

Presented To: City Council

Presented: Tuesday, Mar 22, 2016

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Type: Managers' Reports

## Request for Decision

### Newcomer, Refugee and Immigration Advisory Panel

#### Resolution

THAT the City of Greater Sudbury accepts the staff report dated February 24, 2016 from the Acting Chief Administrative Officer with recommended Terms of Reference for the establishment of the Newcomer, Refugee and Immigration Advisory Panel, and directs staff to initiate the appointment process via the Nomination Committee.

#### Finance Implications

Operating costs for the Newcomer, Refugee and Immigration Advisory Panel will be funded within existing operating budgets.

## Background

At the September 15, 2015 meeting of Council, Mayor Brian Bigger brought forward a motion to create a Newcomer, Refugee and Immigration Advisory Panel, which was approved by Council Resolution (CC2015-311).

The attached Terms of Reference has been drafted as a recommended approach to the creation of this panel, and the Panel will be coordinated by the Economic Development department. The Advisory Panel was called for in part to coordinate local efforts regarding the unfolding Syrian refugee crisis, while also to guide the allocation of resources to longer-term goals of attracting and retaining immigrants and newcomers to the Greater Sudbury community.

Once established, this Newcomer, Refugee and Immigration Advisory Panel will have the mandate to identify and consolidate opportunities and resources in order to coordinate and communicate the community's response in supporting newcomers, refugee and immigrant families who choose the City of Greater Sudbury as their new home.

In response to the Syrian Refugee Crisis and with the support of staff and Council, a community based organization has been formed, with representation from City staff, to coordinate the activities of the various groups within the community involved in sponsoring and providing support to the Syrian refugees. With this immediate need actively being addressed, Council and staff now move towards achieving the broader mandate of the Newcomer, Refugee and Immigration Advisory Panel, as directed by Council.

#### Signed By

**Report Prepared By**

Meredith Armstrong  
Manager of Tourism and Culture  
*Digitally Signed Feb 26, 16*

**Division Review**

Ian Wood  
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*Digitally Signed Feb 26, 16*

**Recommended by the C.A.O.**

Kevin Fowke  
Acting Chief Administrative Officer  
*Digitally Signed Mar 9, 16*

In order to avoid duplication of effort, it is important to note that the Advisory Panel will seek to enhance the services of the existing Local Immigration Partnership (LIP). The LIP is a federally funded program coordinated through the CGS Economic Development section with membership consisting of local partner organizations including multicultural, faith-based, education, business, government and other stakeholder agencies, all working together to engage groups in coordination of the current settlement and integration service delivery network. The Newcomer, Refugee and Immigration Advisory Panel will play an important role in connecting to the LIP network and will leverage the resources and efforts of that partnership.

However, since the LIP does not offer direct services to newcomers or refugees, the Advisory Panel will also work to address gaps in community resources available to *all* newcomers to Greater Sudbury, whether they arrive in the city from Ontario, other parts of Canada or as international refugees. The Newcomer, Refugee and Immigration Advisory Panel will maintain the objective of helping to make Greater Sudbury a welcoming community to new residents of all backgrounds.

### **Importance of Immigration to the City of Greater Sudbury**

As a result of socioeconomic and demographic changes across Greater Sudbury, industries have over the past few years reported challenges in meeting their human resource needs. In fact resource challenges were identified as one of the greatest threats to the future competitiveness of the Canadian mining industry.<sup>[1]</sup>

The Grow Plan for Northern Ontario, 2011, indicated that the Province will work with northern Ontario communities to attract new and needed skills and ideas through provincial and other programs that work to entice skilled newcomers and international students to Northern Ontario's communities and post-secondary institutions.

### **Primary Objectives**

As outlined in the attached Terms of Reference, the objectives of the Newcomer, Refugee and Immigration Advisory Panel are:

- To advise the City of Greater Sudbury Council on matters relating to the settlement and integration of newcomers, refugees and humanitarian entrants and immigrants into the local community.
- To make recommendations on policy, programs and other initiatives to facilitate the sustainable and improved outcomes of newcomers, refugees and humanitarian entrants and immigrants.
- To share insight and advice regarding the implementation of the City of Greater Sudbury Economic Development Strategic Plan and other relevant Action Plans with respect to the attraction, successful integration and retention of newcomers, refugees and immigrants within the City of Greater Sudbury.
- To identify, expand and promote opportunities where community groups, agencies, and organizations can have a shared agenda.
- To facilitate coordination between services across departments and agencies within the City of Greater Sudbury, thereby improving the responsiveness of services across various levels of Government and community based organizations to the needs of newcomers, refugees and immigrants.
- To contribute to local research where necessary, related to the contribution and settlement and integration outcomes of newcomers, refugees and immigrants within the City of Greater Sudbury.

### **Establishing a Relationship between the Newcomer, Refugee and Immigration Advisory Panel and the Local Immigration Partnership (LIP)**

Subsequent to the motion passed by Council in September 2015, staff worked to review existing community programs to ensure synergy and avoid duplication. The review revealed similarities with the existing

federally funded Local Immigration Partnership (LIP), which operates from within the Economic Development section.

The Local Immigration Partnership, however, is limited with respect to its clients and approved activities. The City of Greater Sudbury Local Immigration Partnership (LIP) is envisioned as community-based partnership that seeks to:

- Foster a systematic approach to engagement, settlement and integration of newcomers;
- Support community-based knowledge-sharing and local strategic planning; and,
- Improve coordination of effective services that facilitate immigrant settlement and integration.

The overall objective of the LIP is to engage groups that will coordinate and enhance the current settlement and integration service delivery network. Strategic partnerships between many stakeholders are encouraged to improve dialogue and information sharing between sectors, identify gaps, and align services. The LIP does not provide direct services to newcomers. Rather, it seeks to increase the absorptive capacity of the community by engaging a range of stakeholders and enhancing collaboration and strategic planning at the community-level. With 100% of the funding for the LIP provided by Citizenship and Immigration Canada, membership in the LIP consists of multicultural, faith-based, education, business, government and other related interest groups.

## **Response to Refugees**

The motion to create this Advisory Panel was brought forward in part as a response to calls for coordinated local efforts regarding the unfolding Syrian refugee crisis, while also in recognition of the need to allocate resources to longer-term goals of attracting and retaining immigrants and newcomers to the Greater Sudbury community. Due to the urgency of the Syrian refugee situation the decision was also made that internal resources would be used to mobilize initial activities.

With the support of staff and Council, a community based organization has been formed, with representation from City Council and support of staff, to coordinate the activities of the various groups within the community involved in sponsoring and providing support to the Syrian refugees. Community response has been overwhelmingly positive as the city has welcomed a number of Syrian families to the area.

The lessons being learned in the response to the Syrian Refugee Crisis are valuable in terms of the long-term focus of the Advisory Panel in effectively supporting and coordinating the overall community response to other potential refugee situations in future, and these experiences and best practices will be reviewed by the Panel as a regular part of their discussions.

## **Welcoming Newcomers**

The City of Greater Sudbury has identified the need to create a community that is welcoming to newcomers, wherever they may originate. In fact the community economic development strategic plan *From the Ground Up*, adopted by Council November 3, 2015, envisions Greater Sudbury as “a community that maximizes the value of its people, and that attracts, welcomes and retains immigrants and newcomers with know-how and talent” as “a welcoming and open community” with “a highly skilled and creative workforce”.

New residents can provide an excellent source of new skills, experience and international connections that can benefit our city, provided that the quality of life and community can continue to match the need of these new residents.

The Newcomer, Refugee and Immigration Advisory Panel will provide crucial support and guidance as the community seeks to attract and retain newcomers from beyond Greater Sudbury's borders.

## **Conclusion**

Based on the points outlined, staff recommend that Council accepts the Terms of Reference for the

formation of the Greater Sudbury Newcomer, Refugee and Immigration Advisory Panel, according to the motion of council from September 15, 2015.

[1] Ernest and Young (2010), *Business Risks Facing Mining and Minerals*

**MOTION BY MAYOR BIGGER**  
**REGARDING A NEWCOMER, REFUGEE AND IMMIGRATION ADVISORY PANEL**  
**Presented to the Council Meeting of September 15, 2015**

Whereas across Canada, municipalities are taking a leadership role in preparing to support and welcome newcomers and the immigration of families to their communities

And Whereas the City of Greater Sudbury wishes to encourage and support the initiatives being led by the Association of Municipalities of Ontario (AMO) and the Federation of Canadian Municipalities (FCM) of which we are members.

And Whereas there are many community groups in Greater Sudbury, that have offered to provide assistance to Syrian refugee families, who have been displaced from their homes,

And Whereas the City of Greater Sudbury can provide a leadership role in gathering community groups and interested citizens together to assist in this humanitarian crisis and in providing welcome to newcomers and both refugee and immigrant families who in future will call our community home;

Therefore be it resolved that the City of Greater Sudbury create a Newcomer, Refugee and Immigration Advisory Panel, to be co-ordinated by the City's Economic Development Department with the Mandate and Membership as outlined below and that the necessary By-Law be prepared.

Newcomer, Refugee and Immigration Advisory Panel

Mandate: To identify and consolidate opportunities and resources, coordinate and communicate the community's response in supporting newcomers, refugee and immigrant families who choose the City of Greater Sudbury as their new home.

Membership: Two members of Council as well as representatives of the multicultural, faith, education and other interested communities.

Term: Until their work is completed or the end of the Term of Council, whichever is earlier.

## **NEWCOMER, REFUGEE AND IMMIGRATION ADVISORY PANEL**

### **TERMS OF REFERENCE**

#### **Mandate:**

Reporting to Council through Economic Development, the Newcomer, Refugee and Immigration Advisory Panel has been established to provide advice to the City of Greater Sudbury Council on planning, decision making and strengthening support for newcomers, refugee and immigrants within the City of Greater Sudbury.

The Newcomer, Refugee and Immigration Advisory Panel will identify and consolidate opportunities and resources, coordinate and communicate the community's response in supporting newcomers, refugee and immigrant families who choose the City of Greater Sudbury as their new home.

#### **Primary Objectives:**

The objectives of the Newcomer, Refugee and Immigration Advisory Panel are:

- To advise the City of Greater Sudbury Council on matters relating to the settlement and integration of newcomers, refugees and humanitarian entrants and immigrants into the local community.
- To make recommendations on policy, programs and other initiatives to facilitate the sustainable and improved outcomes of newcomers, refugees and humanitarian entrants and immigrants.
- To share insight and advice regarding the implementation of the City of Greater Sudbury Economic Development Strategic Plan and other relevant Action Plans with respect to the attraction, successful integration and retention of newcomers, refugees and immigrants within the City of Greater Sudbury.
- To identify, coordinate, expand and promote opportunities where community groups, agencies, and organizations can have a shared agenda.
- To facilitate coordination between services across departments and agencies within Greater Sudbury, thereby improving the responsiveness of services across various levels of Government and community based organizations to the needs of newcomers, refugees and immigrants.
- To contribute to local research where necessary, related to the contribution and settlement and integration outcomes of newcomers, refugees and immigrants within Greater Sudbury.

#### **Membership:**

The Newcomer, Refugee and Immigration Advisory Panel will consist of up to eleven (11) members, including:

- Two (2) Council members
- One (1) Chair of the Local Immigration Partnership (LIP)
- One (1) representative of the Greater Sudbury Development Corporation Board of Directors
- One (1) representative of the Greater Sudbury Chamber of Commerce
- One (1) representative of the Workforce Planning for Sudbury & Manitoulin
- One (1) representative of the Sudbury & District Health Unit
- One (1) representative of the housing and/or real estate sectors
- One (1) representative of a school board

- One (1) representative from the community as nominated by Council, representing immigrant youth
- One (1) representative from the community as nominated by Council, representing immigrant business owners

**Chairperson**

The Greater Sudbury Newcomer, Refugee and Immigration Advisory Panel is to be co-chaired by a Council representative and the Chairperson of the Local Immigration Partnership. The appointed Co-chairpersons are responsible for the conduct of meetings, ensuring fair and equitable opportunities for views and opinions to be voiced and discussed by the Advisory Panel.

**Time Commitment**

The Newcomer, Refugee and Immigration Advisory Panel will meet quarterly, with additional meetings scheduled as required.

**Term**

The term coincides with the term of Council.