



Hamilton Immigration Partnership Council



STRATEGIC PLAN 2017-2020

Message from Chair

It is with distinct pleasure that the Hamilton Immigration Partnership Council presents its Strategic Plan for 2017 - 2020. The Strategic Plan represents the culmination of extensive engagement and input by community members and stakeholders committed to improving the lives of newcomers settling in Hamilton, and who share the vision of:

“Hamilton welcomes newcomers, celebrates diversity and is a place for everyone to call home.”

The focus of the Council's efforts over the next three years will be on three key objectives: first, to enhance service delivery and build community partnerships; second, to strengthen community capacity to be responsive, welcoming and inclusive; and finally, to increase awareness of newcomer and community needs through research and knowledge sharing.

Hamilton's long-standing leadership and success in welcoming newcomers to the community is distinguished by its capacity to marshal the required resources and energies on a community wide scale through a collective community call to action. The Strategic Plan presents a blue-print for Hamilton as a global community that defines itself economically, socially and culturally as embracing diversity and celebrating the rich contributions that newcomers bring to this region.

As chair of the Hamilton Immigration Partnership Council, I am proud of the Council's continued commitment as a champion of newcomers, and I am appreciative of the diligent efforts and hard work that has been invested in crafting this compelling plan for a better future for our community.

The contributions and insights offered by the many individuals involved in our planning process were essential in building a robust strategy that can carry the Council to 2020. For this investment of time and energy, I am sincerely grateful.



Jim Vanderveken
Chair, Hamilton Immigration Partnership Council



HIPC COUNCIL APRIL 2016 - MARCH 2017

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Acknowledgement

We are grateful for the commitment, time and expertise of all the organizations, individuals and community partners who have:

- Collaborated as part of the Hamilton Immigration Partnership Council strategic planning process to create the 2017-2020 strategic plan
- Shared expertise, guidance and support to the Mayor's Advisory Committee on Syrian Newcomers and its five working groups: Health, Housing, Employment/Language and Skills Development, Education, and Community Support/Networks
- Collaborated on critical initiatives in 2016 to address priority newcomer challenges and issues (See Annual Report 2016 for details)

Special thanks to our funder Immigration, Refugees and Citizenship Canada (IRCC), and to the City of Hamilton our project sponsor since 2009. The continued support of IRCC, the City of Hamilton and all of our community partners and volunteers makes this critical community based planning to address local newcomer needs possible.

Nicole Longstaff, Senior Project Manager
Hamilton Immigration Partnership Council



Established in 2009, the Hamilton Immigration Partnership Council (HIPC) is a local planning and advisory body dedicated to forging community partnerships to coordinate and enhance the delivery of local settlement services and support the integration of newcomers in Hamilton. In its role as catalyst, convenor and collaborator HIPC leads community based planning and projects to address the needs of immigrants. HIPC is a multi-sector stakeholder body comprised of community leaders representing housing, health, employment, education, language training, research, settlement services, local government, businesses and other community based organizations.



The 2016 Strategic Planning Process

The 2016 strategic planning process reconnected HIPC with partners and newcomers across Hamilton to understand how to remain responsive to community needs. The consultations and research commissioned have informed the new HIPC strategy and plan for the successful integration of newcomers to Hamilton and the creation of a welcoming community.

THE STRATEGIC PLANNING PROCESS INCLUDED:

- › Consultations with HIPC partners and its five working groups: Housing, Settlement, Employment, Health and Language
- › Engagement with 15 community leaders representing health services, settlement agencies, Police services, Emergency services, HIPC staff, City Council, the Mayor's office, the French Catholic School Board, the post-secondary educational sector and former HIPC members
- › Engagement and consultations with over 70 immigrants from five local neighbourhoods
- › Research commissioned on LIP governance model best practices
- › A full-day strategic planning session with 21 HIPC Council members
- › The creation of three planning committees to bring together community partners to further refine HIPC's priorities
- › Strategic planning day brought HIPC together to review and finalize the 3 year strategic plan and 2017-2018 work plan
- › Changes to HIPC governance and new 2017-2020 HIPC Strategic Plan approved by Council in January 2017

The research and community consultations reports used to inform the new HIPC strategic plan are available for your reference on the HIPC website:



› hamiltonimmigration.ca/research



The Hamilton Immigration Partnership Council Strategic Plan (2017-2020)



OUR VISION

Hamilton welcomes newcomers, celebrates diversity and is a place for everyone to call home.



OUR MISSION

The Hamilton Immigration Partnership Council coordinates local strategic planning and community based knowledge-sharing to advance the successful settlement and integration of all newcomers to Hamilton.



OUR MANDATE

The HIPC, in facilitating and supporting the implementation of the HIPC Strategy and Action Plan for the city of Hamilton, will fulfill its mandate as prescribed by Immigration, Refugees and Citizenship Canada (IRCC) to:

- › Establish an inclusive partnership council and create terms of reference
- › Conduct research on newcomer needs and the community's assets and gaps
- › Establish a local settlement strategy - identifying key priorities for action that will strengthen the ability of the community to be more welcoming and inclusive of newcomers
- › Develop annual action plans to address local priorities
- › Support implementation of annual action plans and report on results
- › Monitor and track progress and make recommendations where new or improved performance is required



OUR GUIDING PRINCIPLES

Inclusivity | Transparency | Responsiveness
Flexibility | Results Focused | Accountable



OUR STRATEGIC OBJECTIVES

Based on research, consultations and focus groups conducted with community partners, newcomers and other stakeholders, HIPC identified three strategic objectives and priority areas of focus for its activities in 2017-2020.



① Newcomers are supported through strong community partnerships

Strategic Priority: Coordination of Services

- › Multi-sector services and supports for newcomers and immigrants are coordinated and planned to optimally address the settlement and integration needs of newcomers and immigrants across Hamilton
- › Cross-sectoral collaborative activities and partnerships are identified and implemented to enhance the coordination of settlement services
- › The highest priority systemic barriers in all dimensions of settlement are addressed
- › Engagement with community partners, newcomers and immigrants to verify gaps, plan priority actions and share knowledge to improve outcomes for newcomers

Key projects identified:

- › Pilot mobile newcomer services and information hub
- › Annual newcomer services providers' conference/forum
- › Process created for identifying the highest priority issues/gaps and deciding on course of action (i.e. solutions, advocacy, recommendations)

② Hamilton is a responsive, welcoming and inclusive community

Strategic Priority: Communications and Community Engagement

- › HIPC educates and raises awareness of newcomer and immigrant issues, showcases success stories and shares progress in improving coordination of effective services and fostering welcoming communities.
- › Through outreach and networking with stakeholders HIPC:
 - Strengthens partnerships
 - Collaborates and enhances community-based knowledge sharing
 - Increases intercultural and civic engagement

Key projects identified:

- › #HamiltonforAll - A public education and community engagement campaign in partnership with the Ontario Council of Agencies Serving Immigrants (OCASI) and the Hamilton Centre for Civic Inclusion (HCCI) to address anti-immigrant stereotypes and assumptions in our community
- › Annual Hamilton Newcomer Day



③ HIPC is a leader in immigration research and knowledge sharing

Strategic Priority: Research and Evaluation

- › Coordinate and conduct research on newcomer and immigrant demographics, trends, immigration policy and barriers to integration
- › Recommend indicators for measuring the progress of priority actions against expected outcomes
- › Measure project progress and partner engagement in executing priority actions

Key projects identified:

- › Updated immigration profile for Hamilton
- › Creation of ‘welcoming community’ scorecard for Hamilton
- › Study on immigrant retention rates in Hamilton and the economic loss of unsuccessful settlement
- › Research project: “Syrian Immigration in Hamilton, Labour Market and Entrepreneurship Integration” in partnership with Dr. Benson Honig, Degroote School of Business, McMaster University

HIPC Governance Highlights

In partnership with Pathways to Prosperity (P2P), HIPC commissioned research on promising practices in local immigration partnerships (LIPs) across Canada. Based on these recommendations and feedback from the Hamilton community, HIPC has implemented several changes to its governance model for 2017-2020. Highlights include:

- › The creation of a permanent seat on HIPC for the Chairs of the Advisory Committee for Immigrants and Refugees. This new seat will strengthen HIPC partnership with this Hamilton citizens’ advisory committee and increase community feedback at the strategic planning level.
- › A new requirement that a minimum of 3 members of the Council have lived newcomer experience.

For a comprehensive overview of the new governance model and other changes made for 2017-2020, please refer to the latest HIPC Terms of Reference available on our website :



› hamiltonimmigration.ca/immigration-strategy






Next steps...

The strategic planning process has resulted in an exciting new strategic direction, priorities and areas of focus for 2017-2020. HIPC’s implementation plan will operationalize the strategy through priority projects and actions to bring the HIPC vision to life. HIPC will regularly evaluate its plan and re-evaluate priorities against emerging community needs and immigration trends in order to be responsive and flexible to the Hamilton community and its partners.



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