



NORTH SHORE LOCAL IMMIGRATION PARTNERSHIP

STRATEGIC PLAN

2022-2025



COLCHESTER COUNTY PICTOU COUNTY ANTIGONISH COUNTY

Funded by:

Financé par :



Immigration, Refugees
and Citizenship Canada

Immigration, Réfugiés
et Citoyenneté Canada



The **North Shore Local Immigration Partnership (LIP)** was launched in 2021 after completing a feasibility study in 2020 that included consultation with 31 organizations as well as interviews and focus groups with newcomers. Through funding from Immigration, Refugees and Citizenship Canada (IRCC) a regional LIP that includes the areas of **Colchester, Pictou and Antigonish counties** has been established!

In alignment with our work with local partners across the province to foster communities that are welcoming and inclusive and to support newcomers to become fully engaged in the social, economic, political, and cultural life of communities, the YMCA is pleased to administer and support the North Shore LIP

WHAT IS A LOCAL IMMIGRATION PARTNERSHIP?

This 'North Shore LIP' is part of an innovative model of more than 60 LIPs across Canada (including four in Nova Scotia) which have the overall objective of enhancing collaboration, coordination and strategic planning at the community level to foster more welcoming and inclusive communities that improve settlement and integration outcomes for newcomers.

This regional partnership of diverse stakeholders, including multi-levels of government, community agencies, health & education services, employers among others will encourage communities to better understand and consider newcomers' assets and needs in terms of access, coordination, and programming.

WHY ARE LOCAL IMMIGRATION PARTNERSHIPS IMPORTANT?

Nova Scotia like many provinces is looking to identify strategies that contribute to successful social and economic innovation. Attracting and retaining newcomers is becoming a necessity for many communities as there is a growing reliance on immigration as a source of population, skills and labour force growth.

WHAT IS OUR MISSION?

To enhance community-level collaboration and coordination of welcoming and inclusive spaces that improve attraction, support, and retention of newcomers in the North Shore region.

WHAT IS OUR VISION?

A diverse and welcoming North Shore region that supports inclusion, participation, collective voice, and a sense of belonging for all.

WHO ARE WE?

Partnership Council

The Partnership Council of the North Shore LIP consists of up to 30 community members which will strive to represent the geographic, demographic, and sectoral diversity of the North Shore region (Colchester, Pictou, and Antigonish Counties). The main role of this leadership body will be to advise and guide the development of the North Shore's region Immigration Settlement and Integration Strategy in terms of evaluating and assessing needs, identifying priorities for funding, suggesting activities for the Strategy, and providing feedback.

The North Shore Local Immigration Partnership's Council is made up of the following members:

Antigonish Chamber of Commerce

Antigonish Women's Resource Centre & Sexual Assault Services Association

Career Connections

Centre for Employment Innovation, Coady Institute, St. Francis Xavier University

Colchester East Hants Health Authority

Colchester-East Hants Public Library

Communities, Culture, Tourism & Heritage (Northern Region African Nova Scotia Affairs)

Community Health Boards, Northern Zone, Nova Scotia Health

Conseil Scolaire Acadien Provincial (CSAP)

Dalhousie Agricultural Campus

Healthy Pictou County

Housing Nova Scotia

Immigrant Services Association of Nova Scotia (ISANS)

Immigration, Refugees and Citizenship Canada (IRCC)

Labour Skills and Immigration (LSI)

Nova Scotia Community College, Truro Campus

Office of Sean Fraser, Member of Parliament/Central Nova

Pictou County Regional Enterprise Network

Pictou-Antigonish Regional Library

Syria Antigonish Families Embrace (SAFE)

Town of Trenton

Town of Truro

Truro & Colchester Chamber of Commerce

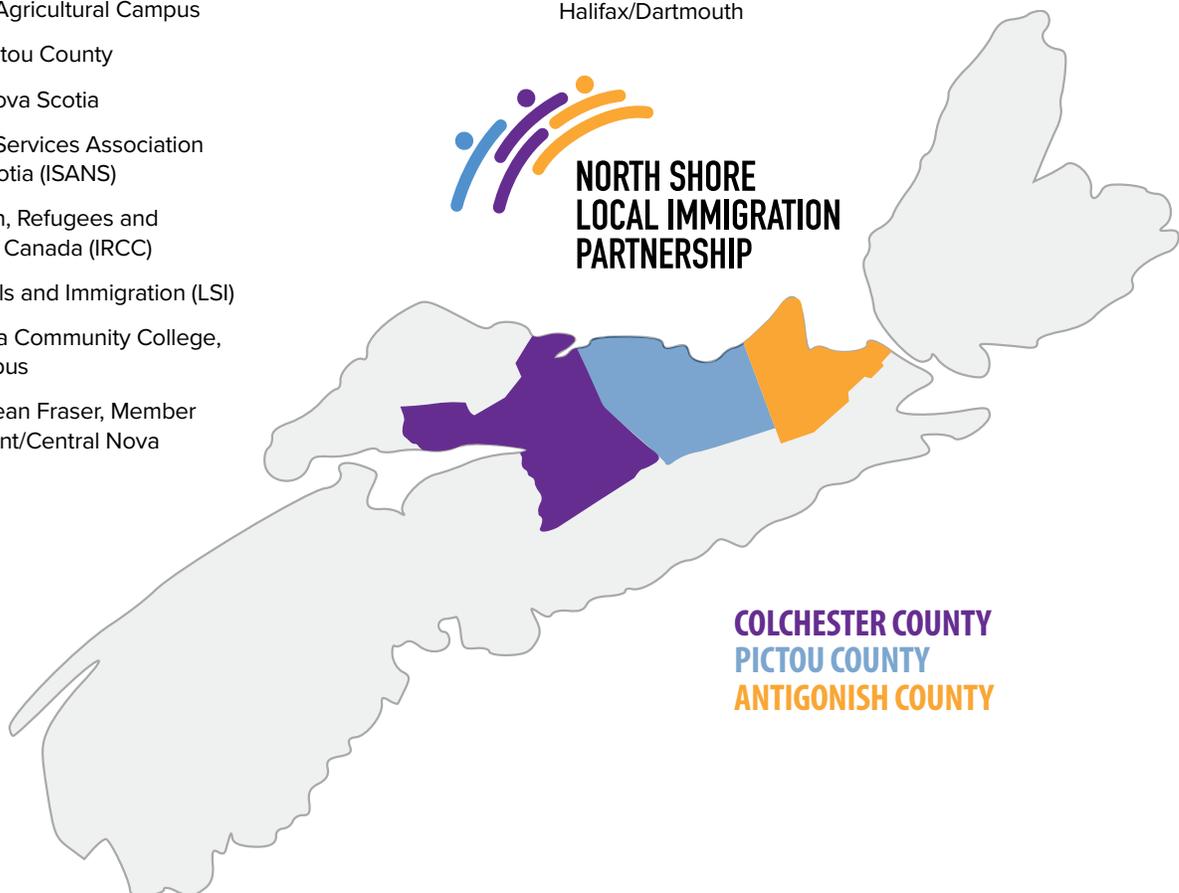
Truro & Colchester Partnership for Economic Prosperity

Truro Police Service

United Way of Colchester

United Way of Pictou County

YMCA of Greater Halifax/Dartmouth





GUIDING PRINCIPLES

At the foundation of this model is an understanding that:

- Immigrants play an important role in the Canadian economy and society by supporting labour needs and contributing to the diversity, vibrancy, and vitality of communities
- Local municipalities and community groups are best positioned to improve settlement and integration outcomes for newcomers in their areas
- The provision of basic settlement services is not sufficient to ensure success. Consideration of immigrant needs must be incorporated into community planning

NEWCOMER ADVISORY COMMITTEE (NAC)

NAC will work alongside the North Shore LIP Council and working groups to ensure that its decisions are grounded in the lived experiences of immigrants. NAC members also act as liaisons in the community and help to identify newcomer settlement challenges and opportunities.

THE KEY ROLES OF THE NEWCOMER ADVISORY COMMITTEE ARE:

- Advising on the activities of the Council from the perspective of newcomers – including the development of strategic plans, action plans and projects
- Sharing information between the Council and their networks
- Consulting for groups or organizations seeking to adapt programming and activities to better meet newcomer needs
- Acting as champions of welcoming and inclusive communities

WHAT ARE OUR OPERATING VALUES?

- Commit to participating in an environment that promotes respect, acceptance, learning, honesty, broad mindedness, trust, and diversity
- Encourage and support new ideas and creative strategies which will enhance the delivery of services for newcomers in our region
- Promote and encourage inclusiveness in all facets of this initiative
- Be a champion of the Local Immigration Partnership initiative at meetings, in the community and within your organizations

STRATEGIC PLANNING PROCESS

From December 2021 – January 2022, LIP Council members took part in a strategic planning process which included reviewing the results of the Feasibility Study and the Newcomer Survey. Council members identified three priority areas for the North Shore LIP and generated initiatives and key result indicators to inform action plans for the duration of the project. The following criteria guided our process:

Are these initiatives...

- Likely to improve settlement and integration outcomes of newcomers in the region?
- Feasible with the resources available (from LIP and from individual organizations)?
- Within the capacity and scope of LIP members to implement?
- Most effectively addressed by a collaborative network instead of by individual organizations?
- Achievable in the first three years of the LIP (2022-2025)?

FEASIBILITY STUDY & NEWCOMER SURVEY: NEWCOMER EXPERIENCES

Challenges faced by newcomers:

- Finding employment
- English language
- Lack of transportation
- Access to healthcare and mental health services
- Affordable and adequate housing
- Culture shock and racism
- Lack of social network and cultural community

Community assets:

- Community members were welcoming and generous

Services most often accessed by newcomers:

- Language classes, settlement services, help finding jobs and accessing healthcare

Newcomers want:

- A centralized hub for information and services
- Places to meet other newcomers

FEASIBILITY STUDY: ORGANIZATIONAL EXPERIENCES

Challenges faced by organizations:

- Newcomers are not aware of services offered
- Language and cultural barriers between staff and newcomers
- Lack of sustainable and long-term funding

Organizations want:

- Improved abilities to provide services
 - ▶ Increased budget and more qualified staff
 - ▶ Better coordination and information sharing among organizations
- Greater capacity to lobby government
- Education/awareness of different cultures
- Better housing in the community



Priority Area 1: Settlement & Integration

Outcome: Newcomers have accessible, effective supports to both settle and grow in our communities.

Initiative

Key Results

| | |
|---|--|
| <p>1 Conduct ongoing assessments to identify service needs and gaps in local communities Ensure focus includes children, youth, and families</p> | <ul style="list-style-type: none"> • A clear understanding of needs and gaps inform areas of focus for the LIP Working Groups and their action plans • Community stakeholders are consulted |
| <p>2 Explore funding options for new services, service enhancements and service sustainability</p> | <ul style="list-style-type: none"> • Information on potential resources is readily available and shared among partners and stakeholders |
| <p>3 Identify existing services that could be enhanced for better settlement and integration outcomes for newcomers. (i.e. language training, mental health services, labor laws and regulations, housing, education, etc)</p> | <ul style="list-style-type: none"> • Enhanced services and supports that facilitate newcomer settlement and integration • Increased uptake of and reported positive engagement in existing services by newcomers |
| <p>4 Increase newcomer awareness about available services</p> | <ul style="list-style-type: none"> • Existing settlement services are actively promoted and accessed by newcomers • Newcomers have more information about essential services that include employment opportunities and services. |
| <p>5 Identify tools and opportunities for a centralized point of access to services (i.e. asset map)</p> | <ul style="list-style-type: none"> • Increased accessibility and uptake of services |



Priority Area 2: Collaboration & Coordination

Outcome: All services are responsive to the needs of newcomers and the evolving diversity of communities

| Initiative | Key Results |
|---|--|
| <p>1 Create opportunities to build relationships between stakeholders and collaboration in service provision</p> | <ul style="list-style-type: none"> • New partnerships and collaborative models are established • Duplication is reduced and leveraging of resources increases |
| <p>2 Identify, support and share promising practices that enhance collaboration and referral</p> | <ul style="list-style-type: none"> • Promising practices are shared • Stakeholders are engaged in settlement and integration to address newcomer needs • Increase in cross-referrals (referral tracking tool) |
| <p>3 Increase awareness of the LIP and local settlement services among municipal governments, business sector, and the wider community</p> | <ul style="list-style-type: none"> • The wider community is aware of, refers to, and promotes local settlement services and supports • Increased engagement by broader community in LIP activities |
| <p>4 Identify and support efforts for better understanding and promotion of services for newcomers by the wider community</p> | <ul style="list-style-type: none"> • Libraries, other services, and first points of contact for newcomers provide effective referrals • Increased awareness that everyone has a role in supporting newcomers |

Priority Area 3: Social Cohesion

Outcome: Our communities are welcoming, inclusive places where everyone feels a sense of belonging.

Initiative

Key Results

| | | |
|----------|---|---|
| 1 | Identify advocacy priorities that advance and support inclusion and social cohesion | <ul style="list-style-type: none">• Ongoing needs assessments and focus groups inform priorities• LIP Working groups develop action plans that use an anti-racism approach and lens to ensure sustained action against discrimination |
| 2 | Support communities in the region to reduce discrimination and promote social cohesion across the difference with targeted initiatives | <ul style="list-style-type: none">• Welcoming community events create a sense of belonging• Provision and promotion of learning opportunities increases anti-racism and intercultural competence |
| 3 | Identify, support, and promote efforts and approaches for networks to include representation from newcomer communities | <ul style="list-style-type: none">• Mainstream organizations understand and appreciate newcomer contribution• Local organizations and networks are reflective of the diversity of their communities• Newcomers build relationships and community connections that support retention |
| 4 | Support and champion community efforts to diversify workforce | <ul style="list-style-type: none">• Workplaces are more inclusive, welcoming and reflective of newcomers• Newcomers have meaningful employment in local communities• Relationships between newcomers and employers are established and strengthened |
| 5 | Regularly examine the membership of the LIP to ensure it represents a variety of stakeholders and lived experience of being a newcomer Encourage and support this practice across community networks | <ul style="list-style-type: none">• LIP membership reflects lived experience of being a newcomer• Tables and voices reflect community membership• Community benefits from newcomer contributions through increased representation |



WHAT'S NEXT?

The Strategic Plan will inform annual action plans of LIP Working Groups who will meet on a regular basis on the priorities identified and in a reflective and responsive approach to the ever-evolving community landscape. The implementation of the actions identified by the working groups will strengthen and enhance the community's ability to be more welcoming and inclusive of newcomers.

The LIP will also work in partnership with other organizations on local public campaigns and participate in community dialogues on activities related to settlement and integration, and emerging community needs.

WANT TO GET INVOLVED?

For more information about the activities of the North Shore LIP or if you would like to get involved in the conversation or in the action, contact:

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