



# Presentation to Hamilton City Council

**Rashed Afif - Chair, Hamilton Immigration Partnership Council (HIPC)**

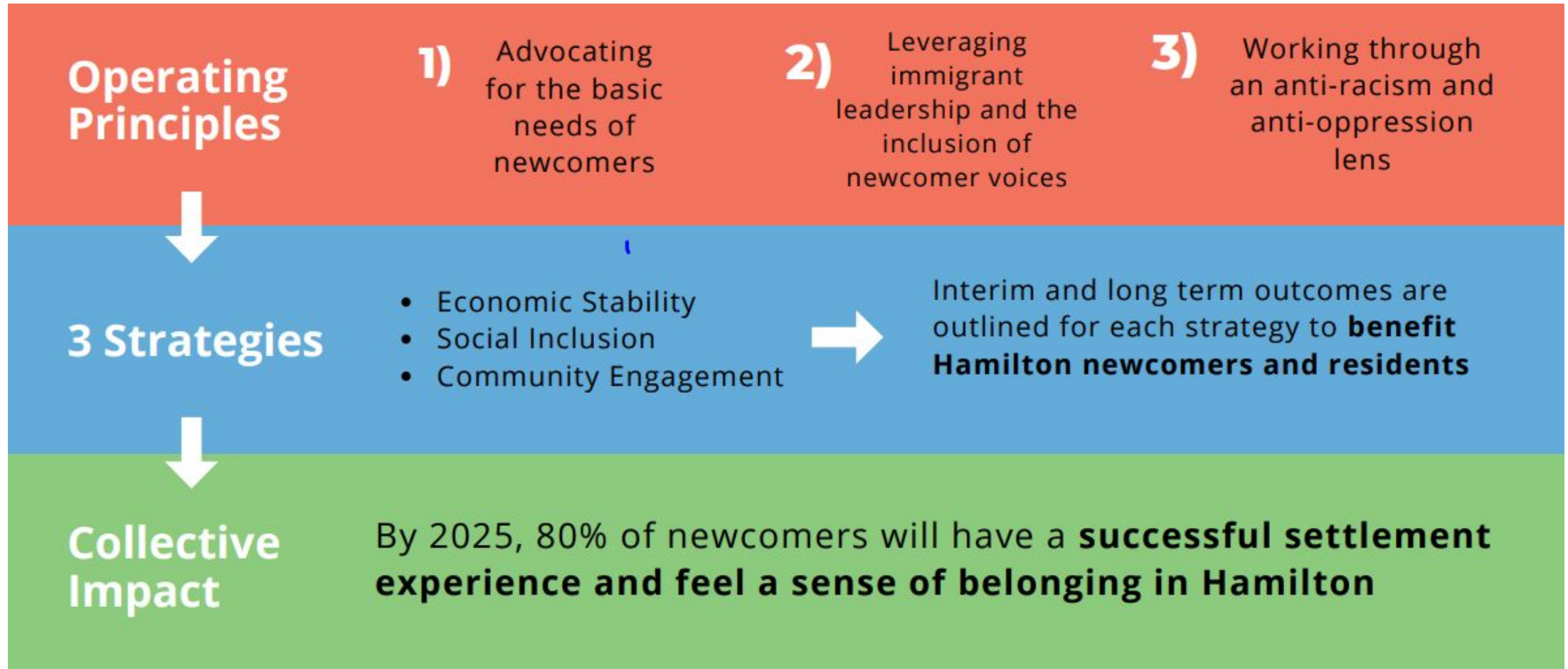
May 18, 2022

# Hamilton Immigration Partnership Council (HIPC)

- Established in 2009
- One of the 80 Local Immigration Partnerships across Canada
- Collaborator and convener
- Funded by IRCC, embedded in Economic Development
- Membership includes a diversity of sectors and organizations



# Strategic Plan (2021-2025)



# Addressing Discrimination Locally

## FAST FACTS

### Experiences of Discrimination in Hamilton



6 out of 10 Immigrant & Visible Minority respondents reported experiencing discrimination.



8 out of 10 Indigenous respondents reported experiencing discrimination.

These are statistics directly from members of our community.  
Discrimination is real. We need to take action.



Network for Economic and Social Trends (NEST)



Immigration, Refugees and Citizenship Canada

Immigration, Réfugiés et Citoyenneté Canada



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## Where is discrimination happening in Hamilton?



When applying for a job or promotion



At the workplace from supervisors, co-workers or clients



While using public areas such as parks and sidewalks



While using public transit such as buses, trains or taxis



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## Presumed basis of discrimination in Hamilton...



Race or skin colour



Indigenous identity



Ethnicity or culture



Accent



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# Engaging Employers in Hamilton

- Hamilton Employers Hire Immigrants campaign engages and educates local employers on benefits of hiring newcomers
- Highlights local diversity champions, provides resources for hiring, employer testimonials, webinars and more!

■ [www.wehireimmigrants.ca](http://www.wehireimmigrants.ca)



## The Market Case

- Southern Ontario is home to the most diverse population in the country. Does your company reflect the diversity of your customers and clients in these areas?
- Immigration accounts for nearly 90% of Canada's labour force growth. Roughly 75% of Canada's population growth comes from immigration, mostly in the economic category.
  - Hamilton specifically is one of Canada's most diverse economies, regularly outperforming national averages.
  - One-fourth of Hamilton's population are immigrants.
  - More than 40% of Hamilton's population identifies as a visible minority.
  - About two-thirds of Hamilton's population growth in recent years comes from immigration.
  - As older workers still into retirement, we can expect a much higher proportion of immigrants to be hired and working in Hamilton over the coming decade.





# Hamilton Newcomer Week

- Celebrating newcomers' contributions; showcasing services; providing networking opportunities for Hamilton newcomers
- Upcoming Newcomer Week is May 23-27, 2022



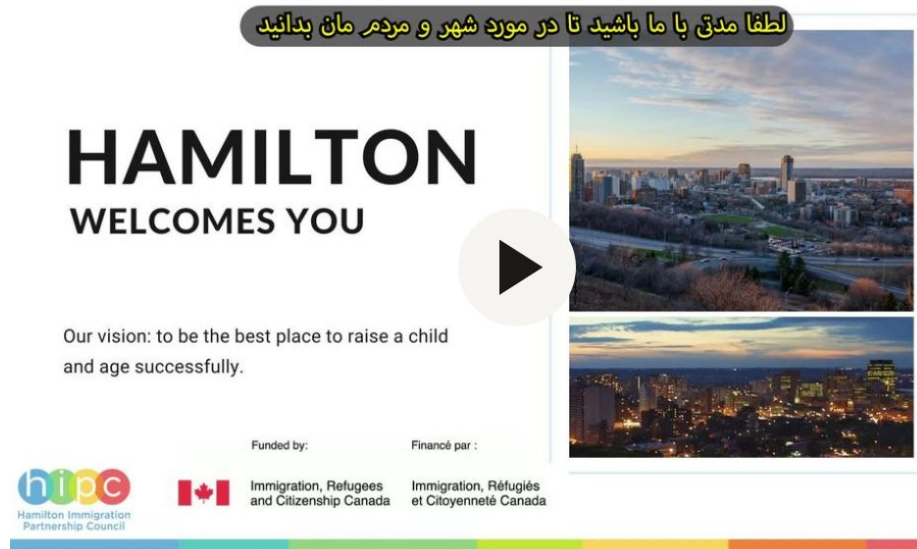
## Newcomer Week Promotions



# Responding to Emerging Needs

## 1. Welcoming and Supporting Afghans

- Brought key stakeholders together for a coordinated response
- Shared information and resources through a dedicated webpage
- Promoted Hamilton to Afghans through a welcome video



This page provides information and resources for persons wishing to support Afghan resettlement in meaningful ways, locally and beyond. We will update it regularly with new resources and reliable and accurate information.

Please exhaust the information here before connecting directly with local organizations supporting the resettlement – they are extremely busy focusing on supporting our newest neighbours. Please also respect the privacy and transition of affected families by staying away from local resettlement sites unless invited.

+ What Do We Know?

+ How is Afghan resettlement being supported in Hamilton?

+ How can I sponsor refugees and support family reunification?

+ How can I help now?

+ How can I stay informed?

# Responding to Emerging Needs

## 2. Welcoming and Supporting Ukrainians

- Initiated community conversation
- Supported City of Hamilton's Ukrainian Crisis Response
- Shared information with the public through a dedicated webpage and social media
- Created a welcome and information guide to facilitate connection to services





# Connect with HIPC!



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Partnership Council