**Working Group Meeting #1 – Implementing Action**

**Working Group: Social Inclusion  
Action:** **SI1. Develop a mentorship/buddy system/peer support model to address knowledge gaps amongst newcomers**

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| **Emerging Issues or new strategies in employment and/or Areas for Discussion at OOC;** | | | | | |
| **Major themes to engage the Immigrant Advisory Table**  See attached document for IAT questions | | | | | |
| **Identified Actions**  **SI1. Develop a mentorship/buddy system/peer support model to address knowledge gaps amongst newcomers** | **How** | **When** | | **Who** | **Opportunities & Challenges** | |
| ***Current status of action?***  ***Next steps?***  ***Necessary resources?*** | ***Proposed completion Date*** | ***Timelines*** | ***Who has responsibility to carry it out? (Can and should be multiple partners. Are we missing anyone at the table?)*** | ***Opportunities and challenges in implementing this action?***  ***Is it connected to another working group/action? How?*** | |
| SI1.2 ~Establish a mentorship system for older adults. Older adults can often be excluded from mentorship opportunities since mentorship is often associate with employment. Inter-generational opportunities should also be considered. | This has been decided as a priority for the Social Inclusion Working Group. Work has started on this action. | **Sept - 2019** |  | Should we review previous documents or re-engage working groups by updating this document? |  | |
| SI1.1 ~Develop and expand on existing mentorship/buddy systems/or peer support models as a low-cost opportunity to build social inclusion. Tailor existing models to have a newcomer lens. Ensure there are two streams created: Cultural mentorship and Professional mentorship to balance personal needs and economic needs. Focus on four sectors: Education, Settlement, Programming, and Faith. | This has been decided as a priority for the Social Inclusion Working Group. Work has started on this action. | **Dec - 2020** |  |  |  | |

**Action: SI2. Alleviate financial barriers to community inclusion**

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| **Emerging Issues or new strategies in employment and/or Areas for Discussion at OOC;** | | | | | |
| **Questions to engage the Immigrant Advisory Table** | | | | | |
| **Identified Actions**  **SI2. Alleviate financial barriers to community inclusion** | **What** | **When** | | **Who** | **Opportunities & Challenges** | |
| ***Current status of action?***  ***Next steps?***  ***Necessary resources?*** | ***Proposed completion Date*** | ***Timelines*** | ***Who has responsibility to carry it out? (Can and should be multiple partners. Are we missing anyone at the table?)*** | ***Opportunities and challenges in implementing this action?***  ***Is it connected to another working group/action? How?*** | |
| SI2.1 ~Promote subsidized service access (i.e. Fair Entry program) for lower-income newcomers so that they can fully participate in recreational activities and have transit access to get there. |  | **Dec - 2018** |  | Should we review previous documents or re-engage working groups by updating this document? |  | |
| SI2.2 ~Broaden the use of K-12 schools after the school day ends through the shared spaces initiative. Identify Community Association buildings on a regional model that could be utilized for social activities and seek funding to offset costs that may be prohibitive. Community associations are registered not-for-profits and they need to remain financially viable. Funders that can play a role in offsetting costs will open-up occasions for gatherings without threatening the viability of the venue. |  | **March - 2020** |  |  |  | |
| SI2.3 ~Utilize the Aboriginal Friendship Centre as a model for fostering belonging, bringing people together and being inclusive to all who would like to participate. |  | **Sept - 2020** |  |  |  | |
| SI2.4 ~Work towards providing a continuum of program opportunities for children and youth through the creation of targeted newcomer programs which lend themselves to supporting readiness for successful participant transition into mainstream programming. |  | **Dec - 2020** |  |  |  | |

**Action: SI3. Increase collaboration and partnership between service agencies**

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| **Emerging Issues or new strategies in employment and/or Areas for Discussion at OOC;** | | | | | |
| **Questions to engage the Immigrant Advisory Table**  See attached document for IAT questions | | | | | |
| **Identified Actions**  **SI3. Increase collaboration and partnership between service agencies** | **What** | **When** | | **Who** | **Opportunities & Challenges** | |
| ***Current status of action?***  ***Next steps?***  ***Necessary resources?*** | ***Proposed completion Date*** | ***Timelines*** | ***Who has responsibility to carry it out? (Can and should be multiple partners. Are we missing anyone at the table?)*** | ***Opportunities and challenges in implementing this action?***  ***Is it connected to another working group/action? How?*** | |
| SI3.1~Create a formalized partnership toolkit with joint deliverables, milestones, acknowledgement and recognition methods, and evaluation to be able to collectively move service providers through a continuum of system-changes to better serve newcomers. |  | **Sept - 2020** |  | Should we review previous documents or re-engage working groups by updating this document? |  | |

**Action: SI4. Enhance K-12 opportunities for cross-cultural relationship-building**

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| **Emerging Issues or new strategies in employment and/or Areas for Discussion at OOC;** | | | | | |
| **Questions to engage the Immigrant Advisory Table** | | | | | |
| **Identified Actions**  **SI4. Enhance K-12 opportunities for cross-cultural relationship-building** | **What** | **When** | | **Who** | **Opportunities & Challenges** | |
| ***Current status of action?***  ***Next steps?***  ***Necessary resources?*** | ***Proposed completion Date*** | ***Timelines*** | ***Who has responsibility to carry it out? (Can and should be multiple partners. Are we missing anyone at the table?)*** | ***Opportunities and challenges in implementing this action?***  ***Is it connected to another working group/action? How?*** | |
| SI4.2 ~Support the CBE in their Indigenous Education Strategy 2017-2020 to incorporate Indigenous knowledge systems (ways of knowing) amongst their newcomer student population. |  | **Sept - 2019** |  | Should we review previous documents or re-engage working groups by updating this document? |  | |
| SI4.3 ~Review the CBE and CCSD school council handbooks to identify opportunities to include language that promotes inclusion and diversity actions amongst each school. Work with each school board to craft additional language for their handbooks. |  | **Sept - 2019** |  |  |  | |
| SI4.4 ~Support CBE and CCSD in providing a rolled-up diversity metric to their school councils to be able to evaluate whether their council is reflective of the student body. |  | **Dec - 2019** |  |  |  | |
| SI4.1 ~Initiate a youth podcast initiative so that students have a positive digital forum for sharing ideas in a way that resonates with them as opposed to a traditional training or classroom approach. |  | **June - 2020** |  |  |  | |

**Action: SI 5. Address racism through leadership**

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| **Emerging Issues or new strategies in employment and/or Areas for Discussion at OOC;** | | | | | |
| **Questions to engage the Immigrant Advisory Table**  See attached document for IAT questions | | | | | |
| **Identified Actions**  **SI 5. Address racism through leadership** | **What** | **When** | | **Who** | **Opportunities & Challenges** | |
| ***Current status of action?***  ***Next steps?***  ***Necessary resources?*** | ***Proposed completion Date*** | ***Timelines*** | ***Who has responsibility to carry it out? (Can and should be multiple partners. Are we missing anyone at the table?)*** | ***Opportunities and challenges in implementing this action?***  ***Is it connected to another working group/action? How?*** | |
| SI5.2 ~Collaborate with Resilience and Infrastructure at The City of Calgary on their goal to “Diversify Calgary’s Leadership” by examining policies and processes that Calgary’s civic institutions, businesses, and other influential organizations develop and implement to diversify their boards and senior leadership to better reflect Calgary’s demographics. In particular, support the journey mapping method they are undertaking in the community by convening newcomers to participate in the process. | This has been decided as a priority for the Social Inclusion Working Group. Work has started on this action. | **Sept - 2018** |  | Should we review previous documents or re-engage working groups by updating this document? |  | |
| SI.5.1 ~Address acts of racism and unconscious bias through Community Association leadership to help change the culture of a community if racism persists. Support local leaders by equipping them with strategies and innovative practices to be able to act on negative acts that arise. |  | **June - 2020** |  |  |  | |

**Action: SI6. Engage media to encourage positive media coverage about newcomers**

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| **Emerging Issues or new strategies in employment and/or Areas for Discussion at OOC;** | | | | | |
| **Questions to engage the Immigrant Advisory Table** | | | | | |
| **Identified Actions**  **SI6. Engage media to encourage positive media coverage about newcomers** | **What** | **When** | | **Who** | **Opportunities & Challenges** | |
| ***Current status of action?***  ***Next steps?***  ***Necessary resources?*** | ***Proposed completion Date*** | ***Timelines*** | ***Who has responsibility to carry it out? (Can and should be multiple partners. Are we missing anyone at the table?)*** | ***Opportunities and challenges in implementing this action?***  ***Is it connected to another working group/action? How?*** | |
| SI6.2 ~Convene media leadership to discuss the business advantages of showcasing good news stories and formalize a method to increase positive coverage about newcomers and the contribution they make to society. Settlement agencies identified that media outlets can be willing to add questions that are suggested to them so there is opportunity to be conscientious by adding positive angles in. | This has been decided as a priority for the Social Inclusion Working Group. Work has started on this action. | **June - 2019** |  | Should we review previous documents or re-engage working groups by updating this document? |  | |
| SI6,3 ~Publicly recognize media outlets that make a concerted effort to promote good news stories about newcomers. |  | **June - 2019** |  |  |  | |
| SI6.1 ~Develop local core messaging about newcomers that agencies can use when they are giving media interviews to help enforce key messages in a consistent way. Form an advisory committee to develop the messages and house the messaging on CLIP’s website for all to access. |  | **Sept - 2019** |  |  |  | |
| SI6.4 ~Complete IRCC’s “Immigration Matters” toolkit and provide them with stories that showcase positive of immigration in a community to share with Canadians as immigration levels continue to rise. |  | **March – 2020** |  |  |  | |

**Action: SI 7. Educate newcomers on the impact of colonialization on indigenous peoples in Canada**

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| **Emerging Issues or new strategies in employment and/or Areas for Discussion at OOC;** | | | | | |
| **Questions to engage the Immigrant Advisory Table** | | | | | |
| **Identified Actions**  **SI 7. Educate newcomers on the impact of colonialization on indigenous peoples in Canada** | **What** | **When** | | **Who** | **Opportunities & Challenges** | |
| ***Current status of action?***  ***Next steps?***  ***Necessary resources?*** | ***Proposed completion Date*** | ***Timelines*** | ***Who has responsibility to carry it out? (Can and should be multiple partners. Are we missing anyone at the table?)*** | ***Opportunities and challenges in implementing this action?***  ***Is it connected to another working group/action? How?*** | |
| SI7.1 ~Engage newcomers on the impacts of colonialism through the Indigenous Education for Newcomers Initiative, a multi-partner initiative that addresses the historic injustice and trauma that has contributed to deep social, cultural, economic and spiritual challenges for Canada’s Indigenous people. |  | **June - 2019** |  | Should we review previous documents or re-engage working groups by updating this document? |  | |
| SI7.2 ~Through the Truth & Reconciliation Calls to Action (CTA), the Calgary Aboriginal Urban Affairs Committee developed the “White Goose Flying Report” in which Calgary Neighbourhoods at The City of Calgary slated to take action on CTA #93 in a local form, by creating  newcomer information kits in the form of a TRC handout that could be distributed through settlement agencies. This action aligns with The City of Calgary’s Welcoming Community Policy. Assist The City in obtaining newcomer input for this CTA. |  | **Dec - 2019** |  |  |  | |