

CAPE BRETON LOCAL IMMIGRATION PARTNERSHIP

Strategic Plan

2022–2025



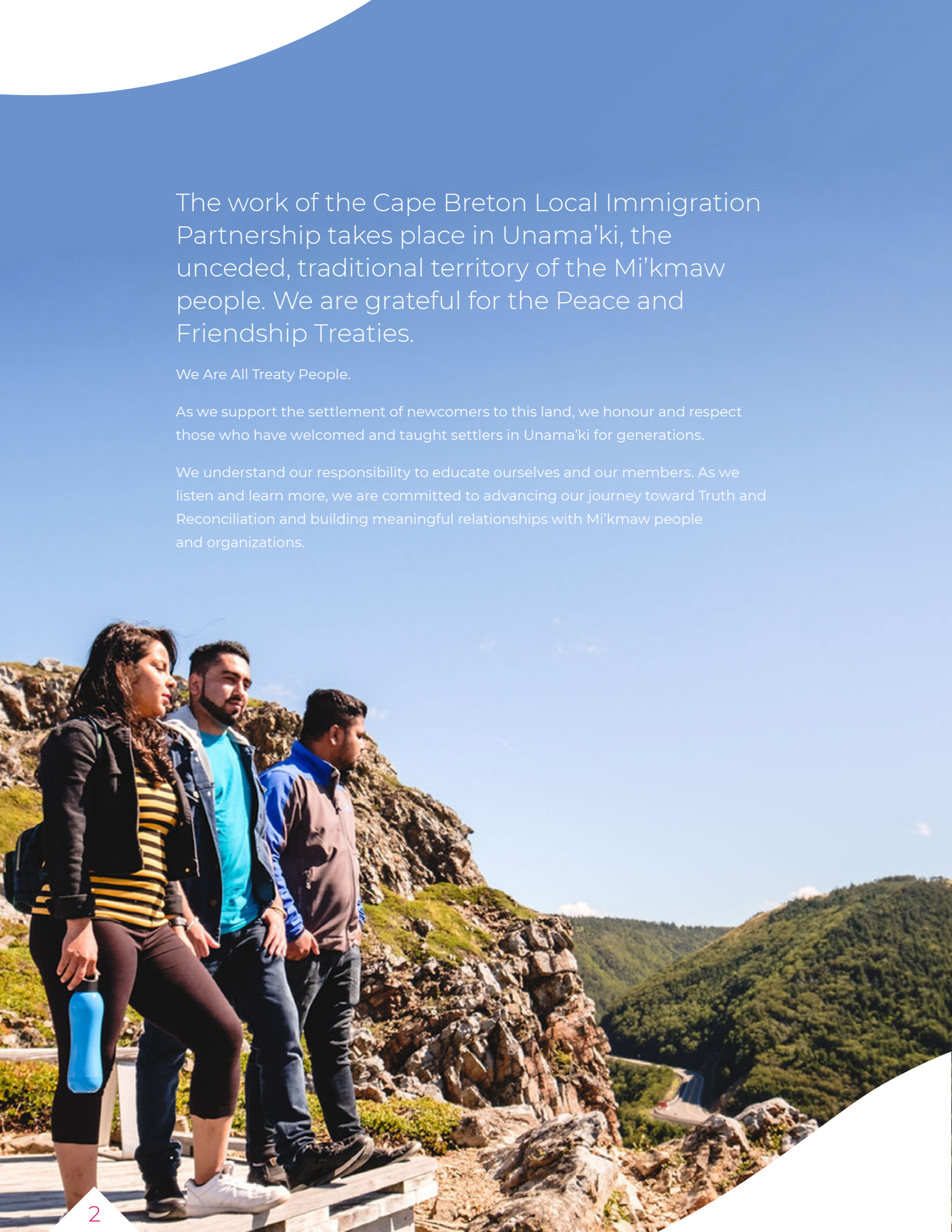
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et Citoyenneté Canada



The work of the Cape Breton Local Immigration Partnership takes place in Unama'ki, the unceded, traditional territory of the Mi'kmaw people. We are grateful for the Peace and Friendship Treaties.

We Are All Treaty People.

As we support the settlement of newcomers to this land, we honour and respect those who have welcomed and taught settlers in Unama'ki for generations.

We understand our responsibility to educate ourselves and our members. As we listen and learn more, we are committed to advancing our journey toward Truth and Reconciliation and building meaningful relationships with Mi'kmaw people and organizations.

Message from CBLIP Council Co-Chairs

The Cape Breton Local Immigration Partnership (CBLIP) is thrilled to present our Strategic Plan for 2022-2025. This strategic plan represents the culmination of a planning process that included engagement both with our own diverse membership and the community at large. We are especially grateful for the support and insights offered by the CBLIP Immigrant Advisory Table. As we move forward, we remain committed to listening and learning from those who have immigrated to Canada and settled in Cape Breton-Unama'ki.

Cape Breton-Unama'ki stands in an historic moment in welcoming newcomers, having recently had an increase in population for the first time in over 20 years. The challenges of the global pandemic have affected all levels of society, and we believe that this island will emerge as a stronger, more vibrant, and welcoming environment for current residents and for newcomers arriving from around the world.

As Co-Chairs of the CBLIP Council, we are proud of the continued advocacy by the CBLIP for deeper consideration of newcomer needs in all aspects of community planning. By bringing together 28 organizations from across the Island and from a diversity of sectors, our Council is working together to improve coordination and make it easier for newcomers to find the services they need as they settle into their new communities.

The focus of our efforts moving forward will be on the five strategic areas of focus laid out in this plan: housing, community belonging, awareness, employment and demonstrating impact.

We are excited for CBLIP working groups to now develop and implement the activities that will bring our objectives in these areas to fruition.

On behalf of the CBLIP Council, we would like to thank everyone who participated in the 2021 community consultation process and all CBLIP members who helped to shape this plan. Special thanks to Alyce MacLean at Common Good Cape Breton, who guided us through this process.

In following the strategies outlined in this document, we look forward to working together to foster an island that is a beacon of welcoming and inclusion seen across the globe.



Perla MacLeod
CBLIP Council Co-Chair
Councillor,
Victoria County



Victor Tomiczek
CBLIP Council Co-Chair
Director,
International Recruitment
and Global Partnerships
Cape Breton University

Introduction

The Cape Breton Local Immigration Partnership (CBLIP) launched in 2017 and is part of a broad national network of Local Immigration Partnerships (LIPs). The CBLIP works at the local level to foster communities that are welcoming and inclusive, and that support newcomers to become fully engaged in the social, economic, political, and cultural life of Cape Breton-Unama'ki.

The CBLIP is administered by the Cape Breton Partnership, the private sector-led economic development organization of Cape Breton-Unama'ki. Governance for the CBLIP is shaped by a Council of 28 member organizations, an Immigrant Advisory Table (IAT) and several action-oriented working groups. The diagram on Page 6 further describes CBLIP governance structure.

The CBLIP is funded by Immigration, Refugees and Citizenship Canada (IRCC), which supports more than 80 LIPs across Canada based on an understanding that:

- Newcomers play an important role in the Canadian economy and society;
- In the near-future, some industries and regions will depend on immigration to fulfill their labour needs;
- Municipalities and community groups are best positioned to improve settlement outcomes for newcomers; and
- The provision of basic settlement services is not sufficient to ensure success - consideration of newcomer needs must be incorporated into all aspects of community planning.

In the context of Cape Breton-Unama'ki, there are many interdependent features, supports, and trends at play that impact the settlement experience. From the labour market to community welcoming and from access to services to work-life balance, there are a great many factors influencing the unique settlement experience of each newcomer to the Island.

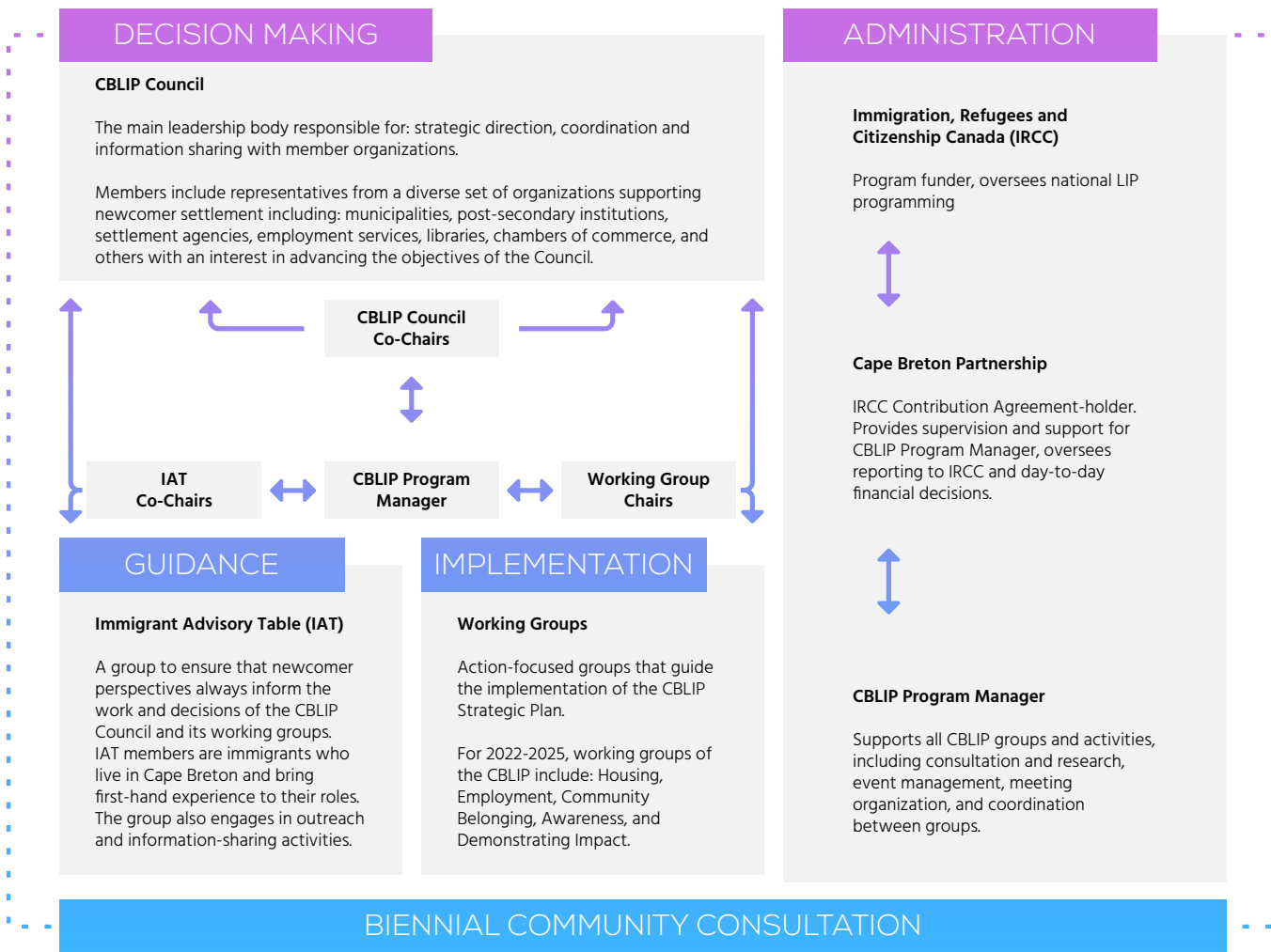
It is in this environment that the volunteers and staff of the CBLIP have come together to identify the strategic priorities for their work in 2022-2025.



Welcome 欢迎 **Fàilte** स्वागत हे
 بىحرت **Willkommen** Üdvözlet
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chào mừng महागडर **Bienvenue**
Velkommen ようこそ **Welkom**
Vem-vindo καλώς ήρθατε **स्वागत छे**
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Dobrodošli 어서 오십시오 **دم آ شوخ**
வரவறேப் **Benvenuti** **Witamy**
добро пожаловать **Bienvenido** 你好



Governance Structure



Our Approach

Every second year, the CBLIP engages in a community consultation, asking newcomers and the broader public in Cape Breton-Unama'ki for their thoughts on immigration and newcomer settlement. Through surveys, focus groups, and interviews, the CBLIP gathers these insights and compiles a summary report, which is then shared back with participants, the public, and key stakeholders in newcomer settlement. This regular consultation also helps to inform CBLIP strategic planning.

After receiving input from the planning committee, and factoring in the ever-changing realities of COVID-19, it was decided that two complimentary 1.5-hour virtual engagement sessions with the full CBLIP Council, IAT, and the members of CBLIP working groups would take place in early February 2022, along with pre- and post-session surveys.

Engagement tools used in this process included three surveys (both pre- and post-sessions), and two virtual engagement sessions (facilitation techniques included: focus groups, a world café activity, collaborative note taking via Mural.co, and graphic recording).

Each survey and session invited input from participants and that input was then used to craft the content of the next form of engagement. Following the stakeholder sessions, multiple drafts of the strategic plan were completed, incorporating feedback from the CBLIP planning committee.

What follows represents the culmination of all forms of engagement and input received from CBLIP members and staff.



In November 2021, the CBLIP sought external support for the design and execution of a 2022-2025 strategic plan. The leadership of the CBLIP identified a shared goal of pulling together local partners to look collectively at how they can better support newcomers in the local context.

A planning committee was formed with members of the CBLIP Council and IAT, and their role was to provide input and guidance on all major components of the strategic planning process. The timeline for the planning process was three months – meant to be concise, meaningful, and effective.



Vision

All newcomers feel welcome, safe, supported, and at home in Cape Breton-Unama'ki.

Mission

The CBLIP identifies needs and opportunities for newcomer settlement in Cape Breton-Unama'ki and supports community partners in fostering inclusive and welcoming communities.



Strategic Areas of Focus

Through the approach described above, the following five strategic areas of focus have been identified for the CBLIP for 2022-2025. These areas are meant to broadly guide the planning and work of the CBLIP as related to its mission and vision. The CBLIP is not limited to working only within these areas; however, these represent important priorities as identified by CBLIP stakeholders.

While addressing these areas of focus, the CBLIP is committed to the long-term and ongoing work of applying an anti-racist lens to our activities. We will seek to better understand problematic systems and practices and the ways in which our work can actively mitigate these.

Area of Focus: Housing

The CBLIP contributes to research, resource development, and information sharing regarding the housing needs of newcomers.

Objectives:

- Lead or support research to better understand gaps and opportunities related to newcomer housing;
- Contribute to information sharing in areas such as: how to rent or buy in Nova Scotia, rights and responsibilities of tenants and landlords, winter housing considerations, etc.;
- Help to facilitate the inclusion of newcomer perspectives in local housing-related dialogues and initiatives; and
- Support connection and collaboration between local organizations engaged in addressing newcomer housing challenges.

Intended Impacts:

- Strong local understanding of housing-related challenges faced by immigrants;
- Ready access to information for newcomer renters and buyers;
- Broad consideration of immigrant experiences and perspectives on housing; and
- Coordinated approach to addressing newcomer housing challenges.

Area of Focus: Community Belonging

The CBLIP builds and enhances the communication, relationships, and resources needed to foster more welcoming and inclusive communities for newcomers in Cape Breton-Unama'ki.

Objectives:

- Build connection with community actors who are often early points of contact for newcomers, and provide them with information and resources to support their welcoming efforts;
- Support community-level planning related to welcoming, inclusion, and belonging;
- Support the ongoing work of the Cape Breton Welcome Network;
- Identify and support opportunities for building increased social connection and community inclusion; and
- Support events and initiatives that celebrate multiculturalism.

Intended Impacts:

- Strong community capacity for engaging in thoughtful and informed welcoming activities;
- Newcomers reporting a strong sense of belonging; and
- Communities embracing and celebrating multiculturalism.



Area of Focus: Awareness

The CBLIP raises public awareness of the benefits of immigration and the needs of newcomers.

Objectives:

- Provide opportunities for newcomers to share their stories through a variety of platforms;
- Collect and share relevant immigration and settlement-related data;
- Champion the inclusion of newcomer perspectives and an anti-racist approach in all aspects of community planning;
- Develop resources and learning opportunities regarding themes of immigration, anti-racism, and newcomer settlement with targeted audiences; and
- Continue to promote the Belonging is for Everyone campaign brand and related public dialogues.

Intended Impacts:

- Ready access to accurate information regarding immigration for residents of Cape Breton-Unama'ki;
- Well-informed public discourse regarding newcomer settlement; and
- High levels of support and appreciation for the value of immigration and contributions of newcomers on the Island.



Area of Focus: Employment

The CBLIP supports collaborative efforts to foster meaningful employment opportunities and inclusive workplaces for newcomers.

Objectives:

- Provide opportunities for collaboration and information-sharing between local organizations offering newcomer employment supports;
- Facilitate and share local research regarding opportunities and barriers to newcomer employment (e.g. transportation, language, skills recognition, etc.);
- Support the ongoing development and promotion of local online resources related to employment; and
- Assist in the development and implementation of the Cape Breton Workplace Inclusion Charter and Recognition Program.

Intended Impacts:

- Newcomers finding meaningful employment opportunities;
- Employers with increased capacity for fostering inclusive workplaces; and
- Well-connected and well-coordinated organizations working to support better newcomer employment outcomes.

Area of Focus: Demonstrating Impact

The CBLIP is committed to identifying indicators of our success and evaluating the impact of our work.

Objectives:

- Explore evaluation best practices among LIPs in Canada;
- Develop a practical and usable program evaluation strategy; and
- Carry out regular measurement and evaluation activities.

Intended Impacts:

- Strong member engagement and clarity of purpose;
- Enhanced capacity to leverage additional resources; and
- Opportunity to improve CBLIP programming on an ongoing basis.



Next Steps

The CBLIP Strategic Plan provides a blueprint to guide the work of the CBLIP from 2022 through to 2025. Corresponding working groups will develop and implement action plans to move the Strategic Plan forward into implementation. Regular evaluation activities will help to monitor progress so that changes and improvements to the work of the CBLIP can be made as needed and as our context evolves.

For more information on how you can get involved in the CBLIP, we invite you to visit: www.capebretonpartnership.com.



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or **902-562-0122**.

www.capebretonpartnership.com
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or **902-258-7331**.

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