

Settlement and Integration Community Plan (2019 to 2020)



The Regina Region Local Immigration **Partnership Council** and **Immigrant Advisory Table**, on behalf of the Local Immigration Partnership, is pleased to present the **revised *Settlement and Integration Community Plan for 2019-2020***.

There are six external priority areas and one internal organizational priority area, with key activities and anticipated outcomes identified for each. The areas include **Information & Resource Support; Communication & Awareness Building; Labour Market Access & Connections; Coordination Support; Canadian Daily Living; Research and Organizational Strength.**

The **timeline** for the *Community Plan* activities can be found on the final page of this document.

The Local and Provincial Context for the *Community Plan*

Historically, immigrants settled in larger centres in Ontario, British Columbia (Vancouver), and Quebec. More recent patterns show greater growth in the western provinces (Statistics Canada, 2016). The period from 2006 to 2011 was the first time since joining Confederation that the three Prairie Provinces recorded the highest rates of population growth in Canada (Statistics Canada, 2016).

Saskatchewan's population growth in 2011 to 2016 was 6.3% which was **above the national population growth rate** of 5%.

In 2016, there were 36,905 immigrants in Regina, representing 16% of the population. The **admission categories** of ***recent immigrants** to Regina included Economic Immigrants (12,570), Immigrants Sponsored by Family (1,920), Refugees (1,675), Other Immigrants (25).

Top countries of birth of **recent immigrants** to Regina included the Philippines (27%); India (18%); China (8%) and the **top languages spoken at home** included Tagalog (15.8%); Mandarin (6.7%); Arabic (5.8%); Punjabi (5.8%). **Labour force participation** of **recent immigrants** to Regina was reported to be 77% compared to 71% of the total population.

***Recent immigrants arrived in Canada in the five year period between 2011 and 2016.**

Data Source: Statistics Canada, 2016 Census of Population

Implementation of the *Community Plan* will be overseen by the Partnership Council, with input from the Immigrant Advisory Table. However, the *Plan's* success will depend on a community of stakeholders. The action plan will be implemented with the support of working groups and other stakeholders. An evaluation framework will track its work and success. Updates and results will also be shared during the annual community forum in 2020, as well as through the project website, news blog, newsletters etc.

The priority areas and key actions in the original *Settlement and Integration Community Plan (2017 – 2020)* were created from evidence resulting from local research (the work of Daniel Kikulwe, Donalda Halabuza, Christine Massing, Crystal Giesbrecht, and Needal Ghadi) and through stakeholder engagement. The **revised *Community Plan (2019 – 2020)*** was informed and augmented by community forum(s) results, newcomer, service provider and other key stakeholder feedback, and the experience and expertise of the Partnership Council and Immigrant Advisory Table.

The intent of the *Community Plan* is to strengthen local awareness of the needs of newcomers in Regina, establish or enhance partnerships and participation of multiple stakeholders in the planning and coordinated delivery of services, and improve access to, and the coordination of, services and supports for newcomers.

The overall goal of a Local Immigration Partnership (LIP), including the Regina Region Local Immigration Partnership (RRLIP), is to support newcomers to become fully engaged in the social, economic and cultural life in their new community. The *Community Plan* reflects the local, community-driven approach the RRLIP will undertake to involve and engage with multi-sectors to strengthen and enhance newcomer settlement and adaptation outcomes, while building a more welcoming Regina community.



Local Immigration Partnerships

Local Immigration Partnerships (LIPs) are community-based initiatives that utilize a multi-sector approach to improving integration outcomes for newcomers. As a community collaborative engaging with many stakeholders, LIPs address challenges and opportunities associated with fostering an inclusive, diverse and responsive welcoming community.

History:

The Regina Region Local Immigration Partnership (RRLIP) was formed in April 2014 with funding from Immigration, Refugees and Citizenship Canada (IRCC). Regina Open Door Society (RODS), in partnership with the Regina Human Services Partnership (RHSP), oversees the project and is responsible for all the RRLIP deliverables. Two full-time and one part-time staff support the work of the RRLIP.

Guiding Vision:

Regina strives to become a welcoming, inclusive city where newcomers are fully integrated, benefiting from and contributing to, the social, cultural and economic fabric of the city.

Structure:

The RRLIP **Partnership Council** meets a minimum of 4 times per year and is comprised of representatives from many sectors such as settlement, education, government and employment. The **Immigrant Advisory Table** meets a minimum of 4 times per year and exists to provide input into the work of the RRLIP and to ensure the newcomer perspective is reflected in its activities. **Working groups** and **advisory tables** are formed when needed and related to the RRLIP strategy and action plan. **Researchers** and **consultants** are contracted when necessary to support the development of community level findings.

RRLIP Activity Highlights (April 1st, 2018 – March 31st, 2019):

- * The RRLIP facilitated community forums (Funders Forum & Mental Wellness Forum). Forum Reports can be found [here](#).
- * The RRLIP updated the previous community asset map narrative with an [Interactive Community Asset Map](#) made available on the project website.
- * Through community collaboration and partnership, the RRLIP developed [plain language resources](#) to support the settlement and integration process (e.g. 211, 811, 911 Information Booklet; Local Mental Wellness Resources, etc.).
- * Through collaboration and partnership with employment service providers and other stakeholders, the RRLIP coordinated the 1st Annual Newcomer Employment Week (May 2018).
- * Guided by the Partnership Council, with input from the Immigrant Advisory Table, RRLIP staff updated the *Community Plan (2019 – 2020)* to better reflect shifting and emerging local priorities.
- * The RRLIP supported the community through information and updates (Website and blog www.rrlip.ca; [project newsletters](#)).
- * RRLIP staff captured the feedback of Canadian Housing Advisory Committee members and other stakeholders in the development of a [Housing Adaptation Checklist](#) resource. The resource exists to support the enhancement of newcomer knowledge and skills pertaining to Canadian housing. The content of this checklist reflects the locally identified needs and challenges experienced by newcomers in Regina.
- * In partnership with the Refugee Sponsorship Training Program (RSTP), Newcomer Welcome Centre (NWC) and Regina Open Door Society (RODS), RRLIP coordinated and promoted training sessions provided by RSTP's Provincial Trainer for the local sponsorship community. The topics included: How to Become a Sponsorship Agreement Holder (SAH); How to Complete Sponsorship Applications & Avoid Common Mistakes; Post-Arrival Commitments for Sponsors (Including Recent Changes to the Program).

Priorities 2019 - 2020

A) Information and Resource Support

Equip service providers and other support systems with information and/or resources to enhance client settlement and integration outcomes.

Activity: Conduct a survey to determine what information and/or resource(s) would augment and support the settlement and integration process.

Output: *Information/resource(s)* – based on results of survey, and through collaborative partnership.

Anticipated Outcome: **Newcomers and service providers are well-informed throughout the settlement and integration process.**

B) Communication and Awareness Building

Create more awareness around the needs and strengths of the newcomer community.

Activity: Based on community feedback, and through collaborative partnership, develop a series of infographics highlighting newcomer needs/challenges, and contributions to the Regina community.

Output: *A series of 3 Infographics (Did you know?)* – highlighting key information about the needs/challenges of newcomers, and their contributions to the Regina community.

Anticipated Outcome: **Community members are more aware of the needs, strengths and contributions of newcomers**

C.1) Labour Market Access and Connections

Enhance connections and support between newcomer talent, local employment services and employers.

Activity: Conduct a survey to determine how to bring awareness about the benefits of newcomer talent and enhance connections between newcomers, service agencies and employers.

Output: *Annual Event or Other Support* – identified as key to service agencies, employers and newcomers (e.g. continue with the annual Newcomer Employment Week or shift?).

Anticipated Outcomes:

- **Employers are more aware of newcomer talent and the benefits of a diverse and inclusive workplace.**
- **Newcomers are better connected to service agencies.**
- **Newcomers have more opportunities for learning and career advancement.**

C.2) Labour Market Access and Connections

Increase awareness about employment-related events in the local community.

Activity: Develop a user-friendly on-line platform that captures employment-related events (e.g. job fairs, networking events, etc.).

Output: *User-friendly ‘Employment Events’ Platform* – as proposed by IAT members, and supported by employment service providers.

Anticipated Outcome: **Newcomers are better informed of employment-related events to support their career advancement.**

D) Coordination Support

Strengthen partnerships between stakeholders (traditional and non-traditional) for enhanced coordination of programs and services.

Share needs, gaps and opportunities with stakeholders.

Activity: Determine, through stakeholder engagement, improvements required to attain enhanced coordination of services.

Output: *Enhanced engagement and partnerships* developed among stakeholders.

Anticipated Outcome: **Newcomer needs, service gaps, and opportunities are better understood, and services coordinated to support them.**

E) Newcomer Health and Wellness

Equip service providers and other support systems with the necessary tools and resources to enhance newcomer mental health and other general health outcomes.

Activities:

- Examine available supports (e.g. information and tools for assessment) to share with newcomer support systems.
- Identify and support needed collaborations and partnerships to support enhanced health outcomes.

Outputs:

- *Comprehensive Newcomer Mental Health Resource/Tools Inventory* – identified through an analysis of available supports.
- Based on identified community need, *collaborative opportunities and partnerships* that *support enhanced health outcomes*.

Anticipated Outcome:

- **Service-providing community’s ability to support newcomers is enhanced by increased knowledge, access to appropriate resources, and collaborative opportunities.**

F) Canadian Daily Living

Ongoing support to local housing stakeholders, by coordinating solutions to local challenges regarding housing stability outcomes for newcomers.

Activity: Support implementation of housing and life skills education program, designed to increase housing stability.

Output: *RentSmart Certificate Program* operational in Regina (Q4).

Anticipated Outcomes (to be measured in 2020 to 2021):

- **Newcomers experience more successful tenancies and home ownership outcomes.**
- **Relationships are improved between landlord and tenant.**

G) Research

Conduct and support research to inform future local priorities for the RRLIP and community, and to provide insight into emerging community issues (e.g. racism/discrimination, community perceptions, etc.).

Activities:

- Conduct a survey of local stakeholders (newcomers, service providers, sector representatives, broader community, etc.) to identify priorities, gaps and needs regarding enhanced settlement and integration outcomes, and to provide insight into emerging community issues.
- Support other community research initiatives that address newcomer settlement and integration.

Outputs:

- *RRLIP Community Survey* – identifying local settlement and integration priorities and insight into emerging issues.
- *RRLIP supported community research initiatives* (e.g. supported through promotion, information, connections, etc.).

Anticipated Outcome: The RRLIP and community are better informed about, and more responsive to, newcomer needs and integration challenges.

H) Community Action Plan

Develop revised community action plan, based on findings from community survey and stakeholder feedback.

Activity: Begin development of 5-year Action Plan (task to continue and be completed in Q1 of new fiscal year).

Output: *5-year Action Plan* - reflecting updated local priorities (completed in Q1 of new fiscal year).

Anticipated Outcome: **Community is actively engaged in improving integration and settlement outcomes and is responsive to the changing priorities of newcomers.**

I.1) Organizational Strength

Facilitate regular community outreach.

Activity: Facilitate annual community forum.

Output: *Annual Community Forum* – project highlights; stakeholder engagement.

Anticipated Outcome: **Community is updated about the RRLIP, more aware of newcomer needs and strengths and better engaged in the initiative.**

I.2) Organizational Strength

Activity: Identify and access (if possible) additional funding sources.

Output: *Additional project funding sources* – identified and accessed (if possible).

Anticipated Outcomes: **Additional funding sources enhance the long-term viability of the RRLIP.**

Thank you to the RRLIPs Project Partners and Funder:



