

North Shore Immigrant Inclusion Partnership

STRATEGIC PRIORITIES | 2023-2028



VISION

We envision an inclusive, anti-racist North Shore in which everyone has opportunities to thrive, contribute and belong.

MISSION

We work collaboratively with organizations, businesses and community members to enable the successful integration and participation of all newcomers and im/migrants in North Shore communities.

OUR VALUES

Collaboration

We work together in a respectful, inclusive manner that builds on best practices and innovation while being accountable to the community.

Responsiveness

We strive to be flexible in our actions and responsive to the emerging needs and aspirations of newcomers and im/migrants in local communities.

Impact

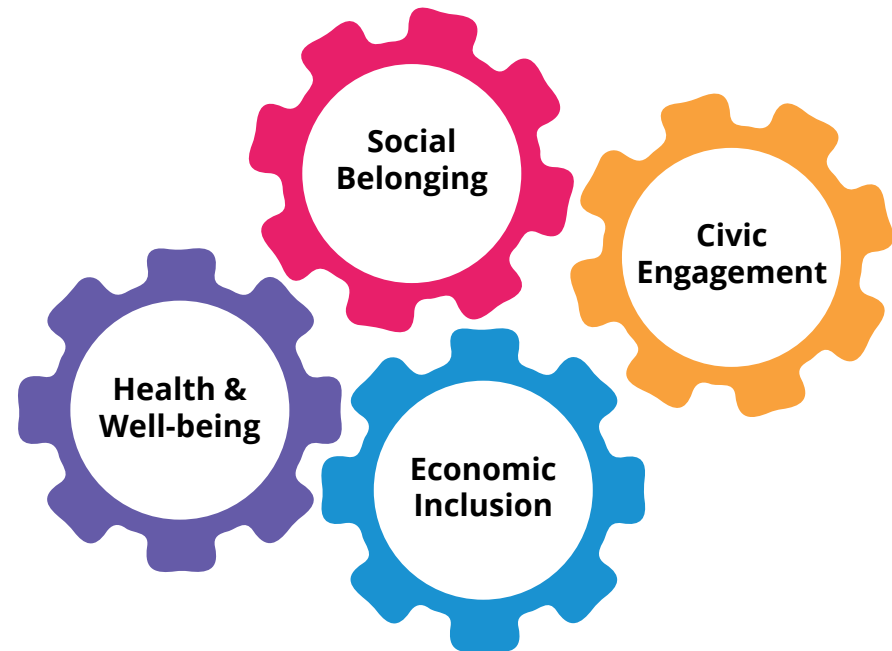
We are dedicated to achieving change at community- and systems-levels that has a meaningful impact on the lives of newcomers and im/migrants.

Equity

We commit to applying intersectional, anti-racist lenses in our work and to creating space for diverse wisdoms by centering newcomer and im/migrant voices.

STRATEGIC PRIORITIES

The four priorities in this strategic vision are not independent of each other; rather, they overlap and interlock. This image illustrates the interplay between these impact areas and the possibilities that arise from a more holistic, integrated vision of change.



We humbly acknowledge that our collective work is done on the traditional, ancestral, and stolen territories of the Skwxwú7mesh (Squamish) and the səliwətał (Tsleil-Waututh) Nations. We strive to walk in good relations with our Indigenous neighbours and to learn how to intentionally embed reconciliation and decolonizing practices in our work.

Funded by:

Financé par :



Immigration, Refugees
and Citizenship Canada

Immigration, Réfugiés
et Citoyenneté Canada

North Shore Immigrant Inclusion Partnership

STRATEGIC PRIORITIES | 2023-2028



PRIORITY 1

Health & Well-being

GOAL

Im/migrants access a wide range of coordinated, culturally relevant services on the North Shore that support their health and well-being as individuals and families.

OBJECTIVES

- Educate community service providers and local institutions about the health and mental health needs of im/migrants;
- Improve the cultural competency of service providers and ensure adequate use of translation/interpretation and other needed services;
- Create tools to better inform im/migrants about available health, wellness and community recreation services;
- Address barriers to affordability that have negative health outcomes on im/migrant families;
- Enhance collaboration between health, community and settlement services to respond to mental health challenges associated with im/migration;
- Increase awareness of and address systemic racism in the health care sector;
- Support community-led research that builds capacity to embed equity lenses and frameworks across North Shore health and community service sectors.

PRIORITY 1

Social Belonging

GOAL

Newcomers and long-time residents build meaningful relationships that foster a sense of belonging in safe, connected North Shore communities.

OBJECTIVES

- Establish strategies to ensure im/migrants have equitable access to North Shore services, programs and community engagement activities;
- Increase public awareness of im/migration stressors and challenges and actively work to remove barriers to belonging for im/migrant populations;
- Design public engagement initiatives that build a culture of inclusion and ensure that im/migrants to the North Shore feel safe and supported;
- Increase community understanding of language equity and its effects on belonging and exclusion;
- Actively work to dismantle racism in all its forms and increase the cultural competency of local communities and structures (ex. public institutions and organizations such as schools, libraries, recreational facilities, community centres, and law enforcement);
- Address discrimination issues by collaborating across sectors on equity and inclusion initiatives;
- Build relationships between settler and Indigenous communities and support community-level responses to the calls to action of the Truth and Reconciliation Commission (TRC).

PRIORITY 3

Economic Inclusion

GOAL

Im/migrants are economically integrated in the community and their skills, knowledge, and expertise are recognized as integral to building a vibrant North Shore economy.

OBJECTIVES

- Establish partnerships with business, industry and government to promote the benefits of hiring im/migrants at all levels and build workplace integration practices;
- Engage, educate and support local employers to effectively recruit, hire and retain im/migrant talent;
- Highlight the contributions of im/migrants in the local labour market
- Build the capacity of local employers to address racism and other forms of discrimination in workplaces and improve equitable practices;
- Champion advocacy efforts for skill recognition and accreditation changes with professional associations and the government;
- Collaborate with local business associations and chambers of commerce to develop strategies and practices to attract and support im/migrant businesses.

PRIORITY 4

Civic Engagement

GOAL

Im/migrants are actively engaged in civic life and guide the growth and development of equitable North Shore communities.

OBJECTIVES

- Promote the benefits of including im/migrant voices at all levels of civic and democratic life;
- Support racialized im/migrants in leadership roles—including in service planning and on community and municipal boards/committees;
- Promote local volunteerism and support opportunities for im/migrants to take on active roles in civic and democratic life;
- Support education and im/migrant mentorship opportunities to build understanding of democratic systems in Canada, BC and the North Shore;
- Increase awareness of promising practices and pathways to inclusive civic engagement;
- Work alongside community leaders and North Shore councils, boards and committees to build more inclusive leadership structures.

Funded by:

Financé par :



Immigration, Refugees and Citizenship Canada

Immigration, Réfugiés et Citoyenneté Canada