIP Action Plan

https://pvlip.ca/wp-content/uploads/2019/09/Action-Plan_v4-Electronic-Layout.2-1-min.pdf

Employer Survey

<https://pvlip.ca/wp-content/uploads/2020/03/PVLIP-CPHR-EmployerSummaryReport02.05.2020.pdf>

Newcomer Survey

https://pvlip.ca/wp-content/uploads/2022/11/NC_SurveyResults_FG_Jan15.2022.pdf

Immigrant Survey

<https://pvlip.ca/wp-content/uploads/2022/10/2022-PVLIP-Immigrant-Survey-Report.pdf>

Mental Health Focus Group Summary Report

<https://pvlip.ca/wp-content/uploads/2020/03/PVLIPMentalHealthFGSummaryReport02.11.2020.pdf>

4. Employer & Newcomer Focus Groups

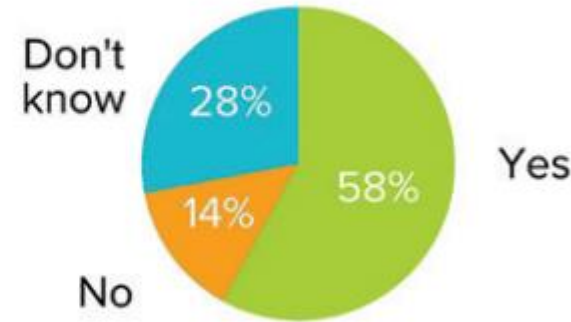
a. Does the workplace value diversity?

Employers



Yes

Newcomers



Yes

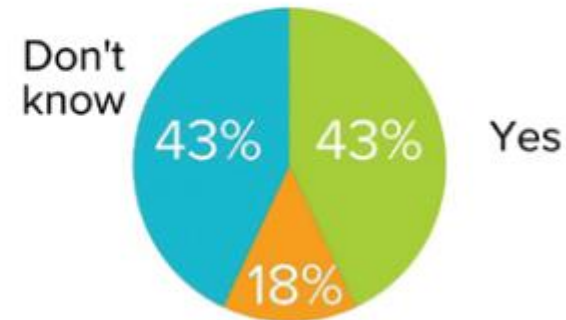
b. Is there a process for an employee to get confidential support if a discrimination issues was witnessed?

Employers



Yes

Newcomers



Yes

No



Connecting Cultures & Communities
Guide & Toolkit

For Building Communities that
are Welcoming and Inclusive



Pembina Valley
Local Immigration Partnership



**Jeter des ponts entre les
cultures et les communautés**
Guide et coffre à outils

pour des communautés
accueillantes et inclusives



Pembina Valley
Local Immigration Partnership



Diversity in the Workplace: 5 Keys to Success

This video builds the case for adopting a new perspective on inclusion and diversity. It showcases the need for change, benefits and keys to success: Inclusion, Training, Policy, Support,



How to Succeed in the Workplace: 5 Pieces of Advice

This video looks at Canadian workplace culture and provides newcomers with advice from settlement workers, newcomers and employers on how to fit in and get promoted at work.



Solutions to 5 Communication Challenges in the Workplace

This video explains how employers can address communications challenges that commonly arise in a diverse and inclusive workplace.



Top 5 Resources for Newcomers to the Pembina Valley

This video helps newcomers prepare for and overcome common challenges related to building a new life. It shows how employers, settlement workers and community volunteers are working together to make it easier for newcomers to settle in the Pembina Valley.



Realities of Settlement: 4 Newcomers Share Their Stories

This video offers a realistic view of settlement. It explores the challenges of starting over and establishing a career, giving newcomers and employers a deeper understanding of the newcomer experience.

Connecting Cultures & Communities Guide & Toolkit Video Series



Pembina Valley Local Immigration Partnership

@pvlip · 26 subscribers · 55 videos

Pembina Valley Local Immigration Partnership Connecting Cultures and Community by un...more

pvlip.ca and 2 more links

Customise channel

Manage videos

Home Videos Playlists Community

For you



Connecting Cultures & Communities Workshop -
Module 1: Developing Cultural Competence

23 views · 4 months ago



Connecting Cultures & Communities Workshop -
Module 2: Culture and Communication

10 views · 4 months ago



Cultural Communications Tips

52 views · 10 months ago



Connecting Cultures & Communities Workshop -
Module 3: Change and Settlement

10 views · 4 months ago



- GUIDE & TOOLKIT
- BUILDING COMMUNITY
- NEWCOMER EXPERIENCES
- COMMUNICATION
- IN THE WORKPLACE
- TAKE ACTION
- TOOLKIT VIDEOS
- DOWNLOAD GUIDE & TOOLKIT
- WORKSHOP VIDEOS**

Guide & Toolkit Workshop Videos

Building from the [Connecting Cultures & Communities – Guide and Toolkit](#) We have developed three videos and workbooks covering the contents of these workshops. These will work well both for individuals and done as groups. Accompanying each video is a workbook.

Workshop Video Summaries

Module 1 – Cultural Competence Development

What does it mean to be culturally competent?

This workshop video supports an introductory exploration of concepts related to culture and newcomer integration. Leveraging Pembina Valley statistics and newcomer stories, we will build a deeper understanding of the experience of our newcomer neighbours.

[Module 1 workbook](#) ^{PDF}



What has been the impact?

Workshop deliverables April 1, 2023 – March 31, 2024

Expected results	Actual results	Media outreach	
340 participants	775 participants	Newspaper	45,000
15 employers	36 employers	Social media	5520
20 English workshops	74 English workshops	Libraries	25,000
2 French workshops	6 French workshops	Newsletters	1533
		Website	3000

A special thanks to...

The Department of Canadian Heritage:

- Anti-Racism Action Program
- Community Support, Multiculturalism, and Anti-Racism Initiatives Program (CSMARI)

Funded by the
Government
of Canada

Financé par le
gouvernement
du Canada

| Canada 



Pembina Valley
Local Immigration
Partnership

Connect to our
Guide & Toolkit for
Building Communities
that are Welcoming
and Inclusive.

pvlip.ca

PVLIP Coordinator:

Elaine Burton Saindon | 431 356 0592

elaine@pvlip.ca

www.pvlip.ca



Funded by the
Government
of Canada

Financé par le
gouvernement
du Canada

Canada 