



Local Immigration Partnerships: Best Practices

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December 2014

- **Client-Focused:** holistic and flexible strategies that recognize the specific needs of different newcomer populations (e.g. isolation among seniors, family reunification, lack of familiarity with Canadian business practices).
- **Cultural Competence:** identify and honour cultural differences and work with communities in ways that coincide with their cultural perceptions, practices, and institutions.
- **Empowerment:** foster an atmosphere that engages and enables communities to advocate for the needed services and resources that they self-identify.
- **Transparency:** ensure openness in participation, communication, collaboration, and decision making processes, and tap new community assets as the process evolves.
- **Broad-based Leadership/Membership :** ensure a wide range of perspectives and sources of knowledge (e.g. police services, children's services, local ethnic associations, housing services, and local business owners)
- **Communication:** make certain that consultations, materials, and findings are available in multiple languages for equitable participation and feedback.
- **Self-Reflection/Evaluation:** regular review of practices and policies to ensure alignment with objectives, to assess strengths/weaknesses in partnerships, and make appropriate adaptations based on new inputs and understanding.
- **Social Learning:** mechanism for pooling information and knowledge exchange across the LIPs and borrowing of strategies/practices from elsewhere when appropriate.
- **Creativity:** encourage grass-roots creativity in the design of governance structures enabling some LIPs to be led by the municipality, some by a community or neighbourhood organization, and others with co-leads.



Halton Equity and Diversity Roundtable (HEDR) Resource

- **Resilience:** finding solutions to overcome obstacles and move the process forward, reflecting a strength of the bottom-up approach (eg. the process underway in Toronto to create an umbrella partnership council in cooperation with both neighbourhood and city-wide players).
- **Leverage:** constructively liaising and leveraging existing community networks to advance priorities, for example with the business community in relation to labour market integration and employment opportunity.
- **Patience:** acknowledging that community strategic planning takes time as new relationships need to be forged, trust developed across sectors/groups, and new leadership styles adopted.

<http://haltonnewcomers.files.wordpress.com/2013/09/halton-newcomer-report-2013-web-final.pdf>

Halton Newcomer Strategy Indicator Report

The 2013 Community Indicators Report is an important step in the work of the Halton Newcomer Strategy (HNS) to create welcoming, inclusive and supportive communities where newcomers can participate and prosper. This Report supports the work plans of the HNS Steering Committee and Working Groups by providing baselines to improve our understanding of the current experience of newcomers in Halton, and to inform our progress in creating and maintaining the conditions of a welcoming community

<http://www.cdhalton.ca/pdf/Profile-of-Newcomers-in-Halton-FINAL.pdf>

Profile of Newcomers in Halton Region of Halton

This document researches and reports on the immigrant population in the Halton community, available settlement services and the capacity of the service providers.

Halton Equity and Diversity Roundtable (HEDR)

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HEDR is inclusive of people's views on diversity and inclusion, and as such, reports different views of people in the membership. The views expressed within are not necessarily the viewpoint of the Roundtable.