

Navigating Growth A Roadmap from Small Beginnings to Growing Impact

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GREY BRUCE
LOCAL IMMIGRATION
PARTNERSHIP



**IMMIGRATION
PARTNERSHIP**
WATERLOO REGION



Territorial Acknowledgement

A Story of the Two LIPs...

Small/New LIP

Larger/Older LIP



Established

2020

2008

Hosted by

Municipality

Municipality

Coverage

17 municipalities; rural

Mid-sized urban/rural mix

Staff

3 staff
i.e 2 FTEs

7 staff & 2 student placements
i.e 4.5 FTEs

Agenda

1. Grey Bruce Local Immigration Partnership
2. Waterloo Region Immigration Partnership
3. Principles of Building Capacity for LIPs
4. LIP Roadmap & Activities Resource
5. Q & A



Grey Bruce Local Immigration Partnership (GBLIP)

Grey County

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



Bruce County

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

Source: Statistics Canada 2021 Census Data

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Initiatives – Successes - Challenges

1. Settlement Strategy
2. Train the Trainer: Conversations for creating more welcoming and Inclusive Grey Bruce.
3. WES # Immigrants Work Project

Waterloo Region

3 Urban Municipalities

4 Rural Townships

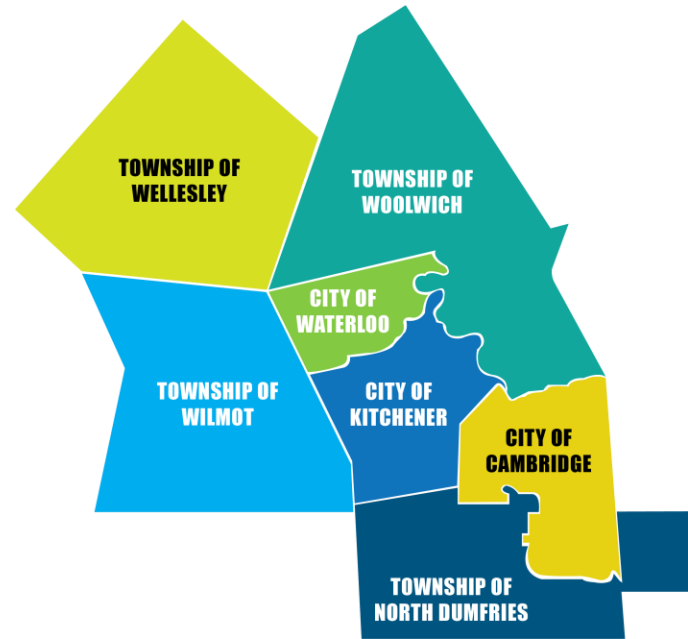
1 Regional Municipality

587,165

Population
(Census 2021)

25%

Immigrants
(Census 2021)



1,369 km²

Waterloo Region Migration Film Festival



WATERLOO REGION
MIGRATION FILM FESTIVAL
AUG. 20 - SEPT. 20, 2024

September 20, 2024
4 PM to 5:30 PM
Ken Seiling Waterloo Region Museum
10 Huron Road, Kitchener

Film: *A Passage Beyond Fortune*
Register here >
Free event!

Logos: IMMIGRATION PARTNERSHIP, Region of Waterloo MUSEUMS, WRMigFest, WELCOMING WEEK



WATERLOO REGION
MIGRATION FILM FESTIVAL
DECEMBER 1-18, 2023

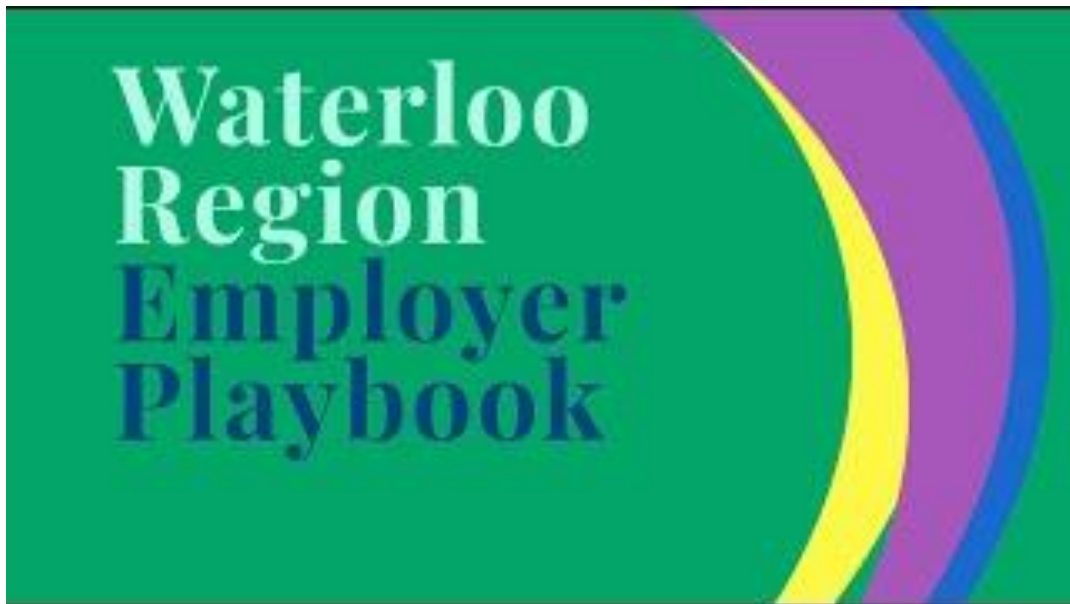
Question Period: Dec. 1, 1:30 PM - 2:00 PM (in-person)
Peace By Chocolate: Dec. 2, 12:00 PM - 1:00 PM (in-person)
Between: Between The Frontiers: Dec. 3, 6:00 PM - 7:00 PM (in-person)
Humanity Wins: Dec. 5, 7:00 PM - 8:00 PM (in-person)
Everybody's Children: Dec. 6, 12:00 PM - 1:00 PM (in-person)
Latching Down: Dec. 7, 10:00 AM - 11:00 AM (in-person)
Floating Home: Dec. 12, 11:00 AM - 12:00 PM (in-person)
18 Days: Dec. 16, 12:00 PM - 1:00 PM (in-person)
Between: Living In The Gap: Dec. 17, 11:00 AM - 12:00 PM (in-person)
Dec. 18, 6:00 PM - 7:00 PM (in-person)

#WRMigFest | www.immigrationwaterlooregion.ca/wrmigfest

Logos: IMMIGRATION PARTNERSHIP, Region of Waterloo MUSEUMS, Kitchener, Cambridge, IDEAS EXCHANGE, Volunteer, SDC, DASHLEY SCHOOLS, Luff, Waterloo Public Library, Waterloo Women's Museum



Waterloo Region Employer Playbook



Did you know?

Immigrant-inclusive workplaces are more:

- ✓ Innovative
- ✓ Resilient
- ✓ Able to meet consumer needs



“

We have seen how successful onboarding leads to greater job satisfaction and reduces attrition. We have instituted a Buddy system to provide new hires with training and support with workplace culture and overall experience.”



SANDI YOUNG, CHRL
Vice President, Human Resources
Clarion Medical Technologies Inc.



Tips

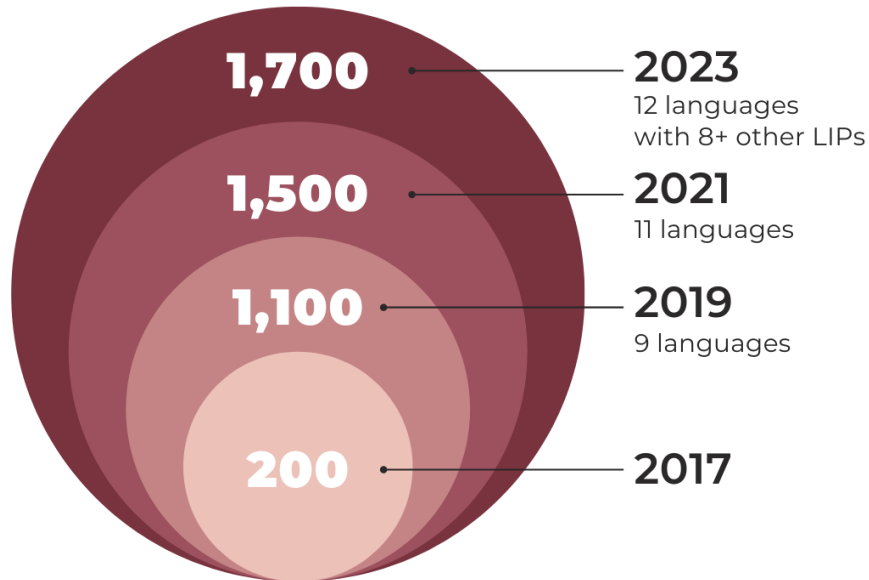
For recruiting immigrant talent:

- 🎯 Ask for work examples
- 🎯 Focus on the content of CVs, not the format
- 🎯 Appreciate the education and experience obtained abroad



Immigrant Survey

Involving & listening to immigrants! With others



Number of immigrants



2025

planned pilot - annual survey format, in deeper partnership with IMRC academic partner & others

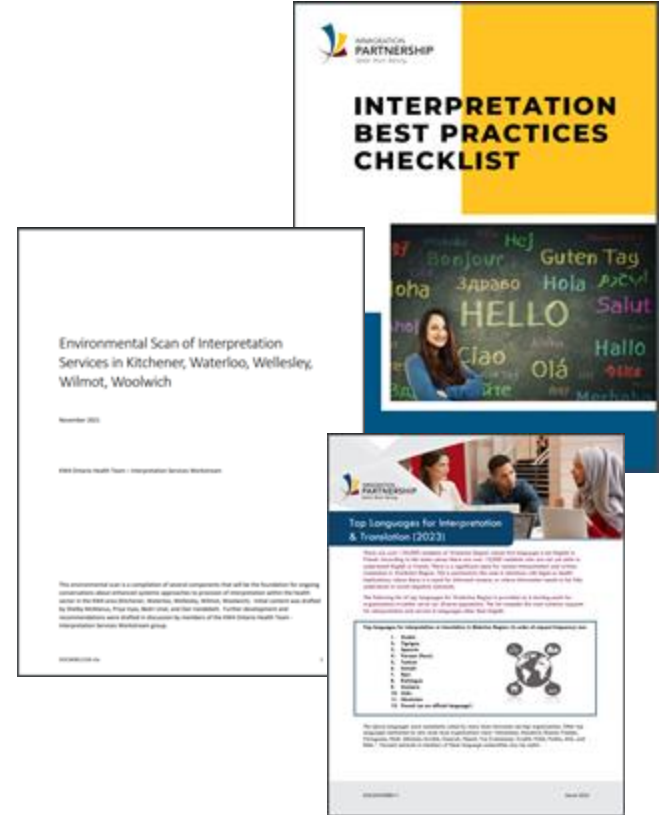
www.immigrationwaterlooregion.ca/ImmigrantSurvey

Interpretation Action

Partnering to fill the gaps together!

- 🦋 Partnering with the LHIN - funding & gaps
- 🦋 OHT – research & priorities
- 🦋 Funding gaps
- 🦋 Partnering for advocacy - local & other LIPs, etc.
- 🦋 Checklist & resources

www.immigrationwaterlooregion.ca/resources



Principles of Building Capacity

- 🦋 Collaboration!
- 🦋 Inclusion of immigrants
- 🦋 Research-to-action
- 🦋 Follow the energy
- 🦋 Become essential
- 🦋 Experiment ...learn ...grow
- 🦋 Leave space for evolution & opportunities
- 🦋 Build on what other LIPs have done



LIP Roadmap & Activity Examples



Local Immigration Partnership Roadmap & Activity Examples

This is not an exhaustive list but simply examples of initiatives at two very different Local Immigration Partnerships (LIPs). There are a lot of other possibilities depending on local priorities and opportunities. It is hoped that this might be useful for LIPs as potential starting points at all different stages of our collaborative journeys.

	Small/New LIP – Grey Bruce greybrucelip.ca (established 2020; municipality hosted; covering 17 municipalities; rural; 3 staff - i.e 2 FTEs)	Larger/Older LIP – Waterloo Region www.immigrationwaterlooregion.ca/IP (established 2008; municipally hosted; mid-sized urban/rural mix; 7 staff & 2 student placements - i.e. 4.5 FTEs plus students)	Key Partners <i>These partners are not exhaustive but give an idea of some key partnerships for each type of initiative.</i>
Belonging			
Welcoming Week	<p>Welcoming Week Celebration since 2021 (13 virtual & in-person events organized by 31 partners in 2024) - example events:</p> <ul style="list-style-type: none"> Diversity & Belongingness Conference - a collaboration of GBLIP (Grey Bruce LIP) and five GBLIP Council Member organizations Welcoming Week Quiz - three GBLIP Council Member organizations developed the quiz & five public libraries distributed to their patrons 	<p>Welcoming Week celebration since 2022 (13 events organized by 10 partners in 2024)</p>	Settlement organizations, ethnocultural groups, municipalities, libraries, museums, transit, school boards, public health, municipalities, police services, community organizations, legal clinic, etc
Film festival	Organized and delivered a short film screening at the Grey Bruce One world festival (Celebrate Diversity & Inclusion in Grey Bruce at the One World Festival: experience music, crafts, and stories from the people in our community). 500 elementary students attended the screening	<p>Waterloo Region Migration Film Festival - The festival aims to showcase the opportunities and challenges of migration and celebrate migrants' contributions to their new communities. Storytelling is the oldest way to convey experiences and foster understanding.</p> <p>In 2024 IPWR had 13 film screenings organized by 10 partners and two films were featured. The film festival started in Waterloo Region in 2018. On average each year we screen about 7 to 10 films with 9 to 15 partners. In 2022 we had a total of about 550 people who watched a film.</p>	Community organizations, settlement organizations, ethnocultural groups, municipalities, libraries, museums, transit, school boards, public health Municipalities, school boards, police services, legal clinics, etc



www.immigrationwaterlooregion.ca/p2p2024-LIPactivities

Thank you

Questions?

Contact us!



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