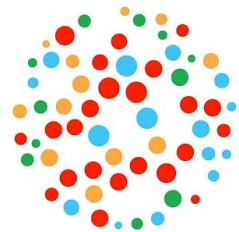


Winnipeg Newcomer Settlement Strategy




Immigration
Partnership
Winnipeg

Background


- ▶ Statistics Canada (2017) reported that in 2016 the number of immigrants settling in Canada had doubled over the last decade and a half.
- ▶ It is projected that immigrants will make up 24.5% to 30% of Canada's population by the year of 2036.
- ▶ Similarly, Manitoba's immigration numbers have increased from 1.8% to 5.2% between 2001 and 2016 (Statista Research Department, 2021).
- ▶ Currently, Winnipeg's population sits at 826,000 people and among every four persons, one person was born outside Canada.
- ▶ These trends are critical for the development of our city as 26% of the workforce are newcomers (Immigration, Refugees and Citizenship Canada, 2019).
- ▶ Winnipeg aims to grow its population by 200,000 people over the next 20 years and it has been estimated that from July 1, 2019, to June 30, 2020, 14,789 people have settled in Winnipeg (Manitoba Bureau of Statistics, 2020).
- ▶ To achieve the targeted immigration number and keep up with the growing labour demand, Winnipeg needs to not only focus on immigration for economic purposes but to make the city more welcoming for all newcomers, including refugees, for better long-term settlement and integration.

Three Key Barriers to Settlement and Integration in Winnipeg

Systemic Racism: Immigrants and refugees experience racism in many forms with certain groups experiencing higher levels due to intersectional identities they have. People with limited language, underrepresented religious groups, and racialized groups all experience varying degrees of racism during their settlement journey. Racism is experienced both systemically and individually.



Lack of Economic Integration: internal migration growth in Manitoba due to 'push factors' such as cold winters and lack of affordable and suitable housing especially for families with low-income; front-line, low-income jobs and having to work multiple jobs to make ends meet.



Rampant Growing Mental Health Concerns: inadequate services, especially culturally appropriate mental health services. The rise in mental health concerns/illness exacerbated by the pandemic continue to impact the settlement of immigrants.

Strategic Priority Area #1: Collaboration, Coordination and Networking

▶ Action 1: Engaging Ethnocultural Communities, Settlement Sector, and Mainstream Agencies

- ▶ *Explore the model of pairing Ethnocultural groups with established settlement agencies for mentorship and capacity building through funding*
- ▶ *Settlement organization should seek partnership with at least one Ethnocultural community*
- ▶ *Strategic alliances between Winnipeg Regional Health Authority and other health related organizations with the Ethnocultural Council of Manitoba to ensure a culturally sensitive and trauma informed mental health framework is developed*
- ▶ *Ethnocultural Council of Manitoba (ECCM) should make every effort to consult with equity, diversity, and inclusion experts to co-design and offer anti-racism courses to settlement and social service sectors, the business community and government institutions.*

▶ Action 2: Engaging Indigenous and Newcomer Communities

- ▶ *Strengthen and formalize knowledge sharing initiatives that are already occurring at the grassroots level*
- ▶ *Settlement agencies should educate their staff and clients about Indigenous history, culture, and current realities using the (Indigenous Orientation Toolkit) and other resources*
- ▶ *Programs and projects intended to involve the Indigenous community must be created with full Indigenous participation and oversight*

Strategic Priority Area #2: Settlement and Integration

▶ Action 1: Welcome Package/Information Sharing and Orientation for Immigrants and Refugees

- ▶ *The settlement sector should develop repositories of programs available to newcomers*
- ▶ *The settlement sector should increase opportunities for mainstream providers to engage with newcomers and share information about their services available in the community*
- ▶ *IRCC should fund settlement agencies to develop multilingual videos with standardized orientation information to showcase settlement services in various neighborhoods*
- ▶ *Expand funding to increase the number of settlement agencies that provide services to Francophone communities*

▶ Action 2: Supports for At-Risk Youth to Succeed in Settlement and Integration

- ▶ *Stakeholders must take preventative measures to prevent youth from 'falling through the cracks' by allocating and coordinating resources for at risk youth*
- ▶ *Youth, Ethnocultural communities and settlement service providers must work together to find positive and supportive ways to strengthen communication between youth and their families*

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▶ **Action 3: Access to Culturally Responsive Mental Health Services**

- ▶ *Create appropriate partnerships to develop and implement vital mental health services that are culturally appropriate and barrier-free*
- ▶ *Federal and provincial government must collaborate in funding settlement organizations to develop culturally appropriate mental health programs that are supportive and culturally sensitive*
- ▶ *Efforts should be made to seek providers from Ethnocultural communities possessing the relevant expertise and lived experiences*

▶ **Action 4: Community Safety in Relation to Working with Law Enforcement**

- ▶ *Establish a police governing body with full civilian participation and oversight*
- ▶ *Inquiry reports reviewed by the police governing body should be made public and in plain language to ensure transparency and to help rebuild public trust in police*
- ▶ *Ongoing in-depth training on anti-racism practices must be included as part of the Human Resources policies governing the police forces*
- ▶ *Hire an independent firm that would conduct an organizational analysis of racialized equity, diversity, and inclusion within the Winnipeg Police Service - make recommendations for changes to current policies which foster inequality and unfairness in policing.*

Strategic Priority Area #3: K-12 Adult, Post-Secondary and Language Education

▶ Action 1: K-12 and Adult Education

- ▶ *IRCC must make sustainable funding available for additional academic enrichment programming geared towards youth whose language skills are below grade level to allow them to catch-up*
- ▶ *Regulate the use of the E Credits across all school divisions. Timely assessments need to be conducted to ensure students are meeting literacy and academic requirements to transition out of EAL to mainstream classes*
- ▶ *School divisions should invest in collecting race-based data to learn about their hiring trends and practices for their teaching and administration staff*

▶ Action 2: Post-Secondary Education for Newcomer, Immigrant and Refugee Students

- ▶ *The Province of Manitoba needs to work with all of the major universities to ensure that EAL becomes a teachable subject in the Faculties of Education*
- ▶ *Mandatory course work in trauma informed practices, as well as cross cultural training, should be taken at the Bachelor of Arts level*

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▶ **Action 3: Language Training**

- ▶ *IRCC and the Province of Manitoba should fund multi-approach language training programs which support newcomers with low levels of formal education*
- ▶ *IRCC and the Province of Manitoba should fund language training providers to increase access to their classes by offering accommodations and supports to access classes (such as child-care services)*
- ▶ *IRCC and the Province of Manitoba should fund multi-approach language training programs for employment purposes (such as language training in the workplace)*

Strategic Priority Area #4: Labour and Market Integration

▶ Action 1: Access to Employment and Retention

- ▶ *All levels of government, the settlement sector, and the business sector must work together to develop employment programming aimed at reducing the wage disparities to retain newcomers in the Province*
- ▶ *IRCC, the Province of Manitoba, the settlement sector, regulatory bodies, and Individualized Education Programs (IEPs) providers should work collaboratively to address barriers to credential recognition for IEPs*
- ▶ *IPW should support the establishment of partnerships between various industry/sectors to assist with the creation of employment and training opportunities to meet the labour market needs*
- ▶ *The Human Rights Commission of Manitoba should make the unnecessary requirement of “Canadian Work Experience” a form of discrimination under the Human Rights Code*
- ▶ *Settlement agencies should develop and foster positive relationships between employers and newcomers to create opportunities for employment*
- ▶ *Settlement agencies should encourage newcomer employees to sit on boards of directors of other organizations and participate in policy making*
- ▶ *Employers should examine internal policy and practices to recognize and remove potential barriers to hiring and retaining newcomers*
- ▶ *Employers should review job descriptions and requirements, hiring and recruitment practices, and certification criteria to ensure that these processes are impartial, equitable, inclusive, and non-discriminatory*

Strategic Priority Area #5: Equity, Diversity, Inclusion and Anti-Racism

▶ Action 1: Overvaluing Systemic and Structural Cultures that Instill Racism

- ▶ *IRCC and the Province of Manitoba should create a pathway to permanent residency for temporary migrant workers whose skills and experience are highly valued by Canadian employers*
- ▶ *Additional funding should be allocated to have more specialized settlement agencies provide tailored and safe services for vulnerable newcomer populations*
- ▶ *The Province of Manitoba should mandate that public services (CFS, Housing) work in collaboration with settlement agencies*
- ▶ *Manitoba Association of Newcomer Serving Organizations and IPW should commission a research project on settlement organization to review HR practices*
- ▶ *IPW and community partners should run anti-racism campaigns to raise awareness about racism experienced by newcomers and address root causes of racism*

▶ Action 2: Equity and Equality

- ▶ *IPW should develop public awareness campaigns that promote positive attitudes towards newcomers and immigrants among established Canadians*
- ▶ *IPW should develop initiatives that highlight the positive achievements and contributions of newcomers and immigrants to Winnipeg's growth*
- ▶ *Settlement agencies serving racialized communities should reflect the populations they service. Substantial efforts to recruit from this population should be objectively documented and made accessible to the public.*
- ▶ *All settlement agencies, and the city itself, should adhere to an anti-racist code of conduct throughout their operations both internally and externally, including ongoing training.*
- ▶ *All settlement agencies and the city should develop, implement, and adhere to anti-racist policies, frameworks and practices that promote a positive racial equity, diversity, and inclusion workforce.*