



Hamilton Immigration
Partnership Council

ANNUAL REPORT 2021 - 2022



ABOUT HIPC

The Hamilton Immigration Partnership Council (HIPC) is a community table that seeks to create a seamless settlement experience for immigrants in Hamilton. With partners from various sectors – including settlement, education, business, health, social services, municipal affairs, and persons with lived immigration experience -- we work together to create a welcoming community with relevant and accessible services for all.

HIPC was established in 2009 as one of Canada's first local immigration partnerships, a network that has now spread across the country and includes more than 75 similar local initiatives.

MESSAGE FROM HIPC CHAIR

Over the past year, we saw ongoing challenges with the global pandemic and health inequities plus some new ones such as emerging refugee crises, first in Afghanistan and now in Ukraine. During these uncertain times, HIPC has continued to advocate for the basic needs of newcomers and to identify new ways we can bring service providers, community members, newcomers and others together around common goals.

One year into our new strategic plan, I am especially proud of HIPC's COVID-19 response and engagement and the creation of the Hamilton Afghan Resettlement Taskforce. Much other important work is shown in this report. Each project is aligned with our collective strategic goal of seeing newcomers to Hamilton have successful settlement experiences and feel a sense of belonging.

My time as Chair is coming to an end, and I wish our incoming Chair Rashed Afif all the best as he takes over this role. I want to thank the HIPC team for initiating and managing various projects to improve outcomes for newcomers in our community, and all the council and committee members for your dedication to our collective work. I look forward to being part of this work going forward.

Warmly,



Lily Lumsden, HIPC Chair

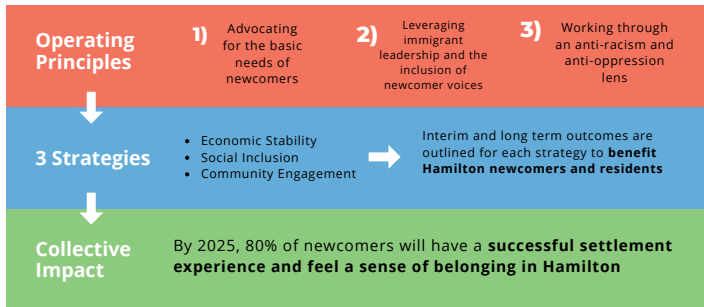


IMPLEMENTING NEW PLAN

HIPC Strategic Plan 2021 - 2025

HIPC approved a strategic plan for the period 2021-2025 based on a collective impact model, including an evaluation framework and new operating principles.

2021 marks the first year of HIPC working towards our new collective impact goal.



NEW COUNCIL LAUNCH!

HIPC is a multi-layered community partnership initiative comprised of a Council led by a Chair and Vice Chair, four Committees each led by a Chair or Co-Chairs, ad hoc Working Groups, and a Secretariat of three staff.

In April 2021, HIPC formed a new Council and launched new committees that work towards the new strategic plan.

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| <p>28</p> <p>Council members with diverse representation oversee HIPC</p> | <p>60%</p> <p>of HIPC Council members have lived experience with immigration</p> | <p>15+</p> <p>sectors represented including business, housing, settlement, education, government, health etc.</p> | <p>New Members</p> <p>From Hamilton Public Library, Thrive Child and Youth Trauma Services, Good Shepherd Family Centre, Spectrum, Refugee Newcomer Health, Ontario Works, Filipinas of HamOnt</p> |
| <p>3 Committees</p> <ul style="list-style-type: none">• Economic Stability• Social Inclusion & Community Engagement• Evaluation | <p>Quarterly Meetings</p> <p>of Council and committees to discuss, plan and execute strategic plan and projects</p> | <p>Working Groups</p> <ul style="list-style-type: none">• Anti-Racism• Directory of Newcomer Services• Newcomer Week | <p>Continuous Learning</p> <p>Anti-Racism Working Group continued its work focusing internally on HIPC best practices which introduced personalized land acknowledgments to each council meeting</p> |

MEASURING RESULTS

HIPC YEARLY EVALUATIONS

In 2021, HIPC conducted a partner survey targeting individuals and organizations who have been involved in HIPC's Council, Committees and Working Groups. This multi-purpose survey helped HIPC better understand its perception among members and areas to continue to work towards in the upcoming years.

How did we evaluate?

23

Respondents contributed to our survey



Identified areas of focus for upcoming years and provided feedback on HIPC process

Shared report with HIPC council

How did HIPC score?

100%

score on facilitating conversations and dialogues to promote community engagement among newcomers and service providers

92%

score on having newcomers in leadership positions

92%

score on holding events to promote trust and reciprocity

90%

support research studies focused on access to services

RESPONDING TO THE COMMUNITY

WELCOMING AFGHAN REFUGEES

The HIPC team continues to work on various projects to support Afghan refugees moving to Hamilton and continues to strategically promote Hamilton as a prime location for settlement. This includes a dedicated informational page on the HIPC website for the general public as well as a welcome video created for Afghan arrivals to learn more about Hamilton.

In 2021, HIPC also launched the Afghan Resettlement Taskforce, giving stakeholders in Hamilton an opportunity to continually meet and strategize about how to best meet the needs of Afghan refugee arrivals.



ENGAGING HAMILTON EMPLOYERS

As part of the Economic Stability committee, HIPC launched a new campaign to engage and educate local employers about the opportunities and benefits associated with hiring and retaining newcomer labour market talent. [Hamilton Employers Hire Immigrants](#) features labour market information, testimonials and resources for employers interested in diversifying their organization.

As part of an ongoing campaign this new website will be regularly updated and will continue to feature diverse employer champions that are making a difference in Hamilton.



COVID-19 EDUCATION

In alignment with HIPC's commitment to ensuring the basic needs of newcomers are considered in any project it undertakes, HIPC and its partners played an important role in raising awareness about COVID-19 vaccines and ensuring equitable access to vaccines for newcomers and other marginalized groups.

Promotion and Awareness

HIPC promoted pop-up and mobile clinics on social media and shared Public Health and Vaccine Ambassadors' presentation to HIPC Council.

Multilingual Sessions

As part of newcomer week, HIPC facilitated multilingual sessions for newcomers which included sessions in Spanish, Somali, Swahili and Arabic.

Facilitating Research

HIPC partnered with Prof Bruce Newbold on random sample survey on attitudes towards immigrants before and during COVID



ELECTION ENGAGEMENT

HIPC promoted multilingual resources ahead of the Federal Election on social media (Instagram, Twitter) and in the biweekly ImmPress newsletter to help engage and educate newcomers on the importance of voting.

Vote safely



Get official info



Plan to vote



ELEVATING NEWCOMER VOICES



STORIES OF MIGRATION AND BELONGING

Working alongside Hamilton Civic Museums, the HIPC team contributed to a compelling new virtual exhibition titled *Stories of Migration and Belonging*. This exhibition spotlights the stories of six Hamilton immigrants through video, photos and storytelling and highlights the rich and diverse history of immigration in Hamilton.

It was featured in the Hamilton Spectator and as part of a 6-week HIPC social media campaign.

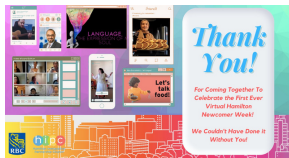
I felt the compassion and support when we arrived to Hamilton.

Home is where I feel safe, I can have hopes and dreams.



VIRTUAL NEWCOMER WEEK

HIPC's Newcomer Week went virtual in May 2021, bringing together community organizers, partners and newcomers through a series of 30+ online sessions. With a large focus on timely community topics including COVID-19 vaccines and virtual settlement and employment services, this week of events served as a catalyst for community engagement and education.



SDAY, MAY 26, 2021 THE HAMILTON SPECTATOR | A1

>> COMMENT

READERS WRITE

LETTERS WELCOME, 250-word maximum, full name required. Send to letters@thespec.com

Newcomer week welcome in Hamilton
Re: Hamilton to host first-ever newcomer week (May 22)

I was encouraged to read about the launch of Hamilton Immigration Partnership Council's (HIPC) newcomer week, to be held remotely, May 25-28. Over 30 virtual events are scheduled to celebrate diversity and dispel negative stereotypes about newcomers in our community, who enrich our city both economically and culturally.

Hamilton has a long history of welcoming newcomers. As our city continues to become more multicultural, it is our responsibility to create a climate of inclusion for all. I am glad that the HIPC is continuing this to uphold this tradition.

Andrea Rado, Hamilton

Newcomer Week Promotions



COMMUNITY RESEARCH

DISCRIMINATION REPORT

Discrimination Experienced by Immigrants, Visible Minorities, and Indigenous Peoples in Hamilton is a report released by HIPC in 2021. It supports the development of evidence based anti-discrimination initiatives at the local level by examining the extent and context of discrimination experienced by these three groups in Hamilton.

The report was released alongside a media release and social media campaign to raise awareness of discrimination in Hamilton. It was featured in the Hamilton Spectator, CBC and was presented to several key stakeholders in the city.



GUIDE FOR NEWCOMER RESEARCH

HIPC and its members are regularly approached by researchers from local and regional post-secondary institutions to assist with recruiting newcomers for their studies. The *Guide for Newcomer Research* was created in collaboration with McMaster Research Shop to provide important ethical, methodological, language and cultural considerations for conducting research with the newcomer population in Hamilton.

From getting started to communicating research findings to the public, this report helps ensure research is inclusive, meaningful and supportive of the individuals and communities involved.



COMMUNICATIONS

HIPC stays highly active on several platforms to keep the newcomer and greater Hamilton community engaged and informed on local and national immigration news, research, events, programming and more!



ImmPress is a bi-weekly email newsletter sent out to **local newcomers, partners, community members and more.**

Over the past year, 24 issues of ImmPress newsletter were sent out to **500+ subscribers** with an average open rate of **40%**



@HIPCHAMILTON

Twitter followers hit 2225, an **11.25% increase** from the previous year

Averaging **20,000 Twitter impressions** per month



@HIPCHAMILTON

Instagram followers hit 735, a **40% increase** from the previous year

Instagram content **engagement increased by 10%**

ACKNOWLEDGMENTS

2021-2022 accomplishments would not have been possible without the continued assistance and dedication of all those involved with the Hamilton Immigration Partnership Council including individuals on our various committees and our Council outlined below:

Anabelle Ragsag - Community leader
 Baptiste Alain Bourquardez- Collège Boréal
 Cheryl Stepan - Hamilton Spectator
 David Hennick - Hamilton Police Service
 Denise Christopherson - YWCA Hamilton
 Elizabeth Webb and Claudio Ruiz-Pilarte - Immigrants Working Centre
 Grace Baldwin - Good Shepherd Family Centre
 Grace Maciak - Ontario Works
 Greg Tabone/Morris Hucal - HWCDSD
 Jennifer Patterson - Hamilton Economic Development
 Kim Martin - Social Planning and Research Council of Hamilton
 Kojo Dampthey (Anti-Racism Working Group Chair) - Hamilton Centre for Civic Inclusion
 Larry Huibers - Housing Help Centre
 Leo Johnson - Empowerment Squared
 Lily Lumsden (Chair) - YMCA of Hamilton/Burlington/Brantford
 Nabila Sissaoui - Réseau en immigration francophone du CSO
 Noura Afify - spectrum Hamilton
 Olive Wahoush (Evaluation Committee co-chair) - McMaster University
 Paul Szachlewicz - Hamilton Chamber of Commerce
 Paul Takala - Hamilton Public Library
 Rami Safi - Immigrant and Refugee Advisory Committee
 Rashed Afif (Vice Chair) - Wesley

Shaundra Harnish/Maria Holland - RBC
 Stephanie Taylor - Thrive Child and Youth Trauma Services
 Sue Dunlop/Gerry Smith - HWDSB
 Tanya Tulus - Community leader
 Terri Bedminster - Refuge: Hamilton Centre for Newcomer Health
 Yudara Bernard Weerakoon (Evaluation Committee co-chair) - Community leader
 Haney Mussa (Social Inclusion and Community Engagement Committee co-chair) - Hamilton Public Library
 Lina El Ali (Social Inclusion and Community Engagement Committee co-chair) - Wesley
 Deborah Schwientek - (Economic Stability Committee co-chair) - YWCA Hamilton
 Uzma Qureshi - (Economic Stability Committee co-chair) - Immigrants Working Centre

CONNECT WITH US!

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Funded by / Financé par:



Immigration, Refugees
and Citizenship Canada

Immigration, Réfugiés
et Citoyenneté Canada

Funder: Immigration, Refugees and Citizenship Canada

Sponsor: City of Hamilton | **Housed in:** Economic Development

