

# Settlement and Integration Community Plan

# 2017 - 2020



Developed  
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# Settlement and Integration Community Plan

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## About the Regina Region Local Immigration Partnership

### 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 collaboration 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), manages the project and is responsible for all the RRLIP deliverables. Two full-time staff support the work of the RRLIP. Since its inception, the RRLIP has been guided by its agreement with IRCC and will continue to do so for 2017—2020.

### 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.

### Major Activities to Date:

- ◆ established a multi-sector Partnership Council
- ◆ conducted community forums, completed a high level asset map
- ◆ conducted research on newcomer needs in key priority areas
- ◆ established an Immigrant Advisory Table
- ◆ developed a local Settlement and Action Plan (implementation to begin 2017 - 2018)

**Other Activities** : Refugee Photo Project, Refugee Silhouette, Community Conversation Circles List, Ethnic Grocery Stores List, Community Newsletters, Website and Blog ([www.rrlip.ca](http://www.rrlip.ca))

## ***Settlement and Integration Community Plan (2017—2020)***



The Regina Region Local Immigration Partnership Council and Immigrant Advisory Table, on behalf of the Local Immigration Partnership, is pleased to present its first *Settlement and Integration Community Plan* for 2017 – 2020. There are four external priority areas and one internal organizational priority area, with key actions and desired results identified for each. The areas include Employment, Education, Child Care, Canadian Daily Living and Organizational Strength.

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 3 year action plan will be implemented with the support of working groups and other stakeholders. The priority areas and key actions will be reviewed annually to ensure the *Plan* reflects the current needs of newcomers in Regina. An evaluation framework, to be developed by a Local Immigration Partnership collaborative, will track its work and success. Updates and results will also be shared during annual community forums, as well as through the project website, news blog, newsletters etc.

The priority areas and key actions in the *Settlement and Integration Community Plan* were created from evidence resulting from local research (the work of Daniel Kikulwe, Donalda Halabuza, Christine Massing, Crystal Giesbrecht, and Needal Ghadi), community forums, 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 (i.e. employment, education, childcare, daily living).

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.

***“Alone we can do so little; together we can do so much”***

***Helen Keller***



## Priority 1 Employment

Many newcomers are challenged with accessing and retaining suitable employment matching their skills, education and past experience. Newcomers often find themselves in entry level jobs, sometimes for many years. Employers often request Canadian experience and references, which becomes a major challenge for those unable to obtain their first work role in Regina. Opportunities to gain practical experience and references through mentorship, bridging and other employment programs are key to successful labour market access and integration. Once employed, a lack of cultural awareness and sensitivity between the immigrant employee and the workplace impacts retention.

**Key Action** Existing mentoring, bridging and other employment programs are identified, supported and promoted

**When** Q1 to Q4 (2017 –2018)

**By Whom** RRLIP Secretariat

**Result** **Newcomer focused workplace mentorship, bridging and other employment programs are identified, supported and promoted.**

**Key Action** An action plan is developed and implemented to create or enhance local newcomer mentorship and bridging opportunities

**When** Q1 to Q4 (2018 - 2019)

**By Whom** RRLIP Secretariat, Labour Market Working Group (RRLIP led or existing), Local Employers

**Result** **Local employers support the development of Canadian experience opportunities for newcomers.**

**Key Action** Cultural awareness and sensitivity training opportunities are identified and promoted to local employers

**When** Q1 to Q4 (2019 - 2020)

**By Whom** RRLIP Secretariat, Labour Market Working Group, Local Employers

**Result** **Local employers have a greater understanding and value of cultural diversity in the workplace.**

### Additional Notes:

The RRLIP is committed to on-going outcome measurement to determine impact of the *Community Plan*. A sample *Employment* measure may include the number of local employers implementing new, or enhancing existing, mentorship/bridging programs.

## Priority 2 Education

Barriers to accessing educational opportunities exist for newcomers in Regina. Challenges such as discrimination, funding issues, stress, feelings of isolation and lack of cultural supports present obstacles that are difficult to overcome. Although language learners no longer face extensive language class wait times (updated March 31st/2018), informal language learning opportunities help to fill gaps when needed. Exacerbating the issue for the newcomer parent is the timely availability of child care, allowing for seamless entry into language classes when a spot becomes available.

**Key Action** Informal language learning opportunities are promoted, supported and strengthened

**When** Q1 to Q4 (2017 –2018)

**By Whom** RRLIP Secretariat, Community-Based Organizations, Public Library, Community Associations, Ethno-Cultural Organizations

**Result** Agencies, organizations and institutions are aware of existing informal language learning opportunities and coordinate to fill gaps.

**Key Action** The transition needs and challenges of newcomer learners are shared with post-secondary institutions and planning processes impacted

**When** Q1 to Q4 (2019 - 2020)

**By Whom** RRLIP Secretariat, Education Working Group, Service Providers, Post-Secondary Institutions

**Result** Post-secondary institutions have a better understanding of newcomer needs and incorporate those needs into planning processes.

### Priority 3 Childcare

Access to affordable and suitable childcare is viewed as essential by newcomer parents, not only for their children, but for their own ability to gain/retain employment. Childcare is also essential for parent access to language learning opportunities. Without it, many newcomer parents (often the female in the family) make the decision to remain at home and forego language training until a later date. Newcomer parents are also concerned with their children's potential loss of cultural practices and language while in childcare.

**Key Action** Promising practices related to culturally sensitive program planning and development are identified and shared

**When** Q1 to Q4 (2017 - 2018)

**By Whom** RRLIP Secretariat

**Result** **Providers are more aware of promising practices related to culturally sensitive planning and program development**

**Key Action** Cultural awareness and sensitivity training opportunities are identified, promoted and integrated into child care practices

**When** Q1 to Q4 (2017 - 2019)

**By Whom** RRLIP Secretariat, Child Care Providers, Trainers

**Result** **Child care providers integrate cultural practices and language retention opportunities into planning and program development.**

**Key Action** Newcomers are informed of culturally sensitive program planning implemented by local childcare providers

**When** Q1 to Q4 (2018 - 2020)

**By Whom** RRLIP Secretariat

**Result** **Newcomer parents are more confident in local childcare providers while pursuing their educational and employment goals**

**Key Action** Child care challenges experienced by newcomer families (i.e. availability, costs, access, culturally sensitive etc.) are identified and shared, with actions taken to lessen challenges

**When** Q1 to Q4 (2018 - 2020)

**By Whom** RRLIP Secretariat, Child Care Working Group, 3 Levels of Government, Community Stakeholders

**Result** **Community stakeholders and all levels of government have a better understanding of child care needs unique to newcomer families and implement**

## Priority 4 Canadian Daily Living

Many newcomers have a difficult time settling and adjusting to life in Regina. Daily living in this community is often very different than in other countries around the world. In addition, the challenges of daily life in a new country and community can contribute to feelings of isolation and depression, as well as diminished support systems and coping mechanisms to deal with trauma and loss. Community awareness, support and collaborations are key to improved adaptation outcomes for newcomers.

**Key Action** Social integration opportunities are identified and promoted to newcomers and their support systems

**When** Q1 to Q4 (2017 –2018)

**By Whom** RRLIP Secretariat

**Result** **Newcomer populations are better engaged in social integration opportunities.**

**Key Action** Newcomer mental health challenges are identified and needed supports implemented

**When** Q1 to Q4 (2018 - 2019)

**By Whom** RRLIP Secretariat, Mental Health Working Group (existing or LIP facilitated), All Levels of Government, Stakeholder Agencies

**Result** **Needed mental health supports are identified and implemented at the community level.**

**Key Action** The Canadian Housing Advisory Committee’s work plan is supported and implemented

**When** Q1 to Q4 (2018—2020)

**By Whom** RRLIP Secretariat, Canadian Housing Advisory Committee, Adaptation Working Group, Municipal and Provincial Governments, Stakeholder Agencies, Volunteers

**Result** **Newcomers better adapt to Canadian housing through an increased understanding of practical living skills.**

## Priority 5 Organizational Strength

The Regina Region Local Immigration Partnership (RRLIP) is an action-oriented, results-driven and accountable community initiative. The RRLIP will remain viable for as long as needed in the community. Its diverse and inclusive membership (Partnership Council, Immigrant Advisory Table, Working Groups) provides the collective expertise and experience needed to address gaps and challenges, and develop local solutions for enhanced newcomer adaptation, settlement and integration outcomes.

**Key Action** A 3 year funding application is completed

**When** Q4 (2016 - 2017 ); Q4 (2019 - 2020)

**By Whom** RRLIP Secretariat, Agreement Administrator

**Result** 3 year funding request is approved. Stable funding is in place for fiscal years 2017 - 2020.

**Key Action** The RRLIP facilitates annual community outreach through community forum delivery

**When** Q4 (2017 - 2018; 2018 - 2019; 2019 - 2020)

**By Whom** RRLIP Secretariat, Partnership Council, Immigrant Advisory Table, Working Groups, Key Stakeholders, the Greater Community

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

**Key Action** A common Local Immigration Partnership (LIP) evaluation framework is developed and implemented

**When** (2018 - 2020) On - going

**By Whom** RRLIP Secretariat

**Result** The RRLIP utilizes the evaluation framework to report impact and outcomes to stakeholders and the greater community.

**Key Action** Additional project funding sources are identified

**When** (2017 - 2020) On - going

**By Whom** RRLIP Secretariat, Partnership Council

**Result** The RRLIP requests funding from additional sources.

## Action Plan - Results Overview

### EMPLOYMENT:

- ◆ Newcomer focused workplace mentorship, bridging and other employment programs are identified, supported and promoted. **Q1 to Q4 (2017 –2018)**
- ◆ Local employers support the development of Canadian experience opportunities for newcomers. **Q1 to Q4 (2018 - 2019)**
- ◆ Local employers have a greater understanding and value cultural diversity in the workplace **Q1 to Q4 (2019 - 2020)**

### EDUCATION:

- ◆ Agencies, organizations and institutions are aware of existing informal language learning opportunities and coordinate to fill gaps. **Q1 to Q4 (2017 –2018)**
- ◆ Post-secondary institutions have a better understanding of newcomer needs and incorporate those needs into planning processes. **Q1 to Q4 (2019 - 2020)**

### CHILDCARE:

- ◆ Promising practices related to culturally sensitive planning and program development are shared with providers and the community. **Q1 to Q4 (2017 - 2018)**
- ◆ Child care providers integrate cultural practices and language retention opportunities into planning and program development. **Q1 to Q4 (2017 - 2019)**
- ◆ Newcomer parents are more confident in local childcare providers while pursuing their educational and employment goals. **Q1 to Q4 (2018– 2020)**
- ◆ Community stakeholders and all levels of government have a better understanding of child care needs unique to newcomer families and implement actions to lessen challenges. **Q1 to Q4 (2018 - 2020)**

### CANADIAN DAILY LIVING:

- ◆ Newcomer populations are better engaged in social integration opportunities. **Q1 to Q4 (2017 –2018)**
- ◆ Needed mental health supports are identified and implemented at the community level. **Q1 to Q4 (2018 - 2019)**
- ◆ Newcomers better adapt to Canadian housing through an increased understanding of practical living skills. **Q1 to Q4 (2018—2020)**

### ORGANIZATIONAL STRENGTH:

- ◆ 3 year funding request is approved. Stable funding is in place for fiscal years 2017 - 2020. **Q4 (2016 - 2017 ); New Application Q4 (2019 - 2020)**
- ◆ Community is updated about the RRLIP, aware of newcomer needs and strengths and engaged in the initiative. **Q4 (2017 - 2018; 2018 - 2019; 2019 - 2020)**
- ◆ The RRLIP utilizes the evaluation framework to report impact and outcomes to stakeholders and the greater community. **(2018 - 2020) On - going**
- ◆ The RRLIP requests funding from additional sources. **(2017 - 2020) On - going**

*For more information and updates, contact the RRLIP Project Office at [info@rrlip.ca](mailto:info@rrlip.ca) or 306-791-6846*



*Thank you to our Project Partners*



**RHSP**  
Regina Human  
Service Partnership

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