



Creating a Welcoming Community Together

Immigrant Civic Engagement: Resources and Best Practices Tool for Institutions and Organizations

Context

The objective of this resource tool is to assist local governments, public sector institutions and community organizations to better connect, involve and include diverse immigrant populations to increase their participation at all levels of decision-making including positions on boards and commissions.

Peel Region: An Overview

Peel is one of the fastest growing immigrant recipient regions in Canada. On average 22,000 recent immigrants directly settle in Peel region each year. Between 2001 and 2006, 118,200 recent immigrants (10.24% of Peel's population) settled in Peel region. In 2006, about 48.4% of the regional population were immigrants which increased from 43.1% in 2001. As a result of this rapid growth, Peel is faced with unique and significant challenges.

Recent social and economic indicators reveal that communities with high concentrations of visible minorities and immigrants demonstrate lower civic, political and economic participation. There is a stark absence of immigrant populations and racialized Canadians in the civic life of Peel and a growing body of research suggests that participation of immigrants in community decision-making is disproportionate to the overall regional population.

According to the Region of Peel report on Quality of Life in Peel, there is a decline in municipal voter turnout; a 7.6% drop in volunteerism between 1997 and 2001 and a 16.6% decrease in the percentage of eligible donors making donations over the same period.

Immigrants often experience difficulty with settlement and integration that is rooted in systemic barriers. PNSG's consultation with the community confirms the need for improving the receptivity of the host community through strategies that value a diverse multicultural society. We believe this tool will be beneficial not only to Peel region but also for communities across Canada.

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Resources for Municipalities

<u>Alberta Urban Municipalities Association</u>	Welcoming & Inclusive Communities Toolkit ^Δ
<u>Calgary Immigrant Women's Association</u>	Civic Engagement of Immigrant Women ^Δ
<u>Canadian Heritage</u>	Cultural Competency: A Self Assessment Guide for Human Service Organizations ^Δ
<u>Community Social Planning Council of Toronto</u>	Municipal Franchise and Social Inclusion in Toronto: Policy & Practice
<u>Government of Australia</u>	Towards Whole of Community Engagement: A Practical Tool Kit
<u>Human Development Council</u>	The Municipal Youth Cabinet's Role in Inclusion
<u>Maytree Foundation</u>	Diverse Cities onBoard Toolkit ^Δ Ten tips to diversify leadership ^Δ
<u>Plan: Net Limited</u>	Diversity Education for Change: A Guide to Planning and Management ^Δ Diversity Education Research Project: Literature Review ^Δ
<u>Social Planning Council of Peel</u>	Advancing Cultural Diversity in Volunteer Management - 519 & 905 Areas ^Δ

Best Practices from Municipalities

<u>City of Brampton</u>	Promising Practices from City of Brampton
<u>City of Edmonton</u>	Diversity & Inclusion: Framework & Implementation Plan Office of Diversity & Inclusion Involving Edmonton Road Map
<u>City of Mississauga</u>	Languages Page: Interpretation of City of Mississauga information City of Mississauga Initiatives to Address Civic Engagement of Newcomers
<u>City of Saskatoon</u>	City of Saskatoon Community Engagement Process ~ A Guide to Public Process
<u>Government of Alberta</u>	Pathways To Change: Facilitating the Full Civic Engagement of Diversity Groups in Canadian Society Strategies for Change Creating Inclusive Communities Stakeholder Consultation: What We Heard Creating Inclusive Communities Stakeholder Consultation February – March 2006
<u>Halton Region</u>	Halton Region's Inclusion Strategy Halton Diversity Advisory Committee & Calendar
<u>Inclusive Cities Canada</u>	Inclusive Cities Canada: A Cross Canada Civic Initiative
<u>Region of Peel</u>	Peel Immigration Web Portal Peel Immigration Labour Market Study Discussion Papers on Key Issues Related to Immigration Liveable Peel
<u>Town of Ajax</u>	Town of Ajax ~ Diversity & Community Engagement Advisory Committee
<u>Town of Markham</u>	Civic Engagement of Diverse Communities ~ Best Practices from Town of Markham
<u>Town of Richmond Hill</u>	A Vibrant Community: Richmond Hill's Cultural Plan

^Δ Also relevant to Public Sector & Community Organizations

Resources for Public Sector Institutions

<u>Community Development Halton</u>	<u>Engaging Marginalized Communities</u> ◇ <u>Respect All Voices: Neighbourhood Councils as a Tool for Building Social Inclusion</u> ◇
<u>Canadian Human Rights Commission</u>	<u>A Place for All: A Guide To Creating an Inclusive Workplace</u> ◇
<u>Edmonton Social Planning Council</u>	<u>Social Inclusion Health Indicators: A Framework for Addressing the Social Determinants of Health</u> +
<u>Maytree Foundation</u>	<u>Diversity Matters: Changing the Face of Public Boards</u> +
<u>Pact Training</u>	<u>Designing Effective Workforce Diversity Training Programs</u> ◇
<u>Social Planning Council of Peel</u>	<u>Developing the Diversity-Competent Organization: A Resource Manual</u> ◇
<u>Police Sector Council</u>	<u>Best Practices: Addressing Diversity in Police Outreach and Recruitment Programs</u>

Best Practices from Public Sector Institutions

<u>Alberta Health Services</u>	<u>Diversity and Alberta Health Services</u>
<u>Calgary Health Region</u>	<u>Blueprint for Enhancing Cultural Competency in the Calgary Health Region</u> <u>Ethno-Cultural External Consultation</u>
<u>Centre for Addiction and Mental Health</u>	<u>Diversity Analytical Framework-For Planning and Decision Making</u>
<u>Peel District School Board</u>	<u>Report Card for Student Success</u> <u>Co-Accountable Model</u> <u>Diversity Programs - Faith Forward</u> <u>Multilingual Information</u> <u>We Welcome The World</u> <u>Parent Involvement Committee</u> <u>School Councils</u> <u>Equity and Inclusive Education Policy</u> <u>Human Rights Policy</u>
<u>William Osler Health System</u>	<u>Diversity at William Osler Health System</u>
<u>Peel Regional Police</u>	<u>Civic Engagement of Diverse Communities~ Best Practices</u>

◇ Also relevant to Municipalities & Community Organizations

+ Also relevant to Municipalities

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Resources for Community Organizations

<u>Coalition for Equal Access to Education</u>	<u>Community Leadership: A Guide for Leadership Development of Ethno-cultural Members *</u>
<u>Maytree Foundation</u>	<u>Diversity in Governance: A Toolkit for Nonprofit Boards</u>
<u>Pillar Nonprofit Network</u>	<u>Board Diversity Training: A Tool Kit</u> <u>Creating Inclusive & Diverse Non-profit Organizations</u> <u>Volunteering at Leadership Levels *</u>
<u>Ontario Healthy Communities Coalition</u>	<u>Inclusive Community Organizations: A Tool Kit</u>
<u>Regional Diversity Roundtable</u>	<u>Diversity in Action ...Building Blocks of a Successful Diversity and Equity Program *</u> <u>Diversity Works! Creating Inclusive and Equitable Workplaces. DVD *</u>
<u>Tamarack Institute</u>	<u>Approaches to Measuring More Community Engagement *</u>
<u>Volunteer Alberta</u>	<u>Intersections: Intercultural Learning Modules–Introduction and Overview *</u> <u>Intersections: Intercultural Learning Modules–Module 1: Intercultural Competence *</u> <u>Intersections: Intercultural Learning Modules–Module 2: Building Cultural Knowledge *</u> <u>Intersections: Intercultural Learning Modules–Module 3: Linking Language and Culture *</u>
<u>Volunteer Canada</u>	<u>Skills-based Volunteering–Discussion Paper *</u> <u>Volunteer Connections: Creating an Accessible and Inclusive Environment *</u> <u>A Guide to Volunteer Program Management Resources *</u>
<u>Volunteer MBC</u>	<u>Canadian Code for Volunteer Involvement with a Culturally Competent Workshop *</u> <u>10 Steps to Volunteer Screening Workshop *</u>

Best Practices from Community Organizations

<u>Canadian Mental Health Association/Peel Branch</u>	<u>Organizational Policy on Diversity</u>
<u>Peel Children's Aid</u>	<u>Civic Engagement of Diverse Communities ~ Peel Children's Aid Best Practices</u>
<u>Peel Newcomer Strategy Group</u>	<u>PNSG Central Planning Table Transition Plan Recommendations</u> <u>Peel Civic Participation Conference Evaluation</u>
<u>Punjabi Community Health Services</u>	<u>Best Practices in Civic Engagement: Serving Diverse Communities</u>
<u>The Redwood</u>	<u>Civic Engagement Best Practices from the Redwood</u>
<u>United Way of Peel Region</u>	<u>Diversity Policy</u> <u>Community Advisory Councils</u>
<u>Wood's Homes</u>	<u>Building Bridges to Diversity at Wood's Home</u> <u>Creating an Inclusive Organization: A Toolkit for Non-profit Agencies</u>

* Also relevant to Municipalities & Public Sector Institutions

The resource tool is available for access at the PNSG Website - www.peelnewcomer.org



Our Vision: The successful inclusion of newcomers into all aspects of the community, embracing everyone's contribution and ensuring well being for all

Our Mission: To champion a coordinated and collaborative strategy for the successful inclusion of newcomers in the economy and community of Peel.

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