

GREY BRUCE

LOCAL IMMIGRATION
PARTNERSHIP

SETTLEMENT STRATEGY 2025



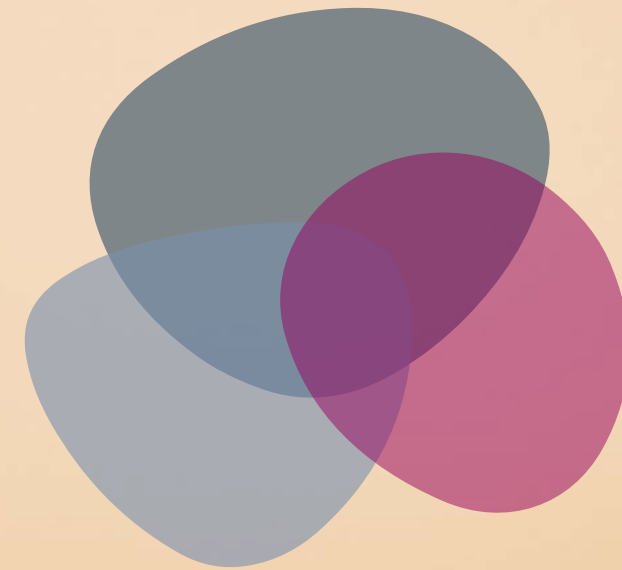


GREY BRUCE

LOCAL IMMIGRATION
PARTNERSHIP



The Grey Bruce Local Immigration Partnership brings together service providers, settlement agencies, community groups, employers, newcomers and other key organizations across the region to foster a welcoming and inclusive community for newcomers.



This initiative is a collaboration between Grey and Bruce Counties and is funded by Immigration, Refugees and Citizenship Canada.

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Access to a stable, sufficient and appropriately skilled labour force is critical to the economic health of Grey and Bruce Counties. Recognizing this, in April 2019 County economic development staff from both Grey and Bruce joined forces to submit an application for the establishment of a Grey Bruce Local Immigration Partnership. The goal of this economic development partnership is to address labour stress issues reported by businesses in all sectors regionally. In addition, this work supports and fosters multiple partnerships to deliver attraction and retention programming in the region.

In February 2020, Immigration, Refugees and Citizenship Canada (IRCC) approved the Grey Bruce Local Immigration Partnership (GBLIP) for five years to support the development of community-based partnerships and planning to support the unique needs of newcomers.

Successful newcomer attraction and integration requires a thoughtful approach to individuals and their families. Attraction begins with identifying and facilitating opportunity, moves to retention and ends when individuals feel a part of a community. This is true for any new community member but has particular obstacles to address when attracting and retaining people from other Countries. It is with this in mind, that the establishment of the Grey Bruce Local Immigration Partnership is built.

Recognizing that successful settlement needs to happen at scale, LIPs connect various stakeholders, from employers and school boards, to health centres and networks, boards of trades, levels of government, professional associations, ethno-cultural and faith-based organizations and community and social services sectors to improve coordination of services that facilitate immigrant settlement and integration. This is accomplished through a systems approach, supported by community-based knowledge sharing and local strategic planning, with the ultimate goal of positive cumulative impact.

Direct support to individuals and families is another important aspect of a successful strategy. YMCA Grey Bruce Settlement Services, works one-on-one with newcomers and immigrants offering direct support. IRCC is also funding this complimentary initiative over the same five year period, which, when combined with the LIP, provides comprehensive settlement services across the region for all stakeholders.

GREY BRUCE

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FOUNDING PARTNERSHIP COUNCIL MEMBERS

Academy of Learning Career College
 Arden Language Centre
 Bluewater District School Board
 Bruce Grey Catholic District School Board
 Bruce Grey Child & Family Services
 Conseil Scolaire Catholique Providence
 - St-Dominique -Savio
 Fanshawe College
 Four County Labour Market Planning Board
 Georgian College
 Grey Bruce Community Legal Clinic
 Grey Bruce Settlement Services
 Grey County Business Enterprise Centre
 Keystone Child, Youth and Family Services
 OCNI (Organization of Canadian
 Nuclear Industries)
 Ontario Provincial Police
 Owen Sound Police
 Port Elgin Montessori
 Public Health Grey Bruce
 QUILL Learning Network
 Rural Employment Initiative
 Rural Pathways for Newcomer
 Women in Grey Bruce
 Saugeen Connects
 Saugeen Economic
 Development Corporation
 The Curry House
 South East Grey Community Health Centre
 The Agency
 United Way of Bruce Grey
 VPI Working Solutions
 Welcoming Communities
 Grey Bruce

YMCA of Owen Sound Grey Bruce
 Grey County
 Bruce County
 City of Owen Sound
 Municipality of Arran-Elderslie
 Municipality of Brockton
 Municipality of Grey Highlands
 Municipality of Kincardine
 Municipality of Meaford
 Municipality of Northern Bruce Peninsula
 Municipality of South Bruce
 Municipality of West Grey
 Town of the Blue Mountains
 Town of Hanover
 Town of Saugeen Shores
 Town of South Bruce Peninsula
 Township of Chatsworth
 Township of Georgian Bluffs
 Township of Huron-Kinloss
 Township of Southgate

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 Louise Pitre Coaching & Consulting

THANK YOU

to all who contributed to the
 development of this strategy; through
 the Partnership Council, focus groups and
 interviews. Your insights, knowledge and sharing
 of experiences has helped inform the strategy,
 identify community priorities and will continue
 to guide the efforts of the
 Partnership Council.

METHODOLOGY TO DEFINING THE SETTLEMENT STRATEGY

The groundwork for supporting the settlement and inclusion journey of newcomers in Grey Bruce has been laid through 15 years of leadership and commitment from key community members, many of whom are members of the newly founded Welcoming Communities Grey Bruce. This volunteer based not-for-profit organization has, in the past five years advanced several successful short-term projects initiating experimentation with rural settlement strategies. The approach taken to develop the Grey Bruce Local Immigration Partnership Council Settlement Strategy builds off this solid foundation.

METHODOLOGY AT A GLANCE:

- Document review including relevant local data, intel and drawing from various reports and studies
- 2 facilitated and graphically recorded engagement sessions with the Grey Bruce Local Immigration Partnership Council
- 7 key stakeholder interviews
- 8 focus groups involving 62 participants: 13 newcomers in two newcomer focus groups, and 49 stakeholders in 6 partner focus groups
- Input and review from Welcoming Communities Grey Bruce

Stakeholders engaged represented a cross-section of sectors in both Grey and Bruce Counties including business, government, non-profit, health care, education, social services, and community services as well as diverse representation from newcomers.

The Grey Bruce Local Immigration Partnership Council journey at a glance

GBLIP COUNCIL MEETING 4 NOV 2020

GRAPHIC RECORDING BY
emma richard
@itsemmarichard



FIGURE 1 captures initial thoughts and comments from members of the Partnership Council collected during the first engagement session. This broad base was used to launch the development of the Settlement Strategy and considers member motivation, successes and opportunities, resources available and a vision for the future.

GBLIP PARTNERSHIP COUNCIL

19 FEB
2021

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PARTNERSHIP

GRAPHIC RECORDING
BY emma richard
@itsemmarichard



FIGURE 2 captures themes identified by the Partnership Council during the second engagement session that are detailed in the following section.

“Doesn't matter where you come from, when you get here, you are home.”

COMMUNITY PRIORITIES

Seven community priorities emerged through the research and stakeholder engagement process.

1. **COORDINATION:** The need for an overarching coordinating body to ensure newcomers are seamlessly connected to the services they need when they need it, as well as, also connecting community partners to the information they need to support newcomers, and finally connecting employers to the supports they need to both attract and retain employees.
2. **COLLABORATION:** The need for organizations to work together to achieve transformative change; recognizing that organizations can reach greater outcomes together than apart.
3. **INTERSECTORAL INCLUSIVE LEADERSHIP CAPACITY:** The need for building the capacity of leaders across all sectors and the Grey Bruce region to cultivate inclusive and equitable workplace and community cultures.
4. **SOCIAL CONNECTIONS AND CAPITAL:** The need to support not only the economic integration of newcomers but also, their social integration by fostering social capital and creating opportunities for social connections.
5. **EMPLOYMENT OPPORTUNITIES AND ECONOMIC INTEGRATION:** The need for employment that is meaningful, recognizes credentials, supports workplace integration and inclusion, and addresses discrimination, racism and micro-aggressions in the workplace.
6. **ACCESS TO AFFORDABLE AND SUITABLE HOUSING:** The need for adequate and affordable housing has surpassed the need for transportation services. The lack of housing is one of the most serious challenges facing the attraction of newcomers to Grey Bruce.
7. **ATTITUDES TOWARD NEWCOMERS:** The need to address the attitudes toward newcomers, attitudes rooted in racism and fear of the other.

SETTLEMENT STRATEGY 2025

The Grey Bruce Local Immigration Partnership Council Settlement Strategy 2025 is about building capacity, strengthening community, cultivating prosperity, and fostering inclusion to prepare Grey Bruce to attract and retain newcomers to the region. Leveraging previous work, the Grey Bruce LIP Settlement Strategy 2025 is a beginning. It lays the building blocks needed for a strong, connected, and engaged Local Immigration Partnership Council anchored in and guided by the voices and needs of newcomers.



BUILD CAPACITY

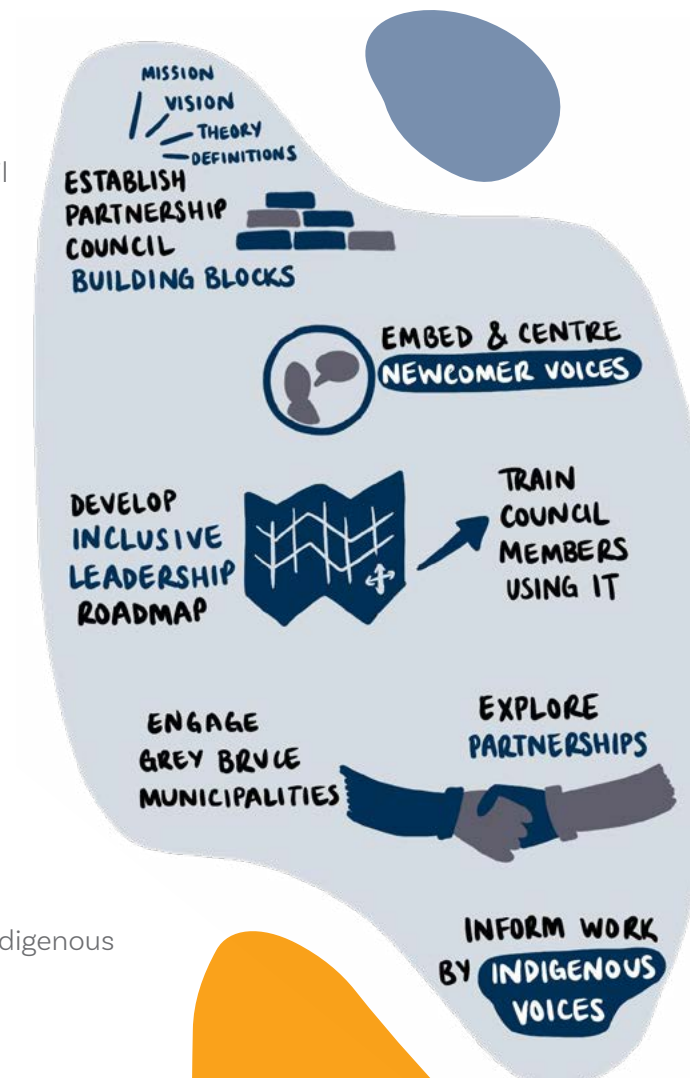
The Grey Bruce LIP works to bring together newcomers, settlement partners, employers, and other relevant stakeholders to create a coordinated approach to the settlement and integration of newcomers.

STRATEGIC GOAL:

To build the Partnership Council's and community's capacity in intersectoral collaboration and inclusive leadership.

The Grey Bruce LIP will accomplish this by:

- Establishing the building blocks for a strong, connected, and engaged Partnership Council
- Developing and implementing mechanisms, processes, and structures that embed and center the diverse voices of newcomers
- Developing and implementing an Inclusive Leadership roadmap, training, resources to support the development of inclusive and equitable workplace practices in different sectors
- Engaging all municipalities in Grey Bruce to integrate welcoming communities' characteristics
- Identifying how the voices and wisdom of Indigenous people of the area will inform the work



STRENGTHEN COMMUNITY

The Grey Bruce LIP focuses on initiatives that connect newcomers and community partners to the resources, information, and services they need, as well as support ways to increase newcomers' social capital.



STRATEGIC GOALS:

To assess models for one access point that connects newcomers and community partners, and navigates the web of information, services, and resources needed to settle into Grey Bruce.

To strengthen the web of relationships, connections that make up the networks for newcomers and further strengthens newcomers and the broader community.

The Grey Bruce LIP will accomplish this by:

- Assessing models for one access point to host information, resources, and services
- Defining and educating partners and community stakeholders on the 'no wrong door approach'
- Educating the Partnership Council on social integration and ways in which social capital and connections can be built
- Recommending the expansion of language services to include teenagers, more free "English as a Second Language" services as well as translation services
- Exploring the feasibility of developing a multi-cultural centre that could serve as a welcoming access point for newcomers
- Engaging the community in opportunities to host events that acknowledge the strength of diversity
- Promoting a peer support approach to newcomer service delivery
- Amplifying the role of and resources in the education sector - elementary and secondary schools and colleges - to strengthen the settlement and integration journey of newcomers

CULTIVATE PROSPERITY

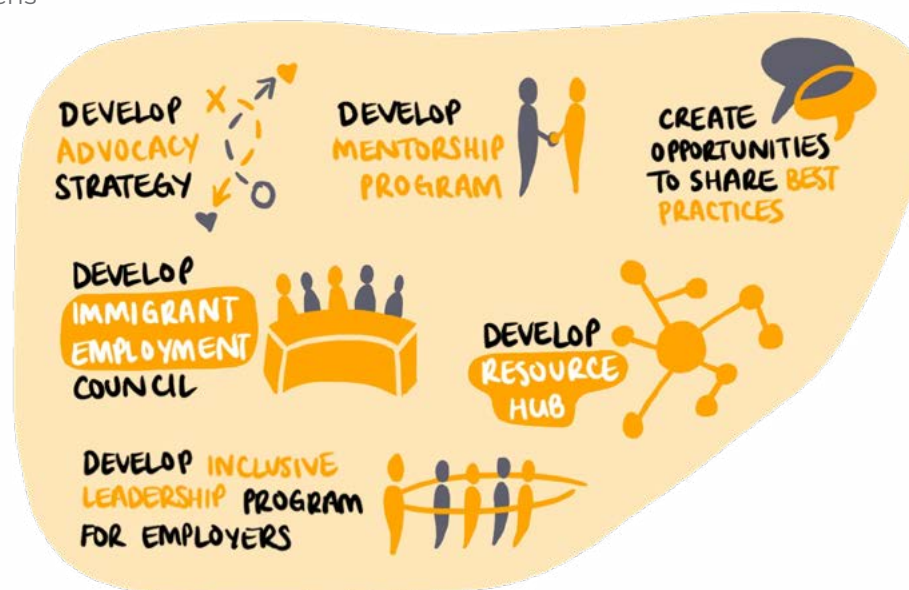
The Grey Bruce LIP invests in a strengths-based approach, co-creating and promoting initiatives that cultivate the rich diversity of newcomers' skills and talents.

STRATEGIC GOAL:

To amplify the prosperity of Grey Bruce by supporting newcomers' full economic integration into the labour market.

The Grey Bruce LIP will accomplish this by:

- Developing a strategy to support intersectoral and government policy shifts in validating newcomers' foreign credentials
- Creating opportunities for employers to come together and share best practices in the attraction and retention of newcomers and how to create an inclusive workplace
- Developing an Immigrant Employment Council
- Developing a resource hub for employers to connect and navigate the web of information, services, resources, and tools to recruit and retain newcomers
- Developing and delivering an Inclusive Leadership Program for employers
- Exploring opportunities to create an innovative bridging program in Grey Bruce, where newcomers gain Canadian workplace experience and English language skills, and employers get skilled workers
- Initiating the development of a region-wide mentorship program that enables local citizens to support newcomers along their employment journey





FOSTER INCLUSION

The Grey Bruce LIP fosters inclusion by working in collaboration with partners to eliminate barriers, address racism, combat discrimination and raise awareness about the value of cultural diversity.

STRATEGIC GOAL:

To work together to break down the barriers to social inclusion and celebrate the value of diversity.

The Grey Bruce LIP will accomplish this by:

- Supporting the development of an anti-racism / discrimination strategy and its implementation
- Leveraging the multi-cultural events within the area to create a valuing diversity campaign
- Increasing awareness of ethno-cultural groups, including faith-based communities, and their traditions within the region
- Working with relevant agencies and decision authorities, in addition to supporting relevant housing initiatives to address the lack of access to affordable and adequate housing for newcomers and further that it does so by addressing the unique challenges faced by newcomers

SUPPORT DEVELOPMENT OF ANTI-RACISM/DISCRIMINATION STRATEGY & ITS IMPLEMENTATION

CREATE A VALUING DIVERSITY CAMPAIGN



INCREASE AWARENESS OF ETHNO-CULTURAL GROUPS



WORK TO ADDRESS LACK OF ACCESS TO HOUSING



GBLIP SETTLEMENT STRATEGY 2021-2025 AT A GLANCE

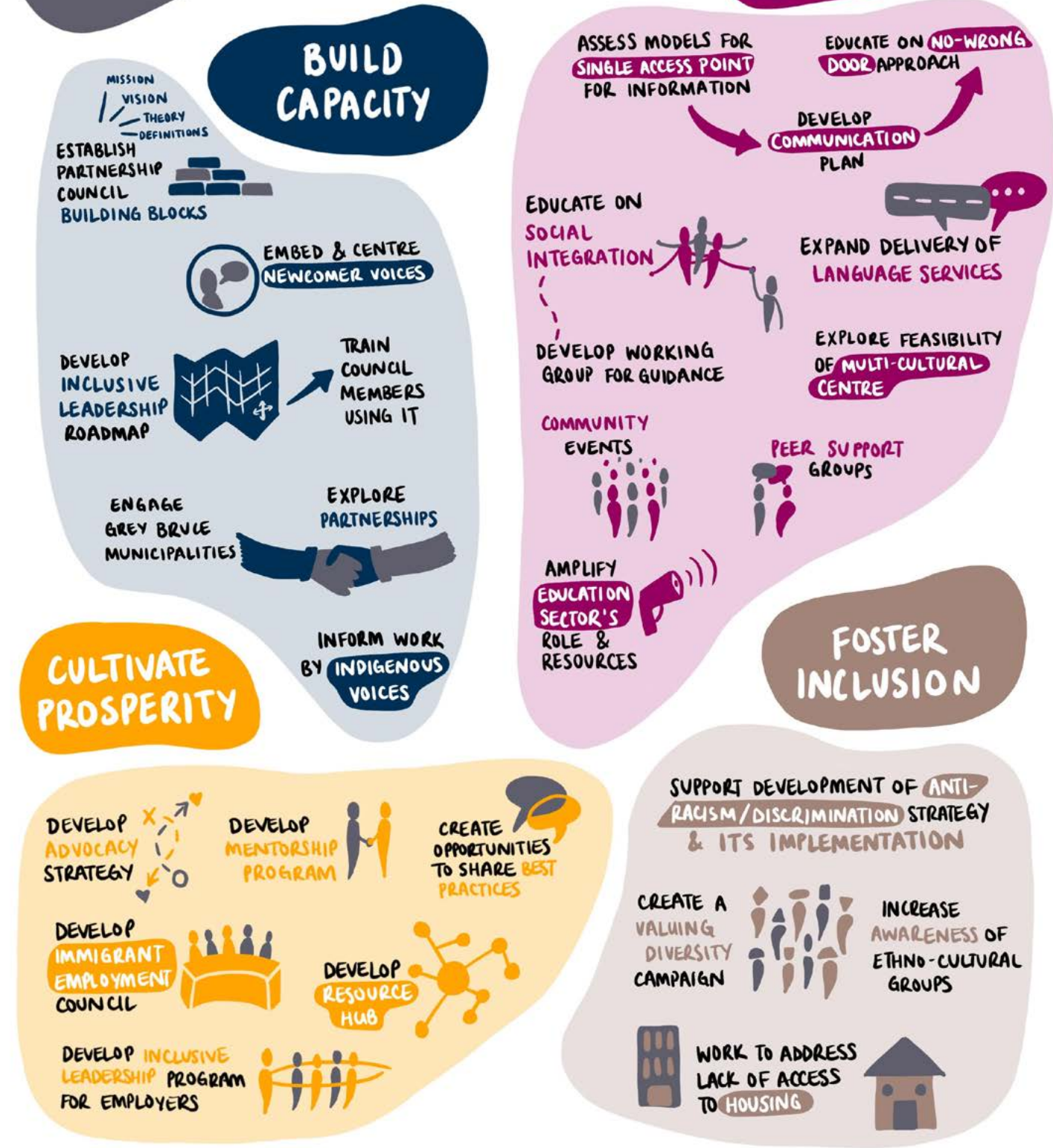
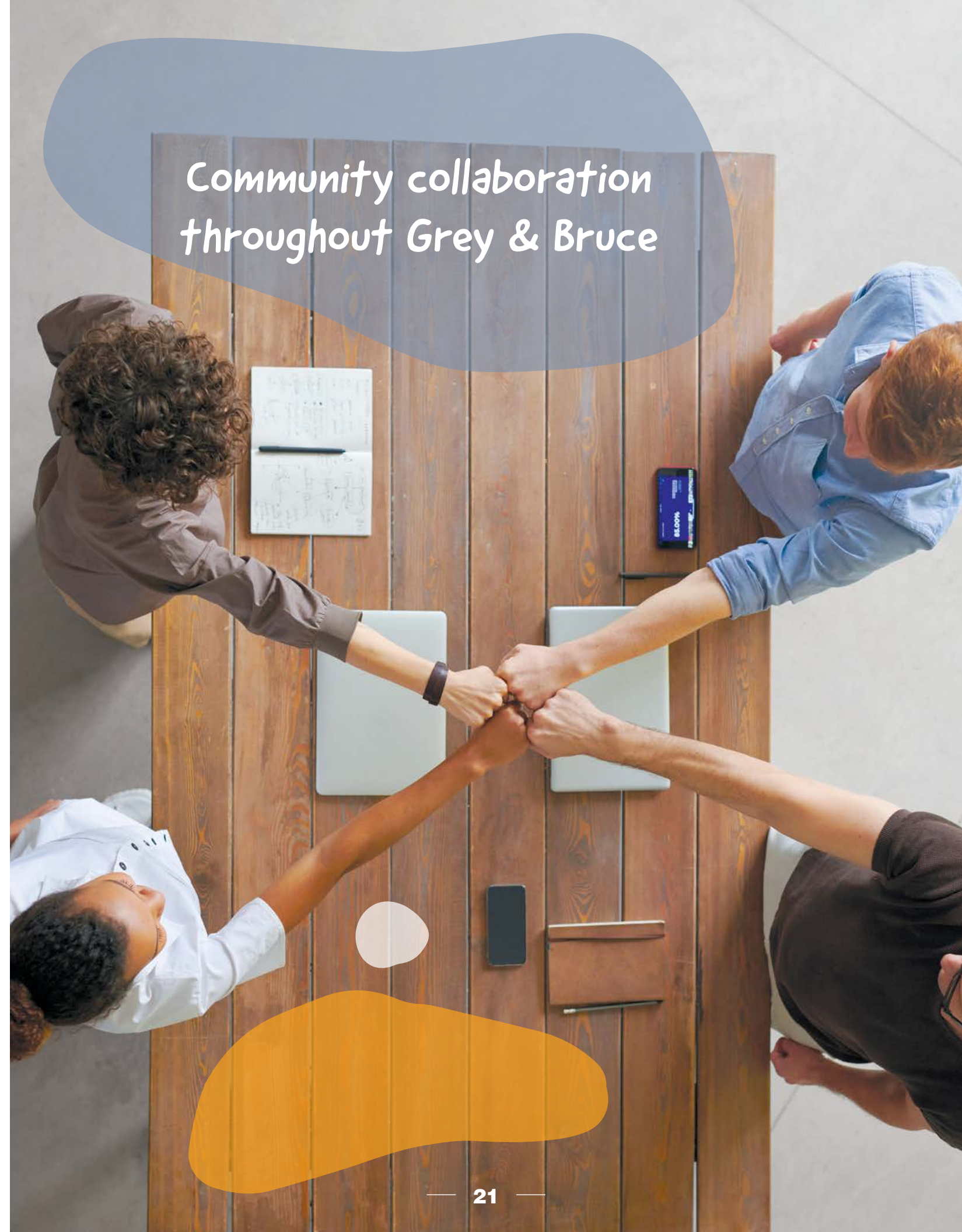


FIGURE 3 highlights the key strategic goals of the Settlement Strategy.





LOOKING FORWARD

The Grey Bruce Local Immigration Partnership Settlement Strategy 2025 is about building capacity, strengthening community, cultivating prosperity, and fostering inclusion to prepare Grey Bruce to attract and retain newcomers in the region. Leveraging previous work, the *The Grey Bruce Local Immigration Partnership Settlement Strategy 2025* is a beginning. It lays the building blocks needed for a strong, connected, and engaged Local Immigration Partnership Council anchored in and guided by the voices and needs of newcomers. Members of the Partnership Council are collectively responsible for the identification, selection and implementation of activities prioritized through the annual action plan in order to achieve positive cumulative impact.

The Partnership Council aspires to be a welcoming community, where diversity is normalized and immigration is embedded in our DNA. These successes and more, are achieved through local collaboration. This strategy sets the stage for walking together – government, newcomers, settlement services, service providers, employers, community. Year over year, through the Partnership Council, GBLIP will endeavour to co-create a prosperous and welcoming Grey Bruce, where everybody belongs, moving beyond settlement to inclusion.

