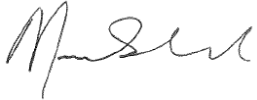




Hamilton

INFORMATION REPORT

TO:	Mayor and Members General Issues Committee
COMMITTEE DATE:	May 31, 2023
SUBJECT/REPORT NO:	Hamilton Immigration Partnership Council - Annual Update (PED23096) (City Wide)
WARD(S) AFFECTED:	City Wide
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SIGNATURE:	

COUNCIL DIRECTION

Not Applicable

INFORMATION

This Report provides an annual update on the Hamilton Immigration Partnership Council (HIPC), covering structure and strategic direction, immigration trends, select recent projects, and highlights for the coming year.

The Hamilton Immigration Partnership Council (HIPC) is a multi-layered community table comprised of a Council, Committees, and Ad Hoc Working Groups supported by a secretariat of three staff. Established in January 2009 under the direction of the City of Hamilton, HIPC is funded by Immigration, Refugees and Citizenship Canada (IRCC) and housed in the Economic Development Division.

The current Partnership Council is comprised of 32 civic leaders reflecting key sectors in the community, including education, business, and social services. More than half of Council members have personal, lived experience of immigration. A complete list of HIPC members is found in Appendix "A" to Report PED23096, HIPC's Annual Report 2022-2023.

OUR Vision: To be the best place to raise a child and age successfully.

OUR Mission: To provide high quality cost conscious public services that contribute to a healthy, safe and prosperous community, in a sustainable manner.

OUR Culture: Collective Ownership, Steadfast Integrity, Courageous Change, Sensational Service, Engaged Empowered Employees.

At present, HIPC is funded by a five-year grant agreement from IRCC ending March 31, 2025 and totalling \$1,769,000. This funding supports three full-time staff plus event and project expenses that support the work of HIPC's Strategic Plan (theory of change) 2021-2025.

IMMIGRATION IS INCREASING

HIPC's work takes place within a context of increased immigration to Canada. Canada's population grew by just over one million people in 2022, with almost all of this growth stemming from international migration, especially temporary migration. This growth reflects expansive federal government immigration policies to drive the economy and offset an aging population as well as special initiatives to fill labour market gaps through temporary foreign worker programs, and to take in people impacted by crises, namely the war in Ukraine. The number of international students living in Canada also continues to rise.

Locally, Hamilton's population increased by 6% between 2016 and 2021, and data shows that both direct migration and secondary migration to Hamilton are increasing. According to 2021 Census data, more than 20,000 immigrants arrived in Hamilton between 2016 and 2021. Data from Immigration, Refugees and Citizenship Canada (IRCC) shows that Hamilton received 4,870 new immigrants in 2022.

Research commissioned by HIPC for the period 2007 to 2019 suggests a net increase over this period, with more immigrants coming to Hamilton than leaving the city. Moreover, the proportion of immigrants arriving to Hamilton is upward trending while the proportion of those leaving the city has been shrinking.

For the period 2007 to 2014, Hamilton was a net loser of immigrants, many of who left to live in other parts of the Greater Toronto Area (GTA), but since 2015 Hamilton has been a net recipient. Most of these secondary migrants move to Hamilton from other Ontario municipalities, namely Toronto and Peel, and they are increasingly comprised of skilled workers. Among direct immigrants, the share in the refugee and family class has been increasing.

Hamilton is attractive to immigrants for many reasons, including its relative affordability within southern Ontario, employment opportunities, diverse population base, strong post-secondary institutions, and access to healthcare.

STRUCTURE AND STRATEGIC DIRECTION

HIPC's collective impact statement is two-fold, focusing on creating successful settlement experiences and sense of belonging for newcomers. As a collaborative community table, HIPC is in a unique position to focus on the collective impact of efforts

to improve local settlement outcomes. HIPC partners are encouraged to see how their own work and that of their organizations can move Hamilton towards these outcomes. Quarterly Council meetings support HIPC's strategic direction, supported by committees that oversee and engage in work focused on three strategic priority areas:

- **Economic Stability** – enhancing the ability of newcomers to acquire skills, find appropriate employment, and build assets;
- **Social Inclusion** – readying Hamilton to be a welcoming community that values newcomer voices and contributions; and,
- **Community Engagement** – building capacity among newcomers to navigate our city, access services, and participate as equal members of society.

In addition, an Evaluation Committee oversees the implementation of HIPC's evaluation framework and is a point of contact for any research projects. The Anti-Racism Committee makes recommendations for steps HIPC can take to:

- Mitigate racism in its own structures and activities, and,
- Communicate these to HIPC members and partners as well as to the broader public.

HIPC has adopted three operational principles to guide its work:

- The basic needs of newcomers are foundational to achieving newcomer settlement and sense of belonging. HIPC's work connects influencers and resources in our community to improve equitable access to, for example, affordable housing, food, employment and healthcare;
- Supporting and advocating for positive outcomes for newcomers in our community must include leadership from those who have been newcomers to Canada themselves. Lived experience and community networks are essential; and,
- HIPC commits to taking practical positive actions that are informed and evaluated by an anti-racism anti-oppression (ARAO) approach. ARAO principles should be embedded in all HIPC work.

HIPC's mandate and projects are integrated into the City of Hamilton's 2021-2025 Economic Development Action Plan (EDAP). Approving and implementing the Hamilton Immigration Partnership Strategy is listed as the first item under EDAP's "Facilitating a Skilled and Adaptable Workforce" priority. HIPC is well-positioned to support opportunities for newcomer workforce engagement and enhancing equity, diversity, and

inclusion. This includes monitoring the EDAP stretch target to “Increase immigration to Hamilton by 25% by 2025”, a target which has already been surpassed.

THE VALUE OF LOCAL IMMIGRATION PARTNERSHIPS

One of the first generation of local immigration partnerships funded in 2009, today HIPC is one of approximately 80 local immigration partnerships across Canada.

Collaborating and Convening

As a municipally embedded community table, HIPC fosters the development of working relationships among organizations and individuals across sectors. Through its role as a connector and convenor as well as a producer and disseminator of relevant local research and data, HIPC is a vital component of Hamilton’s ability to welcome diverse newcomers.

The Council and Committees convene organizations and individuals across sectors to plan and work on projects focused on improving settlement outcomes and a sense of belonging among newcomers. For example, over the past year, HIPC has led a Steering Committee of local organizations and individuals to create a broad-based inclusion campaign to launch in 2023. HIPC brings a newcomer lens to various local tables such as No Hate in the Hammer and Skills Development Flagship.

Public Education and Knowledge Transfer

To increase awareness of immigration among the general public as well as knowledge of local needs and immigration trends, HIPC commissions research and creates relevant reports. The HIPC team also monitors immigration data and policies and acts as a local resource for the City of Hamilton, other organizations, and media. Over the past year, HIPC staff have been quoted in articles in The Hamilton Spectator, CBC Hamilton and have been interviewed on CHML900. The HIPC team presents on topics of national and local immigration; experiences of discrimination; and equity, diversity and inclusion.

Alongside HIPC’s extensive research and reports, the team shares and publishes infographic versions of research for general audiences, for example “What you should know about language diversity in Hamilton” and “What you should know about 2021 Census immigration data.”

In alignment with the work above, HIPC actively creates content on several platforms to keep the newcomer and greater Hamilton community engaged and informed on local immigration news, research, events, programming and more. This includes the HIPC website at www.hamiltonimmigration.ca which contains an overview of HIPC’s work and

acts as a repository of all HIPC research and reports. It also includes the ImmPress email newsletter which reaches more than 600 highly engaged community members every other week, and HIPC's highly active social media accounts (at HIPC Hamilton on Twitter and Instagram). These platforms reach an audience of more than 3500 newcomers, community partners and residents.

Responding to Emerging Needs

HIPC forms temporary tables to respond to emerging needs. In response to expected significant arrivals of Ukrainians in March 2022, HIPC convened key community stakeholders to discuss a coordinated local response to the arrival of Ukrainian newcomers, eventually leading to the development of the Mayor's Advisory Committee for the Ukrainian Humanitarian Response. When this initiative was integrated into the City of Hamilton's Ukrainian Humanitarian Crisis Response (HUHCR) table, HIPC team members identified individuals and organizations to bring to the table and participated in and supported this ongoing work. The HIPC team and its partners supported several working groups, developed several resources focused on the needs of Ukrainians, and attended several welcome sessions to share resources directly with new arrivals.

Launched in September 2021, the Hamilton Afghan Resettlement Taskforce continues to meet periodically to review the situation of Afghans who have settled in Hamilton. HIPC hosts a dedicated webpage with updates and resources related to Afghan refugees.

SELECT RECENT PROJECTS

HIPC's work plan includes a wide range of projects and accomplishments, some of which are listed here. Please see also Appendix "A" to Report PED23096, HIPC's Annual Report 2022-2023.

Directory of Services for Newcomers

The directory builds on Hamilton Public Library's Red Book database and features local services and supports available to newcomers. This directory has been "soft launched" at www.NewcomersInHamilton.ca and will soon feature multilingual pages. Staff from many local organizations contributed to this project.

Stories of Migration and Belonging Video Exhibit

Building on the success of the first virtual museum exhibit created in partnership with Hamilton Civic Museums in 2021, six new videos and informative text have been added to the Stories of Migration and Belonging web page. Posters were displayed outside

City Council chambers during March 2023 and are available to travel to other municipal sites.

Hamilton Employers Hire Immigrants

This campaign promotes labour market information, testimonials, and resources for employers interested in diversifying their organizations. The campaign website, wehireimmigrants.ca also features videos by local employers sharing best practices and experiences of employing newcomer talent.

Hamilton Newcomer Week 2022

In May 2022, three online public workshops were offered by HIPC, along with downtown walking tours for newcomers. The tours gave dozens of individuals their first exposure to City Hall and historic downtown buildings as well as opportunities to build new connections.

A Guide to Finding Housing in Hamilton

HIPC worked with community partners to update the 2015 guide, now available in English, French, and Ukrainian.

Migration and Mobility in Hamilton, 2007-2019 - Report

HIPC worked with McMaster University's Economics Department to understand direct and secondary migration trends as well as employment outcomes and incomes of the immigrant population in Hamilton. The Report compiles and describes the most accurate official data on immigration in Hamilton.

EVALUATION

In 2022, 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.

The portion of HIPC partners surveyed who agreed or strongly agreed that HIPC is doing well in these areas is:

- 100% – Raising awareness about services newcomers can access, supporting research on access to services, facilitating conversations and dialogues to promote community engagement among newcomers and service providers, and supporting the local response to the Ukrainian arrivals;

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- 92% – Holding public-facing events to celebrate diversity, supporting community initiatives promoting anti-racism and anti-oppression, and developing resources focused on promoting the contributions of immigrants;
- 95% – Advocating for the basic needs of newcomers; and,
- 90% – Leveraging immigrant leadership.

CURRENT WORK PLAN

Several new projects are in HIPC’s work plan for the current year, including:

- **Hamilton for All Campaign – Launching Spring 2023**

With growing concern about rising levels of intolerance and with a desire to act on results of HIPC’s 2021 discrimination survey, HIPC has teamed up with City of Hamilton, Hamilton Anti-Racism Resource Centre (HARRC), Hamilton Community Legal Clinic, and No Hate in the Hammer to plan the launch of a new community-based initiative to raise awareness and build capacity against discrimination of all kinds. Building on previous campaigns and grassroots listening sessions, Hamilton for All 2023 aims to reflect the needs of several diverse groups in Hamilton. A campaign steering committee convened by HIPC has been meeting regularly to plan the various elements of this awareness and action campaign. A campaign launch with website, events, and widespread, city wide promotion will take place in 2023;

- **Immigrant Survey – June 2023**

Hamilton’s first immigrant survey will seek responses from more than 1000 persons born outside Canada who now live, work or study locally – including permanent residents, Canadian citizens, refugees, temporary residents, refugee claimants, and international students aged 16 and over. Results will be shared to help improve services and living experiences; and,

- **Socio-Demographic Profile of Immigrants in Hamilton – Fall 2023**

Building on Census 2021 immigration data, HIPC will create a Report providing a socio-demographic profile of immigrants in Hamilton, including the number of immigrants and recent immigrants, place of origin, ethnicity, education, employment, and more.

Overall, immigration is a positive story for Hamilton. Newcomers benefit from a diverse economy, a lower cost of living than is found in much of southern Ontario, and the wide array of services and supports available in Hamilton. However, rising rents combined

with inflation are creating many affordability challenges for newcomers and others. In an effort to fill labour market needs, the federal government intends to raise immigration levels over the next several years. Canada aims to welcome 465,000 new permanent residents in 2023, 485,000 in 2024 and 500,000 in 2025. The number of temporary residents -- mostly international students and foreign workers -- will be even greater. Coordination among key players at the local level will be essential to ensure successful settlement experiences, as will communication and coordination across orders of government.

APPENDICES AND SCHEDULES ATTACHED

Appendix "A" to Report PED23096 - HIPC Annual Report 2022-2023

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