



# Brooks Local Immigration Partnership

## **Brooks Local Immigration Partnership (LIP) Community Forum - Event Report**

### **Introduction**

On January 26<sup>th</sup>, 2016 a three-hour community forum was held at the Fire Hall in Brooks, Alberta. Invitations were sent to targeted community stakeholders and the forum was advertised widely in the community, including on public radio. The forum purpose was to introduce the Brooks Local Immigration Partnership (LIP) (Appendix 1: Concept note) to key stakeholders in the community and to initiate dialogue with them as relates to their vision for a Welcoming and Inclusive Brooks. Twenty- seven participants from various community organizations, government and social services participated in the event (Appendix 2: Attendee list).

The forum agenda was divided into two parts. The first half of the forum focused on sharing information about Local Immigration Partnerships (LIPs) both nationally and provincially and on providing the historical context of the Brooks LIP. This was through a verbal presentation by members of the Brooks LIP team (Appendix 3: Speaking Notes). Time was allotted for question and answer following the presentation. The second half of the forum was made up of small group facilitated discussions to develop a vision for Brooks Local Immigration Partnership and to discuss some of the critical concerns that a LIP can address within Brooks to determine priorities.

At the conclusion of the forum, each participant was asked to fill out a participation questionnaire to identify interest in contributing to Brooks LIP and to begin identification of community assets (Appendix 4: Participation Questionnaire). Participants were also asked to fill out an evaluation form to generate feedback on the forum itself (Appendix 5: Evaluation Form).

## Participation Outcomes

All participants were provided a questionnaire to record their interest in contributing to Brooks LIP, following the forum. This provides content and details needed to begin a Brooks LIP contact list, which includes specific information about *how* those contacts would like to be engaged. The questionnaire also asked for both existing and desired opportunities that are in keeping with the Brooks LIP mandate (Appendix 6: Participation Questionnaire – Comments). This information will, along with facilitated discussion outcomes, will provide the foundations for asset mapping and strategic planning.

Of 28 forum attendees, 21 returned a participation questionnaire (75% response rate). Overall, the interest in contributing to the Brooks LIP is high.

- **90% of respondents want to engage with Brooks LIP in some way**
  - **76% of respondents are interested in contributing** as an organization- including one county organization.
- 43% are also interested in contributing to Brooks LIP as an individual<sup>1</sup>

This participation includes interest in setting strategic actions (81%), joining council (62%), and receiving regular updates from the initiative (62%). This initial test of interest suggests there will be strong investment from major organizations and institutions in the community, when building a collective Brooks LIP strategy.

### Areas of expertise among respondents

- 48% Children & Families
- 24% Employment Access & Equity
- 19% Cultural Events & Public Education
- 19% Language Training & Education
- 14% City Services & Transportation
- 14% Social Engagement & Networking
- 10% Housing Access & Affordability
- 10% Recreation & Public Spaces
- 10% Research & Policy

### Priority areas of work for Brooks LIP

- 57% Social Engagement & Networking
- 52% Children & Families
- 48% Housing Access & Affordability
- 48% Health Access & Equity
- 48% Language Training & Education
- 38% Employment Access and Equity
- 28% City Services and Transportation
- 19% Cultural Events & Public Education
- 19% Justice system & RCMP

## Facilitated Discussion – Key Outcomes

I. The participants highlighted some of **the key priorities for Brooks**, which drew from the 17 characteristics of a welcoming community and community needs included:

- Building on Brooks strengths as a welcoming community to celebrate successes and through continued community engagement continue to identify areas that can be addressed through Brooks LIP.
- Leverage ongoing programs and resources to encourage newcomer participation in the social and cultural life of Brooks.
- Develop/ strengthen policies, strategies and actions across sectors to address stigma, racism and discrimination in a collective manner.
- Contribute to ongoing collaborations and projects within the community. Specific examples included:
  - ✓ Conduct a gaps analysis to understand the service gaps and support ongoing collaboration
  - Creating a welcoming community which is also safe and secure
  - Conduct community events, which will celebrate the diverse cultures within Brooks.  
Specific examples included:
    - ✓ Family/community events- Canada day, taste of nations, learn to skate
- Focus on broadening employment opportunities to meet the needs of both newcomers and residents of Brooks; and work towards economic well-being of all members of the Brooks community. Specific examples included
  - ✓ Matching people's skills with employment opportunities
  - ✓ Skills inventory in the newcomer population
  - ✓ Skills transition support for newcomers and immigrant population
  - ✓ Strengthen the linkages with employers in Brooks to reinforce receptive work environments.
- Strengthen resources for language training and language needs across sectors.
- Increase and strengthen access to social services for immigrant communities.
- Support ongoing work for immigrant children and youth. Specific examples include:
  - ✓ Opportunities for youth (employment, retention in the community)
  - ✓ Youth training
- Create further opportunities for involvement of the broader community in the welcoming community agenda; and increase interaction between the newcomers and long term residents of Brooks.
- Work with the health sector to increase reach, awareness of health concerns and access to services for newcomers and immigrants.
- Broadening access in terms of transportation and other municipal services can also be an area for development.

- Creating opportunities for the involvement of cultural and faith-based groups to support newcomers and immigrants.

II. In addition to the priorities identified by the participants, a few **key approaches** that Brooks LIP can draw from as they move towards strategic planning were also highlighted:

- **Facilitative role:** Given the goal for systems change, the focus can first be to highlight which systems are ‘ready’ for change and to understand the current work already ongoing on within this area.
- **Collaborative Support Role:** Brooks LIP can focus on streamlining systems and support efforts for easier navigation across and within systems both for newcomers and for residents in Brooks.
- **Research and Information Role:** Identify best/promising practices, support research, information sharing and marketing, build tools and create new frameworks for collaboration.
- **Advocacy Role:** Brooks LIP can also advocate for issues using a multi-sectoral lens, thus creating a platform for change.
- **Communication role:** Brooks LIP can help to bridge the gap between mainstream and immigrant communities through strategic actions.

III. The groups also highlighted some **key questions** that remained after the session and these will be incorporated into a FAQ document to be distributed widely in the community.

- Where do we as a community begin?
- Who needs to be involved and how?
- What level should Brooks LIP work be aimed at?
- What is the role of LIP co-ordinator?
- What is the role of a LIP?
- How will LIP work with ongoing collaborative efforts in the community?
- What is the structure of the LIP?
- What are the successes that Brooks LIP can build upon?
- I am still unsure what the priority of LIP will be? There already seems to be great communication among groups, so you do not want to duplicate services. I foresee duplication based on what was presented today.

IV. Lastly, the participants were encouraged to comment on their vision for Brooks LIP or to write a few words that they would like to see included in the **vision statement**. These words are reflective of the spirit and intention of the Brooks LIP.



## VI. Next steps:

After the community event there were a few **key next steps** that emerged as crucial learning around governance and community engagement:

- There continues to be crucial questions and some concerns around the role and purpose of the LIP. There also needs to be further role clarification of the LIP co-ordinator in the structure of the LIP.
- Further community engagement, especially with immigrant communities, will be necessary to both gain community buy-in and meaningful engagement in this work.
- Community members were interested in continuing dialogue around the LIP and this may be an opportunity for further engagement (face to face or online).
- There was immense pride expressed in the achievements of Brooks as a community and it may be strategically important to celebrate these successes.
- Given the ongoing collaborative efforts in the community it would be prudent to explore the possibilities of building the links between this work and Brooks LIP's future work.
- Continued communication and the development of the FAQs can support the work of Brooks LIP moving forward.

## Evaluation Outcomes

24 of 28 participants returned an evaluation form (86% response rate) following the community forum. The responses are generally positive, and show an increase in understanding of a LIP and the role of a LIP in Brooks. Continued engagement may be required to increase this level of understanding, and some comments expressed interest in seeing the initiative progress as a way of gaining this clarity. Others suggested more time, more concrete examples of other LIP activities, or a clear list of what a LIP is and is not.

Participants reported a clear opportunity to contribute to the discussion and most would like to see the presentation given to others. Two comments stated that this event should not only be repeated but that the audience should include the community at large or general public (although community was included in the forum promotion, an evening or weekend engagement may be required to access the general public). Another participant suggested the inclusion of more employers and members/leaders from specific community groups; another the inclusion of grassroots groups. An alternate comment recommended a smaller, more targeted group presentation. Each of these strategies is likely to be useful toward different ends and the Brooks LIP team continues to engage and build community awareness. Overall, it is clear that respondents would like to see continued community engagement.

- There was strong agreement (79%) that the presentation is important to repeat and would be recommended to others; (21%) maybe
- (54%) of respondents claim to be more familiar with the purpose of a Local Immigration Partnership for Brooks; with (42%) somewhat so.
- Almost all (75%) can identify the value in a Local Immigration Partnership in Brooks and think the LIP has potential in this community; with the remaining (21%) selecting 'somewhat' (one respondent did not answer).
- Every respondent (100%) reports that it is clear how to get involved or who to contact for more information about the Brooks LIP.
- Most (63%) of respondents found the presentation interesting and easy to understand, or somewhat 'somewhat' so (38%).
- 67% found the materials related to the presentation to be useful (i.e handouts, questionnaire, PowerPoint); with the remaining 29% finding them somewhat useful.
- 88% of participants stated they had an opportunity to contribute or ask questions during the forum; with 2 respondents (8%) having somewhat of an opportunity (one respondent did not answer).

Some respondents expressed interest in seeing the summation and distribution of comments made during the event. This points to an opportunity to re-engage with participants and to honour their contributions, by sharing the event outcomes with them. Interest was also expressed to receive more detailed notes from the presentation (ie. summary of speaking points, copy of presentation slides). Any of these outcomes could be posted online and participants could be



directed to the Brooks LIP website as a means of generating traffic:  
[brooksimmigrationpartnership.ca](http://brooksimmigrationpartnership.ca)



## Appendix 1 Concept Note

### CONCEPT NOTE FOR ENGAGEMENT BROOKS LIP

#### Brooks LIP Engagement with community

When: January 26<sup>th</sup>, 12:00 – 3:00 PM

Audience: Immigrant serving agencies, community organizations, government, key stakeholders, general public (30-100 people)

Objectives	Activities	Materials	Impact
<p>1. Build understanding among key stakeholders about how Brooks came to achieve a LIP and who is involved so far.</p> <p>Key message: LIP is a celebration of existing community strengths.</p>	Present the history of Brooks LIP and introduce the team.	<ul style="list-style-type: none"> <li>PowerPoint presentation</li> </ul>	Key stakeholders are familiar with the collaborative efforts to achieve a LIP.
<p>2. Build understanding among key stakeholders about the LIP initiative and vision.</p> <p>Key message: Everyone has their part to play in creating a welcoming community</p>	Present key stakeholders with information about the vision and mission of LIPs across Canada	<ul style="list-style-type: none"> <li>PowerPoint presentation</li> </ul>	Key stakeholders understand the purpose of the local immigration partnership
<p>3. Discuss the definition of a Welcoming Community and the Brooks Welcoming Policy</p> <p>Key message: A welcoming community is: 17 characteristics...</p>	Present key stakeholders with information about welcoming communities	<ul style="list-style-type: none"> <li>PowerPoint presentation</li> <li>Welcoming Characteristics Handout</li> </ul>	Key stakeholders understand definition of a welcoming community
<p>4. Share information about the role of the partners; initial plans; the broad governance structure, and provide examples</p> <p>Key message:</p>	Present key stakeholders with information about LIP governance and first year activities, based on national best practice	<ul style="list-style-type: none"> <li>PowerPoint presentation</li> </ul>	Key stakeholders understand the role of the partners, the contract holder, and governance structure.

Next steps and governance will be shaped by community contribution.			
<p>5. Generate interest and commitment to the initiative as a collaborative effort.</p> <p>Key message: Brooks LIP success is your success.</p>	Share the importance of community engagement and contribution.	<ul style="list-style-type: none"> <li>• PowerPoint presentation</li> </ul>	Key stakeholders can identify the importance of collaborative action and can see their role in LIP.
<p>6. Discuss the development of a collective vision for Brooks LIP</p> <p>Key message: Share your vision and help us make it a common vision</p>	Ask stakeholders to share their understanding of a welcoming community and a common vision for Brooks LIP and next steps.	<ul style="list-style-type: none"> <li>• Facilitated discussion</li> </ul>	Key stakeholders are able to articulate a common vision for Brooks LIP

## Appendix 2: Attendee List

NAME	AGENCY/ORGANIZATION	EMAIL ADDRESS	PHONE NUMBER	More Info?
Jeff Gerestein	City of Brooks	<a href="mailto:jgerestein@brooks.ca">jgerestein@brooks.ca</a>	403-362-3333	Yes
Jennifer Rorke	Christ the Redeemer Catholic Schools	<a href="mailto:jrorke@redeemer.ab.ca">jrorke@redeemer.ab.ca</a>	403-793-0579	Yes
Lisa Crosby	Brooks Public Library	<a href="mailto:lisa@shortgrass.ca">lisa@shortgrass.ca</a>	403-362-2947	Yes
Sasha Loewen	Newell Housing	<a href="mailto:caonhab@telus.net">caonhab@telus.net</a>	403-362-5472	Yes
Moe Andruschak	SPEC	<a href="mailto:Maureen.andruschak@spec.ab.ca">Maureen.andruschak@spec.ab.ca</a>	403-362-5056	Yes
Scott Brandt	Grasslands Public Schools	<a href="mailto:Scott.brandt@grasslands.ab.ca">Scott.brandt@grasslands.ab.ca</a>	403-793-6700	Yes
Kathleen Jensen	Spirit of Grace Lutheran Church	<a href="mailto:Gr.jensen@telusplanet.net">Gr.jensen@telusplanet.net</a>	403-363-0256	Yes
Tracy Kaczanowski	Alberta Health Services	<a href="mailto:Tracy.kaczanowski@albertahealthservices.ca">Tracy.kaczanowski@albertahealthservices.ca</a>	403-793-6652	Yes
Shalla Shaharyar	Medicine Hat College	<a href="mailto:sshaharyar@mhc.ab.ca">sshaharyar@mhc.ab.ca</a>	403-501-3622	Yes
Joanne Beecroft	Medicine Hat College	<a href="mailto:Topaz132@hotmail.com">Topaz132@hotmail.com</a>	403-409-3110	Yes
Tom McNulty	RCMP	<a href="mailto:Tom.w.mculty@rcmp-grc.gc.ca">Tom.w.mculty@rcmp-grc.gc.ca</a>	403-794-4400	Yes
(Rev) John Theiss	Trinity Lutheran Church	<a href="mailto:theisswest@yahoo.ca">theisswest@yahoo.ca</a>	403-501-4085	Yes
Barry Morishita	City of Brooks	<a href="mailto:bmorishita@brooks.ca">bmorishita@brooks.ca</a>	403-363-7225	Yes
Kelly Johnson	JBS Food Canada	<a href="mailto:Kelly.johnson2@jbssa.com">Kelly.johnson2@jbssa.com</a>	403-501-2289	Yes
Ada Zavala	City of Brooks	<a href="mailto:azavala@brooks.ca">azavala@brooks.ca</a>	403-362-3333	Yes
Molly Douglas	County of Newell	<a href="mailto:Douglasm@newellmail.ca">Douglasm@newellmail.ca</a>	403-363-9203	Yes
Marian Izzo	SWIS-Catholic Schools	<a href="mailto:swis@ccis-calgary.ab.ca">swis@ccis-calgary.ab.ca</a>	403-427-1077	Yes
Kaydee Fayezean	CFS	<a href="mailto:Kaydee.feyezean@gov.ab.ca">Kaydee.feyezean@gov.ab.ca</a>	403-362-5320	Yes
Lisa Cunningham	CFSA	<a href="mailto:Lisa.cunningham@gov.ab.ca">Lisa.cunningham@gov.ab.ca</a>	403-793-6575	Yes
Kyle Peterson	Grasslands Regional FCSS	<a href="mailto:Projectcoordinator.fcsc@telus.net">Projectcoordinator.fcsc@telus.net</a>	403-363-4060	Yes
Sandra Armitage	ABLE	<a href="mailto:sarmitage@eidnet.org">sarmitage@eidnet.org</a>	403-362-1685	Yes
Kathy Bulger	Newell Further Ed	<a href="mailto:newellable@yahoo.com">newellable@yahoo.com</a>	403-641-4407	Yes
Reg Radke	Medicine Hat College-Brooks Campus	<a href="mailto:rradke@mhc.ab.ca">rradke@mhc.ab.ca</a>	403-362-1685	Yes
Cindy Slenders	Brooks Community Adult Learning	<a href="mailto:bcalc@telusplanet.net">bcalc@telusplanet.net</a>	403-362-5372	Yes
Desire Kiana	Francophone Association	<a href="mailto:Afbrooks2014@gmail.com">Afbrooks2014@gmail.com</a>	403-362-0405	Yes
Sandra Stanway	Brooks Bulletin	<a href="mailto:sandra@brooksbulletin.com">sandra@brooksbulletin.com</a>	403-793-4003	Yes
Corinne Oliver	Victim Services/Safe Communities	<a href="mailto:safecommunitiesbrooks@gmail.com">safecommunitiesbrooks@gmail.com</a>	403-363-4084	Yes
Mohamed Idriss	BCIS	<a href="mailto:mohammed.idriss@bcis-brooks.ca">mohammed.idriss@bcis-brooks.ca</a>	403-362-0404	Yes
Tony Diep	City of Brooks	<a href="mailto:tdiep@brooks.ca">tdiep@brooks.ca</a>	403-363-7225	Yes

## Appendix 3: Speaking Notes

**Brooks Local Immigration Partnership (LIP): Community Forum**  
**Speaking Notes – January 26, 2016**  
**12-3pm @ Brooks Fire Hall**

*Document Notes: This is a draft of speaking notes prepared by Habitus Collective for Brooks Local Immigration Partnership, Community Engagement Forum #1. Designated speakers may edit and arrange their section as they see fit for their presentation style and manner of speaking.*

### **SLIDE 1 Shannyn (3 min)**

#### **TITLE: BROOKS LOCAL IMMIGRATION PARTNERSHIP – PRELIMINARY COMMUNITY FORUM**

**Thank everyone for coming to the event.**

- This is the first of many engagements that the Brooks LIP has planned.
- Our success is your success- thank you for supporting, meeting, providing ideas and your resources to help us bring a LIP to Brooks.
- Brooks is known to be a culturally diverse and a welcoming community; a LIP will help us grow as community to continue building on this path through more collaboration and partnerships.

### **SLIDE 2 Shannyn (4 min)**

#### **TITLE: INTRODUCTION TO THE FORUM**

1. Intro to Agenda and Goals of next 2-3 hours:

- Provide an introduction to Local Immigration Partnerships
- Discuss how and why a LIP is needed in our community
- We hope to also answer some of your questions such as: What are the ways in which a LIP is different from current programs?
- Who is on the team and what will they do?
- What is the accountability structure? How will work get done?
- What can you do? How can you participate?
- What is your vision of a welcoming community; what do you think a Brooks LIP should focus your energy on?

### **SLIDE 3 (3 min)**

2. Introduction to the Speakers: Shannyn; Jeff; Mohammed; Habitus (Lisa and Gayatri);

- The core work of the LIP rests in the hands of the community partners – The long term success of the Brooks LIP relies on the positive relationships between the key community partners. This formalized approach, which has seen great results in other communities across the country, will help us attract and retain newcomers, who in turn, contribute in many ways to our city's cultural, social and economic diversity.
- Most LIP funding is dedicated to providing a Project Coordinator- Myself; who does the work of building relationships, identifying strengths and opportunities in the community, and facilitating

collaboration and collaborative projects. I will be working from office space in Medicine Hat College – Brooks Campus.

- I have been working hard to familiarize myself with other LIPs around the country and hope I will be an excellent liaison within our community. Please do not hesitate to reach out to me throughout the process!
- We also have the support of Habitus Collective – a team of consultants who have experience working with Local Immigration Partnerships. The team includes Amanda Weightman, Lisa Elford and Gayatri Moorthi – who you will also hear from today. They will be supporting us to gain familiarity with the federal mandate for the LIP, develop an appropriate governance structure, and to facilitate community engagement events such as this.

**SLIDE 4 Mohammed (8 min)**

**TITLE: HOW DID WE GET HERE?**

- **How Brooks came to apply for LIP funding**
- **Who was involved in this process/existing partners**
- **Why did these partners think it was important?** (Emphasize that this was a collaborative decision and application)

**SLIDE 5 Mohammed (5m)**

**TITLE: Brooks LIP**

**Focus: Introduction to the team:**

- I already mentioned the individuals and organizations who have been working since 2012 to help us achieve LIP funding. These stakeholders remain committed to the work and will help guide our activities moving forward.
- BCIS is the current contract holder for the LIP and works closely with two other partners- City of Brooks and Medicine Hat College – Brooks Campus.
- Unlike program funding – this does not mean BCIS ‘heads’ the LIP. Rather we have come forward to take a supportive role as the ‘backbone’ to the initiative, and to be accountable to the funder for reporting.
- The project, however, belongs to the community and much decision making will rest with the community – as will be determined through the collaborative development of governance and accountability structures – as will be further discussed.
  - As a ‘backbone’ – BCIS will take a leadership role when necessary or facilitate when needed; but most importantly remain as an equal participant to the LIP.
  - The time invested by BCIS and other partners to-date is in-kind.

**SLIDE 6 Mohammed (3m)**

**TITLE: The Brooks LIP**

**Focus: Why and how Brooks has achieved a LIP**

- The demographics of our community have been and continue to be changing rapidly - as is the case in many Canadian communities during a period of significant immigration. Brooks Immigration population is currently between 20-25%. We are known as the city of ‘100 Hellos’

- 2 way street-This means we need work together to support the settlement and integration of a larger number and more diverse group of newcomers arriving and settling in Brooks - *and* we also need to support the established institutions, practices, and approaches to appropriately serve a more diverse clientele.
- It requires the participation of all sectors: corporate and nonprofit, big and small business, all levels and divisions of government, charities and community groups, and the public, whatever their origins. It has to address institutions, attitudes, practices, and approaches. And have meaning to them all.
- We are all already doing great work in this area – as individuals and as organizations. We also have a strong history of working together in formal or informal partnership, and of mobilizing to respond collectively to emergent needs in our community.
- Brooks’ success in receiving funding for a LIP is not only because of the changes in our community, but more importantly because we have demonstrated that we are able and willing, to work in partnership to achieve a common vision for our City. The LIP is a mark of our achievements- as a smaller community we are frontrunners in our province. We are also now connected to a broader, national project and knowledge from towns and cities around the country.

## SLIDE 7 Mohammed (9m)

### INTRODUCTION TO LOCAL IMMIGRATION PARTNERSHIPS

#### Focus: What is the federal mandate and vision for a Local Immigration Partnership (LIP)?

- Local Immigration Partnerships are an Immigration, Refugees and Citizenship Canada (IRCC) (formerly Citizenship and Immigration Canada (CIC)) funded innovation to attract and retain newcomers to municipalities around the country.
- They were established in 2008, first in Ontario, to support for the growth and development of Welcoming Communities – a concept that I will return to.
- While most IRCC program funding is for direct settlement services targeted at newcomers – the LIP program is focused on creating conditions for inclusivity and cultural reciprocity more broadly, by: identifying and removing barriers to services, promoting newcomer belonging, supporting stakeholders to meet diverse population needs, and promoting integration into all aspects of social life.
- In this sense, LIPs are supportive not only of new immigrants, but of established institutions, organizations, and residents in our communities.
- LIPs are based in collaboration. They do not focus on any specific sector, organization or type of service, but on building partnerships and coordinated actions between various formal and informal structures, mainstream and specialized services, and traditional and non-traditional partners.
- The objectives of a LIP from the perspective of IRCC are to:
  - **Improve access to, and coordination of, effective services that facilitate immigrant settlement and integration.**
  - **Improve social inclusion and increased access to the labour market for immigrants.**
  - **Strengthen local capacity to integrate immigrants.**
  - **And; Establish or enhance partnerships and participation of multiple stakeholders in planning and coordinating the delivery of services including settlement, language training, and labour-market integration.**
- LIPs are designed to:

- Build on existing community structures and activities.
- Address settlement and integration as a two-way process: promoting what newcomers bring to Canada and what Canada needs to offer newcomers to create a truly inclusive and multicultural community.
- And, Support collaboration across sectors for municipal-wide inclusivity, participation and impact.
- In sum, the LIP initiative is about building Welcoming and Inclusive Communities.

**SLIDE 8 Jeff (5 min)**

**TITLE: WELCOMING COMMUNITIES**

**Focus: How is a welcoming community defined?**

- In the introduction to Local Immigration Partnerships, we identified that the initiative is designed to promote the development of a Welcoming Community
- So what is a Welcoming Community?  
You each have a handout with a definition of a welcoming community and a list of 17 characteristics of a welcoming community. These characteristics are as defined, collectively, by other LIPs to-date. This does not mean they are the only characteristics – or that each characteristic is relevant to Brooks.
- Each LIP is truly a locally-formed initiative. The how and what of the LIP depends on the priorities and actions determined through community consultation and as such, there is no definite form to a LIP.
- This list is useful, however, to help us begin to define and build a common vision around what a Welcoming Brooks does and could look like.
- In doing so, it also helps us identify our priorities and the kinds of actions we might be able to take.

**SLIDE 9 Habitus (5 min)**

**TITLE: BUILDING OUR LOCAL IMMIGRATION PARTNERSHIP**

**Focus: Where now and what next?**

- **Introduction to Habitus and our role as part of the team**
- **Congratulate on achieving LIP – this is a positive connection to a national efforts and provides a forum to learn from other groups, as well as share your successes.**
- How the LIP evolves, what form it takes, and what kind of projects it embarks on depends very much on you – the community; they build on existing assets.
- You are in the very early stages of developing the Brooks LIP – and the discussion during the second part of this event will help us to begin developing our vision.

**The next steps and activities over the coming year will follow closely with what other LIPS have undertaken when they began. This includes:**

- Engaging in dialogue with diverse members of the community – including organizations, institutions, community groups, faith-based organizations, and community residents to:
  - Develop a community vision

- Identify community priorities and project partners
  - Identify and build from our existing assets and strengths
  - And; Develop a strategic plan for the initiative through a collective framework
- We will also undertake a needs assessment to understand the current outcomes for newcomers to Brooks – and to have a baseline from which to measure future impact.
  - First, we will establish a governance structure and a Council for LIP operations

## **SLIDE 10 Habitus (4 min)**

### **TITLE: GOVERNANCE**

#### **Focus: Example governance structure**

- This slide shows the basic governance structure for a LIP, as offered by IRCC. Governance itself is a work in progress- what governance looks like, how it forms, and how it functions depends entirely on the local context.
  - However, most LIPs include these basic structures: A council to provide strategic direction; Working groups to implement actions in defined areas; and a Coordinator to facilitate communication and activities.
  - Many LIPs also include an executive or steering committee, actions teams, and an immigrant advisory group. However, it is often the case that these additional elements emerge over time, as their need becomes clear.
  - Also – the real crux of governance is not what pieces are in place – but the roles and responsibilities assigned to each; the lines of accountability and the lines of communication between them.
  - Part of our next steps will be identifying and beginning to build a foundational governance structure that is responsive and flexible to community demand.
- 
- We are turning to the community for guidance and direction around the structures that best reflect their goals for the LIP
  - These foundational structures will allow us to support and remain accountable to the partnerships, actions, and outcomes we commit to.

## **SLIDE 11 Habitus (6 min)**

### **TITLE: What can a LIP do?**

#### **Focus: How is LIP different from what we already have? What can it add?**

- We have already heard an introduction to what a LIP is and the IRCC mandate for the initiative. I would like to discuss this a bit further and give some concrete examples of what some other LIPs across the country have done to help you better understand what the Brook LIP might be able to achieve.
- Collaboration is difficult especially with limited resources and time. Also collaborative work at a **systems level** – in order to fundamentally shift the approach, strategies and tools with which we problem solve; can be difficult. This is where LIP resources can be used; for instance:
  - Conduct an outcome mapping exercise with stakeholders to identify gaps in a service system.



- Identifying and support implementation of promising practices and develop shared tools to measure our success.
- Collect and share population level statistics on a regular basis so that we can recognize our successes and opportunities for growth.
- The LIP will help the community develop/strengthen/ align on key priorities by facilitating and providing a forum for communication and coordinated action; by holding, for example,
  - annual conferences or community forums.
  - a communications platform for members to share learnings and promising practices.
  - support collaborative program development, an example is a multicultural health brokerage program
  - Many LIPS have developed online portals and serve as a centralized hub directing newcomers to services in the community
  - Some LIPs develop resources, such as multilingual orientation guides
  - Others host tours to different religious institutions for newcomers and long-term residents alike or launch public awareness campaigns.
- The Program Coordinator can facilitate these relationships, meetings, and the implementation of action
  - Handover to Shannyn who will conclude this presentation before opening the floor to questions.

## **SLIDE 12 Shannyn (5 min)**

### **TITLE: How you fit**

#### **The role of the community – working together – building from strengths**

- The LIP is about collective action for collective impact
- Often action is equated with change but *collective action* – which a LIP demands – is as much about strategic thinking and understanding the ‘why’ before the ‘how’ or the ‘what’. It also requires things of us we often assume but don’t openly acknowledge in our work – trust, commitment, clarity and transparency.
- Each of your organizations, your individual achievements as leaders in our community, and your collective voice is a central strength of Brooks and our response to the settlement and integrations of newcomers
- We know we have strong foundations that we can build on; including a history of working collectively to action on emergent needs. Your continued input and participation is imperative to our connection with community. The LIP’s success is your success.
- We are being asked to go beyond our own capacities, look beyond our differences, create space for participation, engage new partners, include voices from the ground below while at the same time continuing to work on our individual mandates.
- We recognize the important role many of you have played in directly supporting immigrants and newcomers to navigate systems and structures as they build their lives here. At the same time, it is also critical that the broader city structures, public institutions and the community is engaged. It is only when these two tasks occur simultaneously that we can truly achieve our vision.
- Many new voices have expressed interest in learning about or participating in LIP. It is imperative that we include all critical stakeholders in the community, including non-traditional partners and, of course, newcomers themselves. We will broaden our reach by increasing awareness about the initiative throughout the City and across sectors, including within City departments.

- Outreach and partnership building will be ongoing throughout the life of LIP. We want to know who will be involved and how they would like to participate as well as what the LIP can do to support the activities that are already happening to promote a welcoming community.
- We have a plan for targeted dialogue sessions with the community to build a vision and focus. We will prepare for action by identifying priorities, the concrete steps we need to take to reach our vision, and the partners who will help us get there.
- We will honour each other's commitment & follow through with what we agreed to do. Collectively, we will change our community, one step at a time.  
This community-guided process is about inclusion, consensus, debate, and growth.

**SLIDE 13 Shannyn (10 min)**

**TITLE: Q& A**

I will now open the floor to questions before we take a small break and have a further, facilitated discussion to generate some of your input. **Announce break and ask people to return in 4 small groups for facilitated discussion.**

**HABITUS: (FACILITATE DISCUSSION)**

**SLIDE 14-16**

**TITLE: FACILITATED DISCUSSION (7 min)**

- We are now going to give you a chance to discuss some of what you heard today – and to share with us some of your ideas for the Brooks LIP.
- As we are in the early stages of introducing the Local Immigration Partnership to the community, our focus is on developing a common vision for your LIP.
- Now each group must choose a scribe and a presenter.
- We will have a few discussion prompts and you will have about 10 minutes to discuss each. We will then have time to share our feedback to the group. So, once you are divided, please assign someone to take notes, and someone to share back.

**Discussion Prompt (10-15 min each):**

1. Based on your understanding of the LIP mandate, your knowledge of the Brooks community, and the 17 characteristics of a Welcoming Community – what priority work areas do you recommend for the Brooks LIP?
2. What key questions remain for you about the LIP initiative and the Brooks LIP?
3. The local vision for the Brooks LIP will be shaped through community feedback. What do you see as the vision for LIP? Can you give a word or a few words that need to be included in the vision statement?

**CONCLUDING REMARKS Mohammed/Shannyn (10 min)**

- **Thank you to everyone for joining us today and also for your questions and feedback.**
- Multiple engagement sessions like this one will be held with existing and with new partners, stakeholders, and community members. The core purpose of these sessions is to introduce the LIP and to identify who would like to be involved and how. Once we know this, we can begin to generate targeted community dialogue and to develop strategic priorities and actions.
- Each of you has a questionnaire in a folder on your table that asks you a few questions. Your responses will help us know what priority areas you can contribute to best; and which you see as most pressing
- If you or your organization would like to be involved in LIP, please indicate this in the questionnaire provided. We ask that, before you leave, you fill out this questionnaire so that we know if you would like to be involved during our foundational year.
- On the flip side of the questionnaire is an evaluation form- this is to tell us how we did today! All feedback is useful especially as we take this presentation to other sectors and community partners, many who will be learning about LIP and the Welcoming Communities initiative for the first time.
- We are finishing early to allow you time to fill out these forms, so please do so. You all also have a card with contact info for Shannyn. Please do not hesitate to contact her with any further questions or ideas.
- Thank you again for your contributions. We are looking forward to working with all of you.

## **Appendix 4: Participation Questionnaire**

### ***Participation Questionnaire***

In preparation for a Local Immigration Partnership, we want to know if your organization is interested in participating and how. We also want to support activities and projects that already exist and new ideas that have meaning in the community – so, please let us know what is already going on and what else you would like to see. Thank you!

#### **1. Would you or your organization like to contribute to Brooks LIP?**

- Yes – as an individual
- Yes – as an organization
- No

#### **2. If yes, how would you or your organization like to contribute to the LIP?**

(Choose all that apply)

- Participate in community engagement to *set strategic actions* for LIP – based on priority areas and content-expertise.
- Participate in *Council* – to guide the development of a governance structure and strategic plan.
- Receive updates.
- None of the above

#### **3. If you or your organization is interested in contributing, who can we contact?**

Organization: \_\_\_\_\_

Contact person: \_\_\_\_\_

Email: \_\_\_\_\_

Phone: \_\_\_\_\_

#### **4. If you chose to participate in *setting strategic actions*, which area does your organization have the most expertise in? (Choose up to 3 areas – choices based on Welcoming Community characteristics)**

- Arts and Culture
- Children and Families
- City Services and Transportation
- Cultural Events and Public Education
- Employment access and equity

- Health access and equity
- Housing access and affordability
- Justice System / RCMP
- Language Training and Education
- Political Engagement
- Recreation and Public Spaces
- Research and Policy
- Social engagement/networking
- Other:\_\_\_\_\_

**5. Considering the context of immigration in Brooks, what areas would you prioritize for our LIP to work in? (Choose up to 6 areas).**

- Arts and Culture
- Children and Families
- City Services and Transportation
- Cultural Events and Public Education
- Employment access and equity
- Health access and equity
- Housing access and affordability
- Justice System / RCMP
- Language Training and Education
- Political Engagement
- Recreation and Public Spaces
- Research and Policy
- Social engagement/networking
- Other:\_\_\_\_\_

**6. Can you give an example of an *existing* program, activity, or partnership that your organization is currently involved in that will fit well with the welcoming community characteristics or one of the work areas listed above?**

**7. Can you give an example of a program, activity, or partnership that does *not* currently exist that you envision would fit well within the welcoming community mandate?**

## **Appendix 5: Evaluation Form**

### *Evaluation Form*

Please take a moment to provide your feedback on this information session. Your responses will help us to make sure our ongoing efforts are helpful and meaningful to the community. Thank you!

**1. The presentation was interesting and easy to understand:**

- Yes
- Somewhat
- No

**2. I understand or am more familiar with the purpose of a Local Immigration Partnership for Brooks:**

- Yes
- Somewhat
- No

**3. I can identify the value in a Local Immigration Partnership in Brooks / I think the LIP has potential in this community:**

- Yes
- Somewhat
- No

**4. I know how I can get involved or who to contact for more information about the Brooks LIP:**

- Yes
- No

**5. The materials related to the presentation are useful (ie. handouts, questionnaire, powerpoint):**

- Yes
- Somewhat
- No

**6. I had an opportunity to contribute or ask questions:**

- Yes
- Somewhat
- No

**7. I think it is important that this presentation be given to more stakeholders and I would recommend others to participate:**

- Yes
- Maybe
- No

**8. To improve this session, I recommend:**

**9. Additional comments or questions:**

## Appendix 8: Participation Questionnaire, Comments

### Preliminary Asset Mapping: *What is already offered and happening in Brooks?*

- Newell Housing Association offers **affordable social housing for families and seniors** as well as a **rental subsidy program**
- Rev. John Theiss provides **social networking** through **religious services** (worship) and **educational/social activities**
- There is a **Newcomer Health Initiative**-Working Group
- **Language Training** is available; Conversation Groups
- The City of Brooks has **welcoming and inclusive community initiatives**
- A group is sponsoring refugee family and learning together how to support a family from the day of Arrival – a great opportunity for **community awareness**
- **Mentorship program** between newcomers and long-standing community member
- **Volunteerism**

### Early Opportunities: *What more is needed to make Brooks Welcoming?*

- A program that helps newcomers navigate the many service providers and systems already in place
- Youth retention in our community
- Community mentors for Newcomers
- Community connecting
- Informal/formal advice and referrals
- Integration
- Career mobility
- Transportation
- Employer training program that is involved in hiring immigrants
- Ecumenical: Multi-faith group
- An opportunity for community leaders to bring up concerns for safety and crime
- Organization of cultural community leaders