Welcoming and Inclusive Communities
Building Your Community Framework

"Community Immigration Beginnings"
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Presented by Carolyn Kent
Member, CAEP Welcoming Communities Steering Committee
Director, Am Braighe Education & Training Services
Central Alberta Economic Partnership (CAEP)’s Welcoming Communities Steering Committee

- Welcoming communities promote the full participation of newcomers in the social, cultural and economic life of the region without discrimination.
WHAT ARE WELCOMING AND INCLUSIVE ENVIRONMENTS?
Think about what these mean to you…

- Welcoming
- Inclusive
- Engaging
Key Questions

- What are we really thinking?
- How are we responding?
- Why is it important to understand our perceptions as a community, organization or as individuals?
- Why does it matter?
“If I hire foreign workers, I won’t have to pay as much”.

“They have an accent so I know they don’t have good English skills…”.

“I didn’t know their rights aren’t protected…why are they not treated like human beings?!”.

“They are always smiling so I know they are treated well…”.

“They don’t vote, so they are not my concern”.

“I don’t want to hear anything…what I don’t know won’t affect me”.

“…send them home. They’re taking the jobs of our sons and husbands…”

“Their conditions are better here than in their home country so they should be satisfied”.

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“…send them home. They’re taking the jobs of our sons and husbands…”

“Their conditions are better here than in their home country so they should be satisfied”.

“I didn’t know their rights aren’t protected…why are they not treated like human beings?!”.
"I'm right there in the room, and no one even acknowledges me."

The New Yorker, 9/18/06
Diversity

• is about people themselves...their differences, similarities and unique characteristics as groups and individuals.
Inclusion

• Is the extent to which people have the opportunity and belief they can be full contributing members of an organization or community.

• Think about key committees within your own communities…. 
Stereotypes

- What stereotypes get in the way of inclusion?
- Where do they come from?
- How do we begin to address them in the context of a welcoming and inclusive community?
Who is responsible for creating a welcoming and inclusive community?
Ownership…

- Individual
- Organization
- Employer
- Community
Considerations

- Respond quickly
- First 3 month period is critical
- Language
- When there is a WC framework, integration can take place faster
Questions

• How will employers and citizens prepare for newcomers to the community?
• How will newcomers become involved in the community?
What is our role?

- Walk the talk…and talk and talk…
- Build good working relationships with existing service providers
- Know the supports and resources in the community
- Refer employers and newcomers to those services
Understand the importance of responding as quickly as possible, particularly with adults.

Develop a comprehensive profile of the experiences and challenges faced by newcomers in your community.
What have we learned?

- There are champions everywhere.

- Newcomers need to be recognized and accepted as vital members of our communities and active contributors to our economy.

- Use resources that are already out there.

- Not everyone will share your beliefs or be as enthusiastic about a WC.
• Keep sharing ideas, resources and best practices

• There are existing resources in the community that can assist agencies, employers, and organizations
First Steps to Becoming a Welcoming Community

- Know your community
- Accept the unique qualities of your community
- Understand phases of settlement, integration, and engagement
- Gather information about the resources, agencies and supports in your community
- Form a Welcoming and Inclusive Community Network
Challenges and Questions

- Look at capacity-building

- Aboriginal communities must be involved

- Use of media and public education is vital
Beliefs

• Feel passionate and restless about your cause - both are infectious.
• Go for small successes.
• Focus on movers and shakers.
• Use the power of informal networks.
Framework Considerations

• Reflect your community, variety of members
• Action-oriented
• Identify quick wins
• Who are the champions?
Committee Development
Who should be involved?
Useful Resources and Information

• Website information
• Community Resources
• Focus Groups
• Tool Kit
• Employer Guide
• Other Support
Tool Box of Ideas

A CAEP Pilot Project with the Town of Innisfail, Alberta
CAEP Employer Guide

a practical guide to help employers and communities build welcoming environments for newcomers
Action Items

• Libraries – Skype, Auralog Tell Me More
• Library cards
• Diversity Training
• Safe Harbor Training
• Events
• Media Profiles
• Volunteer Opportunities
• List of translators
• Conversation buddies
• Host family program
• User-friendly resources
• Translate legends on maps
• Hints for living in your community
• Accurate community resource information
• Health and education advocates
In The Shoes of A Newcomer

Scenarios

• Thoughts/Feelings
• Issues/Needs
• Resources Required
Welcoming, Settling, Engaging

...Brand

• Preparation and Awareness
• Arrival Survival
• Settling Into the Community
• Retaining and Engaging
Where do we go from here?
Questions

Thank you!
Carolyn Kent
Am Braighe Education & Training Services
403.845.7311  ckent@telusplanet.net