



Hamilton Immigration Partnership Council



Message from Chair

On behalf of the Hamilton Immigration Partnership Council (HIPC), I am pleased to provide you with an overview of key deliverables and significant milestones achieved this past year. Council members, community partners and newcomer residents have freely given their energy and time in achieving these notable accomplishments.

You will see in this HIPC Annual Report Summary that significant progress has been made in advancing the priority of ensuring Hamilton remains a hallmark community in welcoming newcomers and refugees. This past year was distinguished by a significant investment in revitalizing the governance structure of HIPC and establishing a robust strategic plan for 2017 – 2020. The new strategy will be launched on March 29, 2017.

A reflection on this past year would not be complete without acknowledging the outpouring of support and assistance offered by citizens of our community in helping Syrian refugee families arriving in Hamilton. Collectively, resources were marshalled and groups rallied to provide aid in many different forms to ensure families and children could begin to build new lives in Canada. HIPC was proud to contribute to this important humanitarian effort.

Among a number of key achievements, HIPC has proactively put into place a strong communications plan to showcase the important role that newcomers play in the economic, social and cultural vibrancy of the community. Through social media and our website, we have made available a wide range of resources, publications and digital materials that speak to Hamilton as a welcoming city.

Through a number of key events, HIPC brought together critical stakeholders to strengthen community networks, to coordinate planning efforts and to celebrate the diversity that represents the City of Hamilton. *Thank You #HamOnt* and *Employers Embracing Diversity* are just two examples of the work HIPC undertook to advance its new vision.

I wish to express our sincere appreciation to the dedicated members of the Council and HIPC staff for their unwavering support and assistance this past year. I look forward to continuing our collaboration in the year ahead as we strive to be an exemplary sanctuary community for the betterment of all.



Jim Vanderveken
Chair, Hamilton Immigration Partnership Council





HIPC Chair
Jim Vanderveken

HIPC Staff
Nicole Longstaff
Senior Project Manager

Layla Abdulrahim Moore
Working Group Coordinator

Naomi Ahmad
*Communications Associate/
Research Advisor*

The Hamilton Immigration Partnership Council (HIPC) was established in January 2009 as a 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 this role of catalyst, convenor and collaborator HIPC leads community based planning to address the needs of immigrants. HIPC is a multi-sector stakeholder body comprised of community leaders, representing many sectors of Hamilton including housing, health, employment, education, language training, research, settlement services, local government, businesses, community based organizations, media and the francophone community. In 2016 HIPC established a new vision for Hamilton as a welcoming community:

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

This annual report summary provides an overview of HIPC activities and accomplishments in 2016. The highlights are grouped into six priority themes:

- ① Communications
- ② Publications and Resources
- ③ Community Engagement
- ④ Employment Focus
- ⑤ Syrian Refugee Resettlement
- ⑥ Governance and Strategic Planning

Communications

In 2016 HIPC developed a communications plan to increase awareness of its purpose, partners and activities. The plan included redeveloping the HIPC website, using social media to engage with the community and showcasing HIPC's work through stories and videos.

WEBSITE

➤ www.hamiltonimmigration.ca

Phase ①

HIPC facilitated a new relationship with the YWCA's Women in Technology Program to conduct research on promising website practices among Local Immigration Partnerships.

Phase ②

The new website, redeveloped in partnership with Information Hamilton, includes information on HIPC, toolkits and guides for newcomers, newcomer success stories, community events, news and an interactive map of service providers in Hamilton.

Phase ③

Launched in April 2016, the web pages have been viewed over 26,600 times.

Launch date: April 2016



Over

8,700
sessions



Over

6,430
users



Over

26,600
views

IN THE NEWS

➤ 'HAMILTON'S GREAT SYRIAN INFLUX: THANKS ALL AROUND'

- Article authored by Jeff Mahoney on the 'Thank You #HamOnt' event organized by HIPC.

➤ 'WELCOME NEW CANADIANS: HAMILTON IS READY!'

- Opinion editorial authored by Judy Travis, HIPC Chair 2015 - 2016, and published by The Hamilton Spectator on February 10, 2016. The article highlighted Hamilton's rich history of welcoming and integrating newcomers and the important role that HIPC continues to play in helping Hamilton's settlement sector move towards a shared approach.

➤ 'FRED EISENBERGER: WELCOMING THE WORLD TO HAMILTON'

- Opinion editorial authored by Fred Eisenberger, Mayor, City of Hamilton on welcoming refugees and newcomers to Hamilton.

VIDEOS

➤ WELCOME TO HAMILTON

HIPC worked with Global Hamilton, Advisory Committee for Immigrants and Refugees, New Horizons Media and Mohawk College to showcase newcomer experiences and the different settlement programs and resources that help welcome newcomers to Hamilton.

➤ THANK YOU #HamOnt

Video showcasing how the Mayor's Advisory Committee on Syrian Newcomers, HIPC partners and Hamiltonians from across the city worked together to welcome and support Syrian newcomers.

➤ NEWCOMERS IN HAMILTON: JOURNEY TO SUCCESS

Four new Canadians shared their stories of success in Hamilton, highlighting their participation in the workforce and the valuable skills immigrants bring to our economy.



Available on ➤ www.hamiltonimmigration.ca

★ IRCC OUTCOME

HIPC's communications strategy broadened its partner's network of community members and organizations involved in newcomer settlement and integration. HIPC's communications initiatives increased awareness of newcomer needs, provided greater exposure of community initiatives to support newcomers and enhanced Hamilton's capacity to be a welcoming city for all.

🐦 TWITTER

Launch date: June 2016



576
followers



+64
NEW followers
per month



Over
12,400
profile visits



Over
1,830
tweets

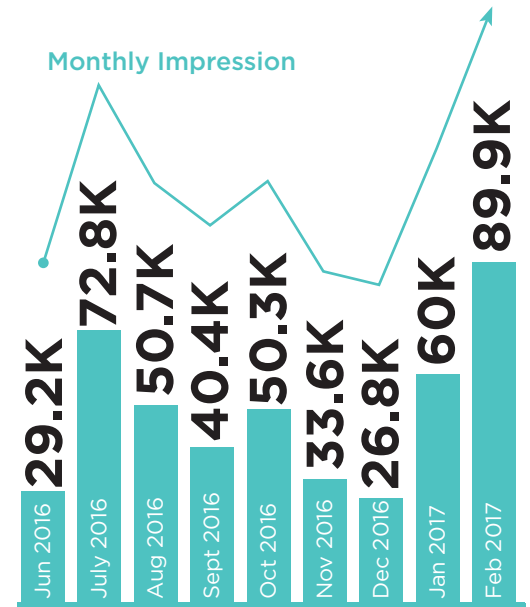


Over
2,170
likes



Over
1,680
retweets

Monthly Impression



Publications & Resources

HIPC aims to be the leader in immigration research and knowledge sharing in Hamilton. Building on the expertise of its local, provincial and federal partners, HIPC produced resources to support the work of partners serving newcomers in Hamilton.

- Welcome to Hamilton: Settlement Services Card
- Housing Guide (English, French and Arabic)
- Newcomer Services Guide (English and Arabic)
- Brochure: Hire Immigrants
- Report: The Employer's Roadmap: Hiring and Retaining Internationally Trained Workers in Hamilton
- Report: Promising Practices for Innovation and Effective Governance of Local Immigration Partnerships
- Report: Immigrant and Refugee Community Consultation
- Banners: Hamilton Welcomes Newcomers
- Brochure on HIPC (English and French)

★ IRCC OUTCOME

HIPC improved knowledge sharing and informed local strategic planning by producing several resources and research documents. HIPC responded to local service providers' needs and enhanced the accessibility to information for newcomers.

Community Engagement

HIPC has over 85 partners representing community services, settlement organizations, different levels of government and private sectors. Each year HIPC and its working groups organize and attend events, conferences and roundtables to connect to the community and engage with newcomers. HIPC staff attended a total of 25 events and conferences in 2016 and 2017.

Over
85
partners

HIPC staff attended a
total of
25
events and conferences in
2016 and 2017

HIPC EVENTS



NEWCOMERS SKATING AT WINTERFEST

Over 120 newcomers participated in skating events during the Hamilton Winterfest in 2016 and 2017. HIPC coordinated community engagement and skating opportunities for newcomers with Tourism Hamilton. Participants also shared their thoughts on “How can Hamilton be more welcoming?” Their responses helped shape HIPC’s new vision, goals and activities.



Over
120
newcomers
participated



#WELCOMEREFUGEES INFORMATION FAIR

HIPC partnered with MP Filomena Tassi, the City of Hamilton’s Mayor’s Office, Immigrants Working Centre and Wesley Urban Ministries to organize the #WelcomeRefugees Information Fair on March 01, 2016. Over 100 newcomers, community members and service providers attended the free event. The event showcased 25 local organizations and groups that offer information and services to immigrants and refugees.



Over
100
newcomers
participated



EMPLOYERS EMBRACING DIVERSITY FORUM

HIPC partnered with Workforce Planning Hamilton, RBC and the Mayor's Advisory Committee on Syrian Newcomers to host the Employers Embracing Diversity Forum on October 27, 2016. The forum showcased local supports and encouraged employers to hire newcomers. Service provider organizations shared information with employers on programs and incentives for hiring newcomers.



Over
100
people
attended

THANK YOU #HAMONT - ONE YEAR ANNIVERSARY OF SYRIANS IN HAMILTON

Over 200 people including community partners, Hamilton volunteers and Syrian newcomers gathered at City Hall on November 29, 2016 to celebrate community efforts to welcome Syrian newcomers to Hamilton. The event was organized by HIPC and the Mayor's Advisory Committee on Syrian Newcomers.



Over
200
people
gathered

HIPC COMMUNITY EVENTS

MARCH
 8
 2017



International Women's Day Celebration - YWCA

JANUARY
 30
 2017



HIPC at Solidarity Vigil - Quebec City Mosque Shooting

DECEMBER
 23
 2016



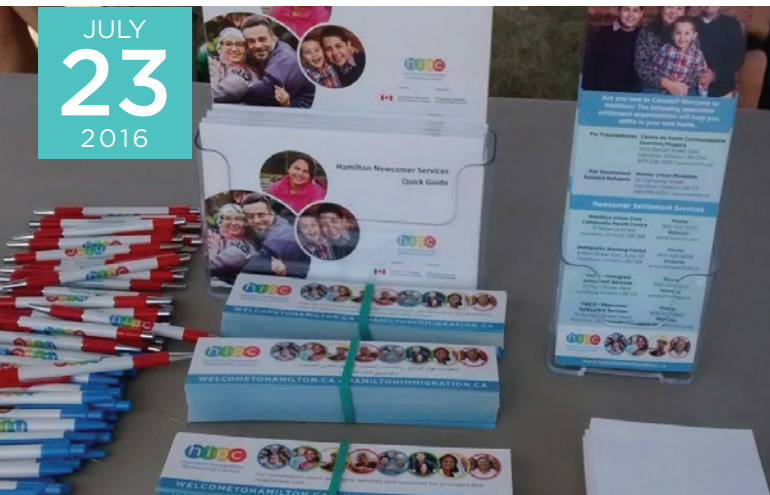
Road to Wellness Program Holiday Celebration
 by YWCA and Wesley Urban Ministries

OCTOBER
 1-2
 2016



Gandhi Peace Festival
 HIPC information booth set up at Hamilton City Hall

JULY
 23
 2016



Buchanan Park Splash Pad Grand Opening

JULY
 1
 2016



Canada Day Celebration
 Translated promotional poster to three languages



GAR Canada Day Celebration
 By Wesley Urban Ministries



World Refugee Day
 By Wesley Urban Ministries



Multicultural Wellness Fair
 Good Shepherd Hamilton Centre for Civic Inclusion, YWCA,
 and City of Hamilton

- **MAYOR'S ADVISORY COMMITTEE ON SYRIAN NEWCOMERS AND WORKING GROUPS**
 July 2016 - present
- **SYRIAN REFUGEE RESETTLEMENT INFORMATION UPDATE**
Monthly teleconference with the Province
 January 2016 - February 2017
- **19TH NATIONAL METROPOLIS CONFERENCE, LOOKING FORWARD: MIGRATION AND MOBILITY IN 2017 AND BEYOND**
Part of panel workshop on "The Role of Municipalities in Settlement and Integration"
 March 16 - 18, 2017
- **REGIONAL ROUNDTABLE ON GLOBAL WORKFORCE**
Discussion with Honourable Minister Ted McMeekin, Ministry of Citizenship & Immigration on the roles of government and business community in leveraging highly skilled immigrants to strengthen Ontario's innovation economy
 February 24, 2017
- **PATHWAYS TO PROSPERITY 2016 NATIONAL CONFERENCE, SHAPING IMMIGRATION TO CANADA: LEARNING FROM THE PAST AND A VISION FOR THE FUTURE**
 November 30 - December 2, 2016
- **FEDERAL ROUNDTABLE ON THE FUTURE OF IMMIGRATION IN CANADA**
 August 12, 2016
- **POVERTY REDUCTION STRATEGY**
Discussion to align the new HIPC strategy with the Poverty Reduction strategy in Hamilton
 August 4, 2016
- **IRCC ONTARIO REGION EXPRESS ENTRY CONSULTATION**
 July 29, 2016
- **INFORM ONTARIO EDUCATION & NETWORKING SYMPOSIUM**
Highlighted HIPC's resource guides and website as a panelist
 June 22, 2016
- **HAMILTON LIVING TOGETHER SYMPOSIUM**
A symposium to explore ways of working together to create a vision for an inclusive, harmonious community
 March 29, 2016.



IRCC OUTCOME

HIPC engaged community partners and stakeholders through events, roundtables and conferences resulting in strengthened local, provincial and federal partnerships. HIPC's engagement efforts in the community increased awareness of newcomers' needs and has allowed for organic, innovative and sustainable partnership development.

Employment Focus

As part of HIPC's community consultations, newcomers and immigrants identified employment as the leading barrier to settlement, specifically not being able to secure employment in one's own field of experience. HIPC developed a strategy to showcase immigrant talent in Hamilton and raise awareness among employers on the needs and skills of immigrants.

EMPLOYERS EMBRACING DIVERSITY SERIES

HIPC coordinated a media series titled: "Employers Embracing Diversity" for the Hamilton Spectator, in partnership with Workforce Planning Hamilton and Global Hamilton. The seven articles published in this series created greater awareness of the contributions of immigrants and internationally trained professionals to the Canadian economy and highlighted promising human resource practices.

EMPLOYERS EMBRACING DIVERSITY FORUM

HIPC partnered with Workforce Planning Hamilton, RBC and the Mayor's Advisory Committee on Syrian Newcomers to host the Employers Embracing Diversity Forum on October 27, 2016. The forum showcased local supports and encouraged employers to hire newcomers. Service provider organizations shared information with employers on programs and incentives for hiring newcomers.





Employer: Canada Bread



Employer: Marchese Health Care



Employer: Copley



Employer: Rockwell Automation



Over

90%

participants reported they learned new strategies for bridging cultural diversity in the workplace



70%

are more aware of resources available to hire and retain immigrants



Over

70%

reported making new partnerships as a result of the event

RESOURCES:

- Employers in Hamilton: Tap Into Talent - Tap Into Diversity
- Employers' Roadmap: Hiring and Retaining Internationally Trained Workers in Hamilton
- Newcomers to Hamilton - Journey to Success Video

PARTNERSHIPS:

- New partnerships with seven local organizations led to the Employers Embracing Diversity media series. These include: Royal Bank of Canada, Rockwell Automation, Canada Bread, Hamilton Health Sciences, Collège Boréal, Copley and Marchese Health Care.
- HIPC partnered with the Job Developers Network to distribute the *Employers' Roadmap* in Hamilton.

★ IRCC OUTCOME

By facilitating partnerships, coordinating services and sharing information, HIPC identified and addressed some of the employment challenges faced by newcomers. This project highlighted immigrant skills, made resources accessible to employers looking to hire newcomers in Hamilton and helped local employers understand the value of embracing diversity in the workplaces.

Syrian Refugee Resettlement

BACKGROUND

The Government of Canada resettled over 40,801 Syrian newcomers in more than 350 communities across Canada between November 4, 2015 and January 29, 2017. Ontario received 16,956 (42%) of the national total, out of which 1491 (4%) have since called Hamilton home. Of the total Syrian newcomers welcomed in Hamilton, 86% are Government Assisted Refugees (GARs), the third highest total of Syrian GARs welcomed in Ontario. Hamilton received the 4th highest total of all Syrian newcomers welcomed in Ontario – a total amount that is approximately 4 times higher than the average yearly intake of refugees in Hamilton from 2011 to 2015.



Canada resettled over
40,801
Syrian newcomers

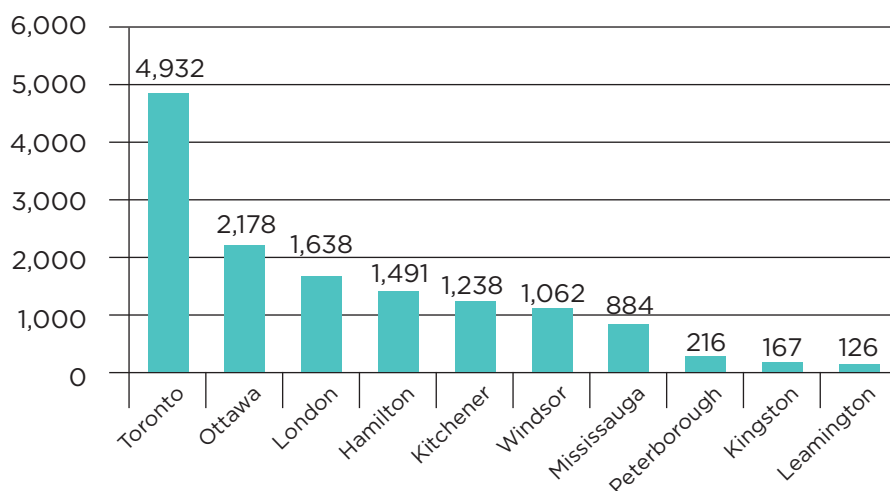


To
350
communities across
Canada from 2015 - 2017

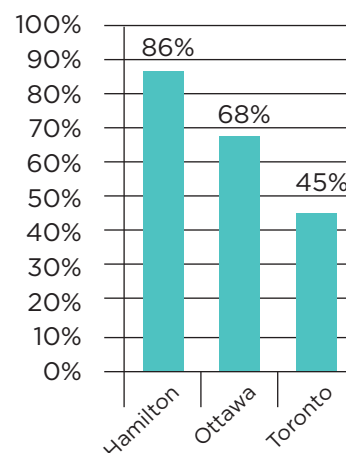


Ontario received
42%
of the national total

Top 10 Communities – Syrian Newcomer Resettlement in Ontario,
January 29, 2017
(Source: IRCC)



Top 3 Communities in Ontario welcoming
GAR (% of total)
(Source: IRCC)



With the support of HIPC, the Mayor's Advisory Committee on Syrian Newcomers and its supporting working groups have brought together over 100 community partners to support the resettlement of 1491 Syrian refugee newcomers in Hamilton. The Mayor's Advisory Committee is supported by five Working Groups in the areas of

- ① Housing
- ② Health
- ③ Education
- ④ Employment, Language and Skills Development
- ⑤ Community Supports and Networks



MEETINGS AND EVENTS

In support of the Syrian Newcomer resettlement process in Hamilton HIPC staff:

- Organized the 'Thank You #HamOnt - One Year Anniversary of Syrians in Hamilton' community engagement event to share information with newcomers and recognize community efforts in welcoming Syrian newcomers to Hamilton. Over 200 newcomers, partners, community organizations and volunteers participated.
- Organized newcomer skating event during the Winterfest festival in partnership with the City of Hamilton's Tourism Office. Refugee newcomer families were able to experience their first skating experience in Hamilton.
- Participated in ongoing provincial and federal conference calls to share information, challenges and best practices related to the settlement of Syrian refugees in Canada.
- Hosted a community consultation meeting with Private Sponsored Refugee (PSRs) groups and Sponsorship Agreement Holders (SAHs) to identify gaps and opportunities.
- Administered the new Employment, Language and Skills Development Working Group.
- Provided support to the Community Supports and Networks Working Group.
- Addressed service gaps and opportunities via participation on the City of Hamilton Staff Working Group on Syrian Newcomers and bi-weekly Syrian Refugee Newcomer and Immigration team meetings.
- Organized a Cultural Competency Workshop for volunteers working with Syrian refugees in Hamilton in

collaboration with Hamilton Centre for Civic Inclusion (HCCI) and Wesley Urban Ministries.

- Organized the '#WelcomeRefugees Information Fair' on March 01, 2016 in partnership with MP Filomena Tassi, the City of Hamilton's Mayor's Office, Immigrants Working Centre and Wesley Urban Ministries. The HIPC Settlement Working Group contacted a list of 200 ethno-cultural and faith based organizations in Hamilton and invited them.

RESOURCES AND PUBLIC AWARENESS

In support of the Syrian Newcomer resettlement process in Hamilton HIPC staff:

- Helped in the publication of 'Welcome New Canadians: Hamilton is Ready!' opinion editorial authored by Judy Travis, HIPC Chair 2015 - 2016. The article, published by The Hamilton Spectator on February 10, 2016, highlighted Hamilton's rich history of welcoming and integrating newcomers and the important role that HIPC continues to play in helping Hamilton's settlement sector move towards a shared approach.
- Assisted the City of Hamilton's Recreation department in the creation and distribution of a recreation package in Arabic for Syrian refugee families, which included a free family recreation pass, translated fee assistance application and translated recreation programs in Hamilton.
- Translated and printed HIPC's Newcomer Services Guide and Housing Guide in Arabic with over 1000+ copies distributed to local service providers, institutions, community groups and newcomers.
- Translated the Mayor's welcome message for Syrian newcomers in

Hamilton.

- Developed and distributed a "Welcome to Hamilton" Settlement Services information card.
- Translated and distributed the City of Hamilton's Canada Day event poster in Arabic.
- Created 100+ Newcomer Resource packages in Arabic and English for city-wide distribution at Ontario Works offices.
- Disseminated all resource guides and tools via the HIPC and the City of Hamilton's websites.
- Highlighted HIPC's resource guides and website as a panelist at the Inform Ontario Education & Networking Symposium.
- Provided support to the development and maintenance of the City's Syrian webpage: www.hamilton.ca/syriannewcomers
- Collected and posted community Syrian refugee events and stories.

PROJECTS IN PROGRESS

- Four employment videos are being translated into Arabic by HIPC, Adult Basic Education Association (ABEA) and Mohawk College. Completion date: May 2017.
- A resource sheet on English language service providers in Hamilton is being produced. Completion date: April 2017.
- A workshop for language and employment service providers working with newcomers in Hamilton will be organized on April 21, 2017. The workshop will explore innovative ways of working together. Workshop date: April 21, 2017.
- The Syrian Newcomer Resettlement Evaluation is in progress. Completion date: May 2017.



★ IRCC OUTCOME

HIPC's strong network of partners resulted in strategic community collaborations with the goal of resettling Syrian newcomers in Hamilton. HIPC helped in identifying gaps and opportunities, connected essential stakeholders and engaged newcomers. By adopting a leadership role between the municipality and community partners, HIPC shared information and equipped service providers and newcomers with the resources they needed to facilitate the settlement process. HIPC also engaged with local residents to foster a welcoming environment for newcomers and refugees.

Governance and Strategic Planning

Since 2009, HIPC has come a long way in bringing together community leaders and supporting initiatives to help newcomers settle in Hamilton. Building on HIPC's success, the 2016 strategic planning process reconnected with partners and newcomers to understand how HIPC can continue to remain responsive to community needs. The consultations helped HIPC shape new priorities 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 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 with immigrants from five local neighbourhoods.
- Research on LIP governance model best practices.
- Full-day strategic planning session with 21 HIPC Council members.

The consultations highlighted the need for HIPC to focus its efforts and resources to advance the following areas: Coordination of Newcomer Services, Communications, Community Engagement, Research and Evaluation. Three Ad Hoc strategic planning committees were established to further develop these priority areas and to identify next steps:

- ① Communications and Community Engagement,
- ② Coordination of Services,
- ③ Research and Evaluation

Between April and May of 2016, HIPC disseminated the results of the consultations to Working Group members and transitioned HIPC's five working groups towards membership on one of three new Ad Hoc strategic planning committees and/or membership on one of the working groups created to support the Mayor's Advisory Committee on Syrian newcomers. Several HIPC members chose to be a part of both the strategic planning committees and the Mayor's Advisory working groups which is acknowledged as a considerable commitment of time and effort.

HIPC's three Ad Hoc strategic planning committees developed the committee's Terms of Reference and planned projects aligned with HIPC's vision and strategic priorities. On December 15, 2016, the committees identified cross cutting projects and task teams to support HIPC's vision for 2017-2020.

The strategic planning process resulted in:

- **Vision:** 'Hamilton welcomes newcomers, celebrates diversity and is a place for everyone to call home.'
- **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
- **Strategic Priorities:**
 - Hamilton is a responsive, welcoming and inclusive community
 - Newcomers are supported through strong community partnerships
 - The Hamilton Immigration Partnership Council is a leader in immigration research and knowledge-sharing
- **Priority Focus Areas:**
 - Communications and Community Engagement
 - Coordination of Services
 - Research and Evaluation
- **Guiding Principles:**
 - Inclusivity
 - Transparency
 - Flexibility
 - Responsiveness
 - Accountability
 - Results focused
- **Updated HIPC Terms of Reference**
- **Development of HIPC staff Terms of Reference**
- **Updated Governance Structure**

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.

Special thanks to the Hamilton Immigration Partnership Council and its community partners who have volunteered their time in support of the council and its subcommittees. Of note, several HIPC members demonstrated exemplary dedication to both the Syrian refugee resettlement project through the Mayor's Advisory Committee on Syrian Newcomers and to the HIPC strategic planning project. Thank you for all that you have done, and continue to do to make Hamilton a welcoming community for newcomers.

HIPC COUNCIL

APRIL 2016 - MARCH 2017

NAME	ORGANIZATION
Alain Dobi	Réseau de soutien à l'immigration francophone
Denise Christopherson	YWCA Hamilton
Don Jaffray	Social Planning and Research Council Hamilton
Heather Moffat	Hamilton-Wentworth District School Board
Huyen Dam	PhD Student, McMaster University
Ines Rios	Immigrants Working Centre
Jim Commerford	YMCA of Hamilton/Burlington/Brantford
Jim Vanderveken (Chair)	Mohawk College
John Ariyo	City of Hamilton
Judy Travis	Workforce Planning Hamilton
Kirstin Maxwell	Housing Service, City of Hamilton
Lil Acevedo	Housing Help Centre
Lily Lumsden	YMCA of Hamilton/Burlington/Brantford
Lorraine Hamilton	Collège Boréal
Richard Koroscil	Korlon Strategic Services
Sandra Pizzuti	Hamilton-Wentworth Catholic District School Board
Sarah Wayland	Global Hamilton, City of Hamilton
Sharon Reichheld	Royal Bank Canada
Suzanne Brown	City of Hamilton
Yohana Otite	Hamilton Centre for Civic Inclusion

HIPC PARTNERS

ACFO Régionale Hamilton	Hamilton Chamber of Commerce	North Hamilton Community Health Centre
Adult Basic Education Association	Hamilton Community Legal Clinic	Ontario Ministry of Citizenship and Immigration
Advisory Committee for Immigrants and Refugees	Hamilton Health Sciences	PATH Employment Services
Applegrove Co-operative Homes	Hamilton Housing Help Centre	Refuge: Hamilton Centre for Newcomer Health
CARE: Centre for Internationally Educated Nurses	Hamilton Public Library	Salvation Army Booth Centre
Centre de santé communautaire Hamilton/Niagara	Hamilton Spectator	Service Canada
Circle of Friends for Newcomers	Hamilton Urban Core Community Health Centre	Skills for Change
City of Hamilton	Hamilton-Wentworth Catholic District School Board	Social Planning & Research Council of Hamilton (SPRC)
COAST Hamilton	Hamilton-Wentworth District School Board	St. Charles Adult and Continuing Education
Collège Boréal	Immigration, Refugees and Citizenship Canada	St. Joseph's Healthcare Hamilton
Conseil scolaire de district catholique Centre-Sud	Immigrants Working Centre	Thrive Child and Youth Trauma Services
Employment Hamilton	Information Hamilton	Volunteer Hamilton
Réseau de soutien à l'immigration francophone	Local Health Integration Network	Wesley Urban Ministries
Good Shepherd	McMaster University	Workforce Planning Hamilton
Goodwill, The Amity Group	McMaster Children's Hospital	YMCA of Hamilton/Burlington/Brantford
Hamilton Centre for Civic Inclusion	Mohawk College	YWCA Hamilton
	Neighbour to Neighbour Centre	
	NGen Youth Centre	



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🐦 @HipcHamilton

hamiltonimmigration.ca



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