

Windsor, Ontario November 12, 2015

A meeting of the **Diversity Committee** is held this day commencing at 4:30 o'clock p.m. in Room 407, 400 City Hall Square East, there being present the following members:

Dr. Sushil Jain, Chair
Manminder Matharu, Vice Chair
Camilla Alves
Colm Holmes
Yo Son Day Nost Huff
Sungee John
Bradley Jones
Charlotte LeFrank
Anna Adisho (alternate – voting)
Bik Grewal (alternate – voting)
Mel Lucier (alternate)
Sarah Mushtaq (alternate)

Absent:

Councillor Bill Marra
Padmini Raju

Also present are the following resource personnel:

Mary Ellen Bernard, Manager of Social Policy and Planning
Gayle Jones, Diversity/Accessibility Officer
Karen Kadour, Committee Coordinator

1. **CALL TO ORDER**

The Chair calls the meeting to order at 4:35 o'clock p.m. and the Committee considers the Agenda being Schedule "A", attached hereto, matters which are dealt with as follows:

2. **DECLARATIONS OF CONFLICT**

None disclosed.

3. ADOPTION OF THE MINUTES

Moved by C. Holmes, seconded by C. Alves,

That the minutes of the Diversity Committee of its meeting held September 24, 2015 **BE ADOPTED** as presented.

Carried.

4. BUSINESS ITEMS

4.1 2015/2016 Event

B. Jones states the Event Planning Subcommittee has met three times and suggests an event be held at the Walkerville Brewery in 2016.

M. Lucier in order to increase the visibility of the Diversity Committee, she suggests a "Meet and Greet" event be held at a public accessible venue with an invitation extended to stakeholders. She notes the Walkerville Brewery is accessible and available the first week of December and states the other venues considered are cost prohibitive.

S. Mushtaq notes the creation of a Diversity Plan would be the impetus for the public to attend the event and to provide input of what they want to see in Windsor. She expresses concern some people may have an issue with attending an event in a liquor licensed establishment.

G. Jones indicates a city facility may be available for the "Meet and Greet" event.

It is generally agreed the Event Planning Subcommittee will convene and report back with a proposal for a "Meet and Greet" event to be held in 2016.

Moved by C. Alves, seconded by C. LeFrank,

That the City Treasurer **BE REQUESTED** to consider the budget carry forward of the Diversity Committee surplus 2015 Operating Budget in the amount of \$3,813 to 2016 for the purpose of developing a Diversity Plan and to support community input.

Carried.

4.2 Discussion regarding Development of a Diversity Plan

G. Jones provides an overview of several municipal Diversity Plans and the following comments are provided:

- *City of Edmonton* – Diversity and Inclusion Framework: Focused on the Municipal Corporation
- *Region of Peel* – Focuses on the Municipal Corporation and Community

- **City of Toronto** – 2015-2018 Strategic Plan, Equity, Diversity & Human Rights Division – The EDHR Division is committed to embedding access, equity, diversity and human rights practices in the Toronto Public Service leading to equitable outcomes for staff and residents.
- **York Region** – Let's Talk Inclusion in York Region will be a series of dialogues that will take place over the year in each of York Region's nine municipalities beginning May 2015. The initial phase will be dedicated to immigration and cultural diversity. Following phases will focus on other dimensions of diversity such as gender, age, abilities and sexual orientation.
- **City of Markham** – Community focus rather than corporate focus – Four main groups considered are youth, seniors, newcomers, visible minorities and persons with disabilities.
- **City of Ottawa** – Equity and Inclusion Lens – The Lens includes both City Operations and City Services and incorporates the equity concerns of 11 groups risking exclusion.
- The Diversity Plan for the City of Windsor should include recommendations with timelines.
- Suggestion to establish a Diversity Plan Subcommittee.

Moved by C. Alves, seconded by B. Grewal,

That a Diversity Plan Subcommittee **BE ESTABLISHED** consisting of C. Alves, S. Johns, Y. Huff, C. LeFrank, A. Adisho, M. Matharu, C. Holmes and M. Lucier for the purpose of developing a proposal for the City of Windsor's Diversity Plan and to report back with the findings.

Carried.

4.3 Chair's Report

The Chair advises he received an e-mail from Charlotte LeFrank, Committee member regarding what role the Diversity Committee can play relating to the influx of Syrian Refugees to Canada.

M. E. Bernard provides the following comments as it relates to the foregoing:

- The goal of the Windsor Essex Local Immigration Partnership (LIP) is to create a community where newcomers and citizens can achieve a higher quality of life and reach their full potential. The LIP partners with different sectors such as health care, education, housing, children's services and police services to discuss the needs of immigrants and how we can make sure that immigrants have access to the services they need.
- 25,000 Syrian Refugees will be coming to Canada (not known how many will come to Windsor)
- The Multicultural Council will lead this initiative.
- There is a role for a myriad of organizations, schools, health care providers, etc.

Information relating to the Windsor Essex Local Immigration Partnership is distributed and **attached** as Appendix "A".

The Chair thanks M.E. Bernard for her input relating to the Syrian Refugees.

C. Holmes leaves the meeting at 6:10 o'clock p.m.

4.4 **Strategic Plan for 2015-2018**

This item is not discussed.

5. **NEW BUSINESS**

None.

6. **ADJOURNMENT**

There being no further business, the meeting is adjourned at 6:20o'clock p.m.

CHAIR

COMMITTEE COORDINATOR

AGENDA
and Schedule "A" to the minutes of the meeting of the
DIVERSITY COMMITTEE
Thursday, November 12, 2015
at 4:30 o'clock p.m.
Room 407, 400 City Hall Square East

1. **CALL TO ORDER**

2. **DECLARATIONS OF CONFLICT**

3. **ADOPTION OF THE MINUTES**

Adoption of the minutes of the meeting held September 24, 2015 (*attached*)

4. **BUSINESS ITEMS**

4.1 **2015/2016 Events**

Update by the Event Planning Subcommittee and follow-up discussion by Committee

4.2 **Discussion regarding development of a Diversity Plan**

The Region of Peel "Diversity and Inclusion Strategy" is *attached* for information purposes.

4.3 **Chair's Report**

4.4 **Strategic Plan for 2015-2018**

Formation of a working subcommittee.

5. **NEW BUSINESS**

6. **ADJOURNMENT**

Building a culturally vibrant and welcoming community together

The goal of the Windsor Essex Local Immigration Partnership is to create a community where newcomers and citizens can achieve a higher quality of life and reach their full potential. We strive to do this by fostering communication, which contributes to our mutual goal - that every member of our community feels like they truly belong and can successfully contribute to the social and economic fabric of Windsor-Essex.



Windsor Essex Local Immigration Partnership

EMPLOYER RELATED	
Art Williams	Bonduelle
Arthur Barbut	Downtown Windsor Business Accelerator
Rachelle Booth	Thrive Benefits Group
Ann Diab Remo DiPaolo Charlene Drouillard	Bank of Montreal
Jamey Freeland	Highline Mushroom
Denise Ghanam	Human Resources Professionals Association of Windsor- Essex
Matt Marchand	Windsor & District Regional Chamber of Commerce
Wendy Parsons	Leamington Chamber of Commerce
Lynne Maher	RDEE
Javier Bernal	Sun Life Financial
Yvonne Pilon Irek Kusmierczyk	WEtech Alliance
Julie Miklosi	Workplace Safety & Prevention Services
Jeanine Lassaline-Berguland	Municipality of Leamington, Economic Development
Sabrina DeMarco Rakesh Nadu	Windsor Essex Economic Development Commission

SETTLEMENT & LANGUAGE	
Emilie F. Crakondij	Carrefour des Femmes du Sud-Ouest de l'Ontario
Didier Marotte Valerie Hodgins	Centre Communautaire Francophone Windsor Essex Kent Inc.
Frédéric Boulanger Diane Bessette	Collège Boréal
Debra DiDomenico Dave Palin	Greater Essex County District School Board Language Assessment Resource Centre
Heather Mantel	Matthew House Windsor
Kathleen Thomas Marcela Diaz	Multicultural Council of Windsor and Essex County
Reza Shahbazi Iole Iadipaolo	New Canadians' Centre of Excellence Inc.
Alain Dobi Nabila Sissaoui Christelle DeForges	Reseau de soutien a L'immigration franchpone pour le Centre Sud-Quest de Ontario
Gisèle Dionne	ACFO WECK
Carolyn Warkentin Carolyn Wiens	South Essex Community Council
Claire Roque	The Refugee Ministries of the Diocese of London in Windsor
June Muir Maxine Deleersnyder Marianne Moore	Unemployed Help Centre Inc.
Sudip Minhas Annie Xie	Windsor Women Working with Immigrant Women

Rose Anguiano Hurst Gurpreet Chana Stephanie Lyanga-McAuslan	Women's Enterprise Skills Training Inc.
Jacque Rumiell Hugo Vega	YMCA of Windsor and Essex County

HEALTH

Patricia Thomas Jeanie Diamond-Francis	Canadian Mental Health Association Windsor-Essex
Pat Samson	Community Care Access Centre
Sarah May Garcia	Erie St. Clair Local Health Integration Network (LHIN)
Jon Jewell	VON Canada
Ann Wilson Joanne Roth	Care 4 nurses
Saadia Pirzada	HealthForce Ontario - HIRE Project
Beth Ann Ternovan Joyce Zuk	Family Service Windsor-Essex County
Andrea Cassidy Susan Corchis	Midwifery Collective of Essex County
Kim Casier	Windsor- Essex County Health Unit
Melissa Simas	Windsor Regional Hospital
Neelu Sehgal	Windsor Regional Hospital - Cancer Program
Hardeep Sadra	Windsor Essex Community Health Centre
Zain Ismail	Leamington District Memorial Hospital
Jennifer Johnston	Registered Nurses' Association of Ontario
Rosalind Abdool	Hôtel-Dieu Grace Healthcare
Mary Broga	Hôtel-Dieu Grace Healthcare - Lead Agency for Children & Youth Mental Health-Windsor Essex
Jennifer Sandu	AIDS Committee of Windsor/AIDS Support Chatham Kent

ETHNO CULTURAL GROUPS

Ron Lamb	Essex County Chinese Canadian Association
Tim Sellan	IGHSC Immigrant Settlement Program
Dr. Sushil Jain	South Asian Centre of Windsor
Nadilyn Calasanz	Immigration lawyer & Filipino Community in Windsor
Angela Ventura	Licensed Paralegal & a member of the El Salvador Association of Windsor
Tahira Khanum	Islamic Social Welfare & Assistance

PUBLIC SAFETY

Phillip Berthiaume	Essex County Emergency Management Coordinator
Bruce Montone Nancy Christ	Windsor Fire and Rescue, Chief Windsor Fire and Rescue Services
Wren Dosant	Windsor Police Service

EDUCATION

Represented in Settlement Services & Language Sector	Collège Boréal
Frederic Riviere	Conseil scolaire catholique Providence
Hani Fadel Yasmine Joheir	Conseil Scolaire Viamonde
Dan Fister	Greater Essex County District School Board
Tina Papac Sandy de la Penotiere	St. Clair College

Clayton Smith Karen Roland Jane Ku Glynis George	University of Windsor
Emelda Byrne	Windsor Essex Catholic District School Board

COMMUNITY SUPPORTS

Charlotte LeFrank Tina Gatt	Children's Aid Society of Windsor Essex
Jennifer Franklin McInnis	Essex County Library System
Linda Edwards	Family Connections
Kevin Pinsonneault	Windsor Essex Bilingual Clinic
Shelley Gilbert Maureen Thrasher	Legal Assistance Windsor
Adam Vasey Laura Tucker	Pathway to Potential
Lynne Shepley Nancy Wallace-Gero	Community Living Essex County
Cal Little Tahira Khanum Joyce Nixon	Life After Fifty

HOUSING

Josephine Heuton	Central Housing Registry & Homeless Coalition
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RESOURCE MEMBERS *see note below

Judith Binder	Canada Mortgage and Housing Corporation
Michael Calder Susanne Schulthies Cliff Fast Diane Holden Janet Quimby Murray Nosanchuk	Citizenship and Immigration Canada
Jelena Payne Tricia Brisbois	City of Windsor Housing & Children Services
Brian Gregg	County of Essex
Alicia Summerfield Mohamed Bekkal	Ministry of Training, Colleges and Universities
Ghislaine Brodeur	Ontario Ministry of Citizenship, Immigration and International Trade
Karen Kahelin Nicole Adan	Ontario Trillium Foundation
Linda Chevalier	Service Canada
Padmini Raju	2013 WELIP Jean Foster Memorial Award Recipient
Leslie Frattaroli Lorraine Goddard	United Way
Lisa Kolody	Windsor Community Foundation
Tanya Antoniw Michelle Beemer	Workforce WindsorEssex
Nil Parent	Community Member
Erwin Selimos	Community Member

*Note: Resource members are not voting eligible members. The WELIP welcomes and values the participation of resource members such as funders or representatives of other agencies. The participation of the resource members provides opportunities to increase the awareness of the initiatives undertaken by the WELIP and leverage these opportunities throughout Windsor and Essex County.

September 17, 2015

Windsor Essex Local Immigration Partnership 2014-15 COMMUNITY ACTION PLAN - working document

 Windsor Essex Local Immigration Partnership	Action Process Outcomes	Timeframe & LIP Council membership engagement								
<p>Collaboration and Commitment</p> <p><i>Conduct a minimum of 4 meetings of the Local Immigration Partnership Council</i></p> <p>Result focused meetings will be held with an inclusive partnership council that is broad based and representative of the community. The council will strive to enhance collaboration, coordination and a community based strategic approach to immigration and integration that fits the needs of Windsor and Essex County.</p> <p>Membership Engagement - The following companies and organizations have expressed interest in joining the WE LIP Council during the 2014-15 fiscal year to date:</p> <table border="0" data-bbox="142 1010 740 1098"> <tr> <td>Aids Committee of Windsor</td> <td>South Asian Centre of Windsor</td> </tr> <tr> <td>BMO Bank of Montreal</td> <td>Windsor Essex Community Health Centre</td> </tr> <tr> <td>Community Living Essex County</td> <td></td> </tr> <tr> <td>Care4Nurses</td> <td></td> </tr> </table>		Aids Committee of Windsor	South Asian Centre of Windsor	BMO Bank of Montreal	Windsor Essex Community Health Centre	Community Living Essex County		Care4Nurses		<p>Timeframe: Meetings will be held:</p> <ul style="list-style-type: none"> ✓ May 27, 2014 ✓ June 24, 2014 ✓ September 24, 2014 • December 2, 2014 <p>LIP Council members involved: All LIP Council members</p>
Aids Committee of Windsor	South Asian Centre of Windsor									
BMO Bank of Montreal	Windsor Essex Community Health Centre									
Community Living Essex County										
Care4Nurses										
<p>Host Annual Community Forum</p> <p>This event will provide an opportunity for the LIP to share the progress of the partnership with community stakeholders, recognize partner contributions and showcase community successes.</p>		<p>Timeframe: March 3, 2015 LIP Council members involved: All LIP Council members</p>								
<p>Governance</p> <p><i>Update Terms of Reference, including governance model and processes</i></p> <p>This living document includes processes, voting and governance. The Terms of Reference will be updated and approved by voting members at the May 2014 council meeting.</p> <p>Guidelines for Committees and Roundtables</p> <p>This document will define purpose, key tasks, roles and responsibilities for the group.</p>		<p>✓ Timeframe: May 2014 LIP Council members involved: All LIP Council members</p>								
<p>Conduct nomination and election process for open positions of the LIP Executive Committee</p> <p>Nominations will be accepted and an election will be held for the following open positions:</p> <ul style="list-style-type: none"> • Chair & Member at Large (1) position 		<p>Timeframe:</p> <ul style="list-style-type: none"> ✓ Call for nominations to be announced at May 2014 meeting. ✓ Election will be held at June 2014 meeting. 								

<p>Conduct meetings of the WE LIP Executive Committee</p> <p>The LIP Executive Committee develops recommendations to guide the activities of the Local Immigration Partnership Council on issues related to newcomer integration in Windsor and Essex County.</p> <p>Executive members bring information and recommendations forward to the council and provide leadership on some of the strategic activities detailed in the WE LIP Action Plan.</p>	<p>Timeframe: The LIP Executive Committee will meet:</p> <ul style="list-style-type: none"> ✓ April 8, 2014 ✓ May 16, 2014 ✓ August 14, 2014 ✓ September 24, 2014 • November 19, 2014 • January 7, 2015 • February 13, 2015 <p>LIP Council members involved: Executive</p>
<p>Reporting</p> <p>Submit monthly narrative and financial report LIP Coordination team will work with City of Windsor Financial department to submit monthly reports.</p> <p>Complete Annual Performance Report for Community Partnerships Following completion of the fiscal year, the Corporation of the City of Windsor will submit the Annual Performance Report for Community Partnerships detailing the achievements of the Local Immigration Partnership.</p>	<p>Timeframe: Monthly</p> <p>Timeframe: March 2015</p>
<p>Research and Information Sessions - Local Settlement Strategy</p> <p>LIP Coordination team will continue to support stakeholders conducting community level research that explores the needs of newcomers and identifies assets and gaps. Members of the council will be engaged in the process of developing work plans that identify key tasks, roles and responsibilities to raise awareness of these needs/assets and gaps to broader audiences.</p> <p>Using the key findings of local research and additional data sources, LIP members will be engaged in the development of a local settlement strategy including:</p> <ul style="list-style-type: none"> • a work plan; • a research report; • the development of a community vision; • an action plan that details implementation of activities, key partners, funding sources; and an implementation report. <p>Note: initiatives supporting *Research and Information sessions are identified throughout the action plan</p>	<p>Timeframe: April 2014 - March 2015</p> <p>LIP Council members involved: to be identified as opportunities arise</p>

Strategy and Action Planning

WE LIP Action Plan

Develop an action plan with specific, measurable and time bound activities will be developed with input from the council and updated as key activities are implemented and if/when additional needs and gaps are identified throughout the contract period.

The living document will be updated throughout the fiscal year and progress and outcomes shared with the membership at scheduled WE LIP Council meetings.

Annual Progress Report

Produce a progress report that reflects the implementation and results of the actions of the council. This snapshot will be shared with the broader community at the 2014-15 Annual Forum.

Sustainability

Continue to explore collaboration and sustainability for long term community benefit by leveraging funding from a diversity of sources.

Members of the WE LIP Executive will meet with CIC to share progress of the WE LIP and discuss sustainability planning. A proposal will be submitted to CIC to fund research on the sustainability of Local Immigration Partnerships.

Presentations will be made to the following groups to raise awareness of the value of the efforts of the WE LIP collective:

- ✓ City of Windsor Committee of Council
- ✓ County of Essex Council
- ✓ Erie St. Clair Local Health Integration Network
- ✓ United Way Retiree Volunteer Council

Time frame: April 2014 - March 2015

LIP Council members involved:

LIP Executive Committee & Council members

Timeframe: January - March 2015

Timeframe: April 2014 - March 2015

LIP Council members involved:

LIP Executive Committee & Council members

Strategic Priority 1
Improving access to & coordination of immigrant integration services

Newcomer/Immigrant Health Access Strategy - This work aims to improve newcomer and immigrant access to health care and provide direct supports for those living with a chronic illness.

Outcomes:

Listening to you: A look at local healthcare Event
Care • Share • Aware

Partner with the Erie St. Clair Local Health Integration Network (LHIN) to hold patient experience roundtable discussions with immigrants and community stakeholders.

Target groups: 50 immigrant patients - varied age groups, 25 LIP Council members & other stakeholders, 25 SPOs/Settlement workers to provide interpretation.

Agenda will include: Opening Remarks provided by Gary Switzer; Backgrounder delivered by Alec Anderson; Small group discussions (possibly language specific groupings) & Filming of Patient stories; and Wrap up

* Research and Information Sessions

Project LEAN

Met with Windsor Essex Community Health Centre representative to discuss the delivery of a Diabetes Prevention Program (Project LEAN) to newcomers in Windsor and Leamington.

Outcome:

Approached WE LIP Council members to host the delivery of the Windsor Essex Community Health Centre Diabetes Prevention Program (Project LEAN) to newcomers in 2 Windsor and 1 Leamington location.

Timeframe: April 2014 - March 31, 2015

LIP Council members Involved:

LHIN, MCC, CMHA, WECHC, Member organizations of the Go For Health Cultural Diversity Committee

Timeframe: October 9, 2014 9:30-11:30am

LIP Council members Involved:

Timeframe: April 2014 - February 2015

LIP Council members Involved:

UHC, SECC and YMCA

<p>Immunizations Held meeting with Windsor Essex Health Unit Immunization Department to discuss recent media announcements around immunization and school access for newcomer children.</p> <p>Outcome: The meeting resulted in identifying members of the WE LIP council who could work with the Health Unit to assist in promoting the topic of immunization to newcomer families. The Health Unit also committed to developing a simplified version of their immunization promotional materials and will have them translated into the top ten languages of recent arrivals to Windsor Essex.</p>	<p>Timeframe: July 2014 LIP Council members involved: Go For Health Cultural Diversity Committee and GECDSB LARC</p>
<p>Settlement Partners Information Communication Exchange (SPICE) - The SPICE Committee has been meeting on a quarterly basis since the Winter of 2013. The meetings provide valuable opportunities for the City of Windsor Employment and Social Services Ontario Works Leadership team and representatives from Newcomer Service providers to exchange information, learn about each other's operational models and problem solve challenges both groups face serving their mutual clients.</p> <p>In October 2013, SPICE Committee members made the following suggestions for activities and discussion topics for meetings:</p> <ul style="list-style-type: none"> • Group meetings between OW workers and Settlement staff – Information sharing • Conversations on trends/common issues, top 3 challenges • Invite OW Newcomer team members to the next meeting • Case worker testimonials – sharing of client service experiences, Q&A • Streamlining , timing and reducing wait or processing times, reducing complexity/bilingual service availability • Employment Training Program funding – short term & long term options, protocol and what needs to be submitted • ODSP – Transportation System allowance • Childcare subsidy <p>Outcomes: Professional Learning Circle - Using the identified topics, the group worked together to develop a Professional Learning Circle which was held on June 6, 2014. The Learning Circle provided an opportunity for 65 City of Windsor Ontario Works Newcomer team members and Newcomer Service Provider front line staff to meet face to face and participate in cross service delivery information sharing and provide opportunities to seek clarification on specific topics that effect the successful settlement and integration of immigrants into Windsor Essex. This event helped build capacity, of not only front line settlement workers, but</p>	<p>Timeframe: April 2014 - March 31, 2015 LIP Council members involved: Newcomer and Refugee Service Providers & City of Windsor</p>

<p>also that of City of Windsor staff, while promoting strong ties across differing service agencies at a systemic level. Content for the half day session was developed and delivered by the SPICE partners. Presentations and discussion topics included: CIC logic Model; Overview of Ontario Works, Learning Circle Tables – Housing Stability Plan, ODSP Process, Income Statements, Refugee Claimants Issues and Updates and the Summer Activity Guide; Panel Discussion & Wrap up.</p> <p>Responsive actions taken by City of Windsor as a result of exchanges with SPICE committee -</p> <ul style="list-style-type: none"> • The City of Windsor Employment and Training Services has established a check in terminal languages which allows users to sign in to the centre in five different languages. • City of Windsor Administration has committed to all Ontario Works staff to participate in Cultural Competency Training in the Spring of 2015. 	
<p>NEW INITIATIVES 2014/15</p>	
<p>Housing - LIP members will review Immigrant Housing needs identified in 2013 Housing and Homelessness Plan and support the development of a community housing plan that identifies key tasks, roles and responsibilities that reflect a collaborative partnership with Implementation Committee for the Housing & Homelessness Plan (I-CHHP).</p> <p>Outcomes: As a result of the contributions of WE LIP members made to the 2013 Housing and Homelessness Plan, the housing needs of newcomers and immigrants are being included in the I-CHHP Ten year plan for Windsor Essex. Many WE LIP members participate on the I-CHHP and actively contribute to the planning process.</p> <p style="text-align: right;">* Research and Information Sessions</p>	<p>Timeframe: April 2014 – March 31, 2015 LIP Council members involved: YMCA, Central Housing Registry, Homelessness Coalition, Canada Mortgage and Housing Corp, City of Windsor Housing & Children's Services</p>
<p>Immigration Information Website - With funding provided by the Ontario Ministry of Citizenship, the County of Essex is developing a new immigration website for the region. Workforce Windsor Essex is contracted to work with community stakeholders to develop content for the site. LIP members will provide insight on site layout, content and site promotion.</p>	<p>Timeframe: May - October 2014 LIP Council members involved: County of Essex, Workforce Windsor Essex, NCCE Inc., SECC, Collège Boréal, MCI, Erie St. Clair LHIN, Windsor Essex Regional Chamber of Commerce, Windsor Essex Economic Development Corporation and The City of Windsor</p>

<p>Francophone Attraction and Retention Strategy - Francophone immigrants face the challenges of language, culture and employment. Ontario is working to attract and retain Francophone migrants. WE LIP members will learn and discuss some of the challenges including settlement, provision of French language services and barriers to employment at the December 2014 WE LIP Council meeting. After the presentation, a work plan will be developed that identifies key tasks, roles and responsibilities that reflect a collaborative effort.</p>	<p>Timeframe: LIP Council members involved: All LIP Council Members Lead: Christelle Desforges - Agente de projet du Réseau Immigration Francophone du Centre -Sud-Ouest de l'Ontario</p>
<p>Strategic Priority 2 Improving labour market outcomes for immigrants</p>	
<p>Express Entry - The Canadian Government is working with provincial and territorial partners to develop a system where employers can select suitable candidates from an external pool of candidates that possess the skill requirements they need and the domestic labour force does not. Prospective immigrants would indicate their interest in coming to Canada by providing information electronically about their skills and work experience. Individuals who meet certain eligibility criteria will have their "expressions of interest" placed in a pool. This pool may include international students and foreign workers who are currently residing in Canada. LIP members will develop a work plan that identifies key tasks, roles and responsibilities to raise the awareness level of local employers of this pending process.</p>	<p>Timeframe: LIP Council members involved: to be identified as initiative progresses Human Resources Professionals Association of Windsor Essex, IGHSC & Bonduelle</p>
<p>Accreditation of Internationally Educated Healthcare Professionals - HealthForce Ontario is conducting is preparing to conduct an environmental scan to understand resources, supports, and opportunities available to IEHPs in Windsor Essex: a)Pre-licensure IEHPs b)Post-licensure IEHPs c) IEHPs not able to pursue their chosen career. LIP members will discuss and determine next steps the LIP will take on the challenges IEHPs face integrating into the healthcare system; the need to pursue an alternative career, workplace culture and challenges interacting with co-workers, supervisors and patients. LIP members will develop a work plan that identifies key tasks, roles and responsibilities that reflect a collaborative effort.</p>	<p>Timeframe: To be determined by HealthForce Ontario LIP Council members involved: Windsor Essex Economic Development Corporation & the Erie St. Clair Local Health Integration Network</p>
<p>Business Case for a Diverse Workforce - LIP members will identify local employers who recognize the skills and valuable contribution immigrants make to the local workforce. Example - Windsor Fire and OPP recruitment strategies. LIP members will develop a work plan that identifies key tasks, roles and responsibilities that reflect a collaborative effort.</p>	<p>Timeframe: October 2014 - March 2015 LIP Council members involved: Lead - WFWE, WWWWIW, MCC, University of Windsor, Great West Life, Réseau Immigration Francophone du Centre -Sud-Ouest de l'Ontario</p>

<p>Local Labour Market Plan Update Report - LIP members will be asked to participate in a LLMPUR Community Consultation led by Workforce WindsorEssex. Members will have the opportunity to learn about preliminary findings and provide input on issues, needs and challenges immigrants face in the local labour market. An electronic link to the final report will be shared with all members of the WE LIP Council at the end of October 2014.</p> <p style="text-align: right;">* Research and Information Sessions</p>	<p>✓ Timeframe: June - October 2014 LIP Council members involved: Full WE LIP Council</p>
<p>Research on newcomers and immigrants who have faced violations with employment standards while working in Windsor and Essex County - LIP members will assist Dr. Urvashi Soni-Sinha, Adjunct Assistant Professor with the Department of Sociology and Anthropology at the University of Windsor with the recruiting newcomers and immigrants to participate in research interviews. Results will be shared with the council.</p> <p style="text-align: right;">* Research and Information Sessions</p>	<p>✓ Timeframe: April - June 2014 LIP Council members involved: University of Windsor</p>
<p>Advisory Committee - Collège Boréal Bridging Program for Internationally Educated Francophone Professionals in Project Management - A pilot project funded by the Ontario Ministry of Citizenship and Immigration. This program will prepare internationally educated Francophone professionals for a career in project management as a coordinator or project manager in for medium and large sized companies.</p>	<p>Timeframe: May 2014 – March 2015 LIP Council members involved: Workforce WindsorEssex, Bonduelle, City of Windsor and Great West Life</p>
<p>Strategic Priority 3 Strengthen local awareness & capacity to integrate immigrants</p>	
<p>Welcoming Communities Research - The LIP will support the Enhancing the Welcoming Capacity of Windsor Essex Community Forum. This report to the community regarding how 'Welcoming' the Windsor Essex community is for immigrants and what more the communities in Windsor Essex could do to encourage inclusiveness or belonging. The research study is rooted in a 2009 project conducted by the Windsor Essex Local Immigration Partnership (WELIP) which identified the need for further examination on how 'Welcoming' the Windsor Essex community is for immigrants and what more the communities in Windsor Essex could do to encourage inclusiveness or belonging. The community forum will provide the results of a research study that was conducted through a partnership with the Multicultural Council of Windsor Essex (MCC), the South Essex Community Council (SECC) and the Department of Sociology, Anthropology, and Criminology at the University of Windsor. The study was made possible through a grant from the Ontario Trillium Foundation.</p>	<p>✓ Timeframe: April 2014 – March 2015 LIP Council members involved: MCC, SECC, University of Windsor</p>

<p>Presentations on the key findings of the research and forum outcomes will be made to the following:</p> <ul style="list-style-type: none"> ✓ Windsor Essex Local Immigration Partnership Council ✓ City of Windsor Committee of Council ✓ County of Essex Council ✓ Leamington Town Council ✓ Erie St. Clair Local Health Integration Network Health Links ✓ Pathway to Potential Collaborative Leadership Team <p>A funding application was completed by MCC and SECC for Phase 2 of the project focusing on the recommended actions identified at the forum held in May 2014.</p> <p style="text-align: right;">*Research and Information Sessions</p>	
<p>LIP Communication Strategy - In response to feedback received at the LIP Moving Forward on the Partnership Continuum event, a working group of WE LIP Council members will work together to develop a communication strategy. LIP members will develop a work plan that identifies key tasks, roles and responsibilities that reflect a collaborative effort.</p> <p>The strategy will include but is not limited to:</p> <ul style="list-style-type: none"> • Development of a work plan that identifies key tasks, roles and responsibilities that reflect a collaborative effort; • Update City of Windsor website WE LIP page • Explore options for housing of local immigration research repository • Creation of a WE LIP Orientation package to outreach to new or previously identified organizations • Communication methods with WE LIP Council membership • Social Media applications • Development of key messaging and the roll out of the strategy • LIP Ambassadors and assist with the delivery of key messaging for community meetings/events • Provide support for meetings, special events and keynote speaker events 	<p>Timeframe: August 2014 – March 2015</p> <p>LIP Council members involved: Lead - Charlotte Le Frank, CAS WEST, MCI, Community Living Essex and Pathway to Potential and United Way</p>
<p>Jean Foster Memorial Award Committee LIP members will assist in the development of a nomination process and selection criteria for the WE LIP Jean Foster Memorial Award.</p>	<p>Essex County Library, Pathway to Potential, Community Living Essex, MCI, United Way and Padmini Raju</p>

<p>Integration strategies for Senior Immigrants</p> <ul style="list-style-type: none"> • LIP members will work with Life After Fifty to discuss the needs of senior immigrants and ways to work together to make Windsor Essex a more Welcoming Community for seniors. ✓ LIP members to provide letters of support for United Way Retiree Volunteer Council funding application. 	<p>Timeframe: To be determined by Life After Fifty LIP Council members involved: WWWIWIW, YMCA, Central Housing Registry ✓ Timeframe: June 2014 LIP Council members involved: UHC, WFWE, CMHA</p>
<p>Windsor Essex Health Unit Meet Smart Policy - LIP members will work with the Windsor Essex County Health Unit on revising the Meet Smart (Healthy Meetings) Policy can be revised to contain a variety of healthy food choices that reflect the cultural diversity of Windsor Essex.</p>	<p>Timeframe: May - November 2014 LIP Council members involved: WECHU, MCC</p>
<p>City of Windsor Parks - Met with Manager of Parks Development with the City of Windsor to develop a strategy for increased participation by immigrants into the Parks Consultation process, as per recommendations in the 'Enhancing the Welcoming Capacity of Windsor Essex' Research Report.</p> <p>Outcomes:</p> <ul style="list-style-type: none"> ✓ Approached Newcomer Service Providers to encourage newcomers to complete surveys for input on amenities in Windsor Parks ✓ An immigrant consultation will be planned in partnership with the City of Windsor Parks Department 	<p>Timeframe: June 2014</p> <ul style="list-style-type: none"> • July 2014 • Fall 2014
<p>City of Windsor Environmental Services - Met with Manager of Environmental Services with the City of Windsor to offer suggestions on ways to better reach immigrant populations re: new garbage container bylaw.</p> <p>Outcomes: Translation of public education information/website will be considered.</p>	<p>Timeframe: July 2014</p>
<p>Windsor Essex Children and Youth Planning Committee</p> <p>The Windsor-Essex County Children and Youth Planning Committee is working to build an effective integrated system of services that supports children and youth ages prenatal to 12 years and their families. The committee recently received one-time funding from the Ministry of Children and Youth Services to identify how to better connect with and support children and their families from the Aboriginal, Francophone and Newcomer communities. This research is important to increase parent/family engagement with each of these populations in Windsor-Essex County so that they can be supported in appropriate ways by all service providers.</p>	

As part of this project, members of the WE LIP council hosted three focus groups with parents/guardians of Newcomer children aged zero to twelve in Windsor/Essex County.

Outcomes

The City of Windsor Children Services is working with the WE LIP to host Cultural Diversity Training sessions for Ontario Early Years Centre staff in October 2014. An invitation has been extended to the County of Essex to participate in this valuable learning opportunity.

**Research and Information Sessions*

Involvement in local, regional and sector planning groups

- Windsor Essex Children and Youth Planning Committee
- Go For Health Cultural Diversity Committee
- Food Matters
- Erie St. Clair Local Health Integration Network Prevention Working Group
- Windsor Essex Community Health Partnership Advisory Committee
- WE Succeed
- Comité Franco
- ESINC
- Windsor Essex Youth Advisory Committee
- Pathway to Potential
- Ad Hoc Advisory Board - St. Clair College Degree in Business Admin - Information & Communication
- City of Windsor Diversity Committee
- South Western Ontario Local Immigration Partnership Committee
- Ontario Municipal Immigration Committee

The LIP team participates at these tables to develop a collaborative framework to facilitate the development and implementation of sustainable solutions for the successful integration of newcomers at the community level.