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To:	"Direct to Mayor and Council - DL" <CCDTMACDL@vancouver.ca>
Date:	8/4/2016 2:57:44 PM
Subject:	Memo - RTS 11481 - Vancouver Immigration Partnership: New Strategy (2016-2025)
Attachments:	CS - Memo Mayor & Council - Vancouver Immigration Partnership- New Start Strategy - 2016.07.28.pdf

Dear Mayor and Council

Please see attached memo from Kathleen Llewellyn-Thomas, General Manager, Community Services on the Vancouver Immigration Partnership: New Strategy (2016-2025) for your information.

A short summary of the memo is as follows:

- Background and highlights of the New Start Strategy which includes 4 keys themes:
 - Enhancing Access to Services;
 - Strengthening Intercultural and Civic Engagement;
 - Building Welcoming and Inclusive Workplaces; and
 - Government and Public Institutions Addressing needs
- Update on the status of the six key objectives of the Vancouver Immigration Partnership (VIP), 5 of which are now complete
- An outline of the next steps that will be taken between now and the end of March 2017 that include the preparation of a 3 Year Action Plan

Social Policy staff will provide a hard copy of the strategy report to you.

Please contact MaryClare Zak @ maryclare.zak@vancouver.ca if you have any questions.

Best
Sadhu

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MEMORANDUM

July 28, 2016

TO: Mayor and Council

CC: Sadhu Johnston, City Manager
Paul Mochrie, Deputy City Manager
Janice MacKenzie, City Clerk
Lynda Graves, Manager, Administration Services, City Manager's Office
Rena Kendall-Craden, Director, Communications
Mike Magee, Special Advisor, Mayor's Office
Kevin Quinlan, Chief of Staff, Mayor's Office
Katie Robb, Director, Communications, Mayor's Office
Emma Lee, Director, Community Relations, Mayor's Office
Ian McKay, CEO Vancouver Economic Commission
MaryClare Zak, Managing Director, Social Policy and Projects
Baldwin Wong, Social Planner

FROM: Kathleen Llewellyn-Thomas
General Manager

SUBJECT: RTS 11481 - Vancouver Immigration Partnership: New Start Strategy (2016-2025)

This memo provides Council with background and highlights of the New Start Strategy that lays out priorities for effective settlement and integration of immigrants and refugees in Vancouver over the next decade. The strategy is a key milestone of the federally funded Vancouver Immigration Partnership (VIP) convened by the City of Vancouver. A copy of the strategy report will be hand delivered separately and can be accessed online: <http://bit.ly/29xH4au>. The memo also outlines next steps that will be taken between now and the end of March 2017 that include the preparation of a 3 year Action Plan.

The New Start Strategy recognizes that immigrants and refugees are an integral part of the city, bringing with them diversity, talents, skills, and the desire to engage with other members of society. However, many newcomers also face unique challenges and barriers, including language, knowledge of local resources and network, and employment that reflects their experiences and qualifications. The Strategy sets out to improve the settlement experience of newcomers through co-ordinated action across diverse community and sectors. Staff will provide further information to Mayor and Council as this effort progresses.

Memo to Mayor council re Immigration Strategy July 28 2016

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BACKGROUND

In April 2014, Council approved that staff enter into a contribution agreement with the Department of Immigration, Refugees and Citizenship Canada (IRCC) to undertake the Vancouver Immigration Partnership (VIP) initiative.

Staff recommended this approach at the request of local stakeholders who supported that the City take on the role of convenor for Vancouver's LIP. From April 2016 to March 2017, the federal government is providing \$222,000, the City is contributing approximately \$148,000 (in kind), and VIP members are providing significant in-kind contributions towards the initiative.

Five of the six objectives of the Partnership have been completed:

Objective:	Status
1. Establish a local settlement strategy	<i>Completed</i>
2. Conduct research on newcomers' needs	<i>Completed</i>
3. Identify community assets and gaps	<i>Completed</i>
4. Raise awareness of these needs with partner members and the wider community	<i>Completed</i>
5. Build a broad and representative partnership council; completed and	<i>Completed</i>
6. Develop action plans, begin implementation, and report on results	<i>To be completed by March 2017</i>

Over the course of the past two years, VIP has completed the first five objectives listed above, including the 'New Start' strategy. The final objective will be undertaken between now and the end of March 2017 and beyond, pending funding from the federal government and other partners.

The New Start Strategy was the result of a 16 month process that engaged nearly 120 people from 72 organizations and groups. The membership is comprised of the Mayor's Working Group on Immigration (MWGI), four Strategy Groups and one Research Advisory Committee. Building on the City's Healthy City Strategy (HCS) goals, vision statement from MWGI, and previous initiatives including the Vancouver Dialogues project (2009-2012) and the Welcoming and Inclusive Communities and Workplaces initiative (2013-14), VIP members collectively developed the New Start Strategy with a focus on four themes:

1. Enhancing Access to Services;
2. Strengthening Intercultural and Civic Engagement;
3. Building Welcoming and Inclusive Workplaces; and
4. Government and Public Institutions Addressing Needs.

These four themes correspond to Healthy City Strategy goals of access to human services, being able to make ends meet, feeling connected and included, and collaborative leadership.

A total of 28 priority actions are proposed in the New Start Strategy; of these, five actions are already underway and highlighted in Appendix A. Details for the complete set of actions are included in the Strategy report.

NEXT STEPS

Implementation teams are being established to develop a focused 3 year action plan by end of 2017, and identifying resource needs and sources. For its part, the City will pay particular attention to actions within its direct mandate, and examine how the City might help VIP gain ground in discussions with other funders and other orders of government. A planning meeting with all VIP members is planned for early fall to kick off the implementation phase.

As a quick start, a tech sector networking event took place on July 18th in response to a priority for networking opportunities with the business/employer sector (see Action 3.8). Co-sponsored by the City of Vancouver, the Immigrant Employment Council of BC and PeaceGeeks, a local tech company, this successful event brought together sixty skilled professionals and staff from eight companies including Hootsuite, Electronic Arts, Slack, and the City of Vancouver Digital Strategy and Information Technology department. An evaluation of the event will include how this and future events can contribute to increased awareness among employers of untapped talent and potential job opportunities for newcomer professionals.

If you have any questions, please contact me or Mary Clare Zak at maryclare.zak@vancouver.ca



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KL/th

Appendix A – New Start Priority Actions

PRIORITY ACTIONS BY THEME	Theme One: Enhancing Newcomers' Access to Services	PROPOSED LEAD(S)	ACTION UNDERWAY
1.1.	Compile the following service system inventories and assess their capacity in meeting the needs of immigrants and refugees: IRCC-funded settlement services, broad-based community services, and services offered by the City of Vancouver.	TBD	
1.2.	Develop a set of strategies which will create new or enhance existing collaborative relationships between settlement and broad-based community service organizations to increase overall service capacity; improve service pathways and system integration.	TBD	
1.3.	Propose a partnership among NewtoBC, AMSSA, bc211, WelcomeBC and the City of Vancouver to develop a promotional campaign to raise awareness among immigrants about the programs, services and resources available to newcomers through existing immigrant settlement and newcomers web-based directories.	TBD	
1.4.	Assess community capacity and make recommendations to provide informal community-based English learning initiatives especially for immigrants and refugees who cannot access settlement language services.	TBD	

Theme Two: Strengthening Intercultural and Civic Engagement			
2.1.	Identify strategic opportunities with groups such as student councils, parent advisory committees, strata councils or residential associations to create more opportunities where people of diverse backgrounds, languages and cultures can reach out and connect with each other. Approaches may include building stakeholders' capacity and tracking impact.	TBD	
2.2.	Support Engaged City Task Force recommendations and the Canada 150+ Anniversary Celebrations to create new social connection initiatives, connect existing initiatives, and magnify their collective impact.	CoV Engagement Office; Canada 150 initiative	<input type="checkbox"/> 2016 Q3 - 2017 Q3
2.3.	Promote and support a continuation of reconciliation work addressing historical injustices in Vancouver through dialogue and education.	Social Policy; City Manager's office	<input type="checkbox"/> 2016 Q3 - 2017 Q3
2.4.	Support work within cultural groups to conduct dialogues on their historical and cultural experiences immigrating to Canada, and to expand the dialogues to include other groups.	TBD	
2.5.	Promote and support cultural exchanges between immigrants and the community at large and facilitate the funding of these initiatives.	TBD	
2.6.	Undertake collaborative immigrant and refugee youth engagement projects to explore issues focusing on cultural identity and sense of belonging.	TBD	
2.7.	Develop a campaign to promote greater participation in local democratic processes among immigrants.	TBD	
2.8.	Work towards implementing the Vancouver Mayor's Engaged City Task Force recommendation to extend municipal voting rights to permanent residents in Vancouver	CoV Engagement Office; Mayor's Working Group on Immigration	<input type="checkbox"/> 2016 Q3 – 2018 Q4

Theme Three: Building Welcoming and Inclusive Workplaces			
3.1.	Undertake a survey with Vancouver-based employers and develop and implement specific strategies to address employers' challenges in improving workplace diversity and inclusion practice.	Immigrant Employment Council of BC, Angus Reid Foundation, BIA, MOSAIC; Social Policy	<input type="checkbox"/> 2016 Q4 - 2017 Q2
3.2.	Explore alignment with the Healthy City Strategy action on developing a social procurement framework for the City to encourage the inclusion of culturally diverse businesses. Work with large businesses to help them adopt this practice.	TBD	
3.3.	Recommend the City consider a pilot project to provide businesses with an information package on welcoming and inclusive workplaces when they apply to renew business permits.	TBD	
3.4.	Bring language providers and employers together to identify language needs in the workplace and make recommendations for language initiatives in the workplace.	TBD	
3.5.	Create a central inventory of mentoring opportunities related to employment that are available for immigrants and refugees.	TBD	
3.6.	Conduct a scan of employment mentoring programs for immigrants and refugees, assess the overall system capacity to respond to demand.	TBD	
3.7.	Make mentoring opportunities available to even more newcomers through new collaborative efforts	TBD	
3.8.	Convene a partnership to host regular networking events with the business community to provide opportunities for immigrant and refugee professionals to meet members of Vancouver's business community and build their professional networks.	Pilot event for July 18 sponsors include: Immigrant Employment Council of BC; Peace Geeks, Unbounce, ISSofBC, MOSAIC, SUCCESS, Multicultural Helping House	<input type="checkbox"/> 2016 Q2 - 2017 Q4

Theme Four: Government and Public Institutions Addressing Needs			
4.1.	Create a data and information sharing structure to inform priorities and measure progress around immigration and the settlement and integration of immigrants in the city.	TBD	
4.2.	Identify an ongoing collaborative leadership model that advocates and promotes systemic change in Vancouver; this model can also be expanded to a regional level (Metro Vancouver) if appropriate.	TBD	