



Chatham-Kent Local
Immigration Partnership

Community Plan 2026-2028

Funded by:

Financé par :



Immigration, Refugees
and Citizenship Canada

Immigration, Réfugiés
et Citoyenneté Canada

Proud
Partner



CENTRE FOR
COMMUNITY
BASED RESEARCH

Contents

Traditional Territory Acknowledgement.....	3
Acknowledgements.....	3
Definitions and Acronyms.....	3
Background	4
About the Chatham-Kent Local Immigration Partnership	4
Chatham-Kent Population Trends.....	4
Research Foundations and Framework.....	4
Methods.....	5
Chatham-Kent Local Immigration Partnership Community Plan	6
Employment & Entrepreneurship.....	6
Positive Attitudes Toward Immigrants of All Racial, Cultural & Religious Backgrounds	6
Access to Immigrant-Serving Agencies that Meet Immigrants’ Needs.....	6
Priority Areas Detailed.....	7
Employment & Entrepreneurship.....	7
Positive Attitudes Toward Immigrants of All Racial, Cultural & Religious Backgrounds	9
Access to Immigrant-Serving Agencies that Meet Immigrants’ Needs.....	10
References	12
Appendix A	13
Access to Suitable Health Care, Including Mental Health Care	13
Access to Affordable, Adequate, and Suitable Housing	14
Appendix B	15
Community Forum Data for Action Planning	15

Traditional Territory Acknowledgement

The area now known as Chatham-Kent is the traditional territory of the Three Fires Confederacy: the Odawa, Potawatomi, and Ojibwe. The Lunaapeew also inhabited these lands at the time of the written treaties. CK LIP also acknowledges the Indigenous Peoples who travelled these lands before the written treaties.

Chatham-Kent continues to be home to diverse First Nations, Métis, and Inuit Peoples.

Chatham-Kent is covered by The Detroit Treaty of 1790; the Sombra Township Treaty of 1796; and the Longwoods Treaty of 1822. CK LIP also recognizes that this region is subject to earlier Wampum agreements like the [Two Row Wampum](#) and the [Dish with One Spoon Wampum](#). As beneficiaries of these Treaties, we acknowledge our responsibilities, including collective responsibilities to the land and water.

Acknowledgements

The Centre for Community Based Research (CCBR) is grateful for the support of Chatham-Kent Local Immigration Partnership (CK LIP) Staff and municipal Grant Holders in the Community Culture and Connections division, who communicated with CCBR regularly to provide key background information, local context, community engagement opportunities, and the insight born of their experience. CCBR is also grateful to the CK LIP Council, who participated in both an online survey and in-person workshop, to generate deep and reflective content for the Community Plan. The local Immigrant Advisory Group (IAG) also played a key role in this planning process at pivotal moments, in-person, online, and through their participation in a 2025 survey. Finally, we are grateful to the Steering Committee, composed of select members of the CK LIP Council and IAG, which informed the design of our data collection and engagement strategies, and collaboratively refined this final deliverable.

Definitions and Acronyms

“Equity-focused” and “anti-racist” means we pay attention to who benefits, who is left out, and what barriers different groups face, and we adjust our actions, so systems and opportunities work more fairly for everyone.

We are using “newcomer and immigrant” together in recognition of the fact that not all immigrants see themselves as “newcomers”.

“Immigrant-serving agencies” refers to any agency that offers services and includes newcomers and immigrants.

IRCC: Immigration, Refugee and Citizenship Canada

CK LIP: The Chatham-Kent Local Immigration Partnership

CCBR: Centre for Community Based Research

Background

About the Chatham-Kent Local Immigration Partnership

Local Immigration Partnerships (LIPs) are funded by Immigration, Refugees, and Citizenship Canada to develop and support the implementation of sustainable plans to improve the integration outcomes of newcomers and immigrants to Canada. LIPs engage with community partners across multiple sectors to coordinate services and address immigrant needs.

The Chatham-Kent Local Immigration Partnership (CK LIP) began in 2010 and is a community-driven collaborative project. The Municipality of Chatham-Kent is the grant holder with the federal funder, Immigration, Refugees and Citizenship Canada (IRCC).

Since its inception, CK LIP has supported:

- Community-level research and strategic community planning,
- Improving coordination of effective services that facilitate immigrant settlement and integration,
- Systematizing local engagement of service providers and other institutions in newcomers' and immigrants' integration process.

CK LIP is a partnership of more than 40 local and regional agencies that work together to foster a welcoming community, which integrates newcomers and immigrants and celebrates diversity in Chatham-Kent. While CK LIP is not a direct service provider, it is an integral component of Chatham-Kent's ability to successfully welcome and retain immigrant talent.

Chatham-Kent Population Trends

The Municipality of Chatham-Kent continues to see population growth. As of July 1, 2025, Chatham-Kent's estimated population reached 113,070 (an increase of 1,379 residents from the previous year). The community also saw strong intraprovincial migration, with 1,189 net arrivals from within Ontario, which is the second highest level recorded in the last 23 years. However, birth rates remain lower than death rates, which means newcomers, immigrants, and people moving to Chatham-Kent from other parts of Ontario, are essential to community stability and growth (Chatham-Kent Workforce Planning Board, 2025). With population trends shifting, it is essential for Chatham-Kent to strategically develop actions to attract, retain, and integrate newcomers and immigrants, fostering community connection, efficient access to resources, and economic growth.

Research Foundations and Framework

In January 2026, the CK LIP began development of a revised Community Plan to guide collective action for 2026-2028. The process was supported by the Centre for Community Based Research (CCBR), a non-profit organization based at the University of Waterloo that works collaboratively to build more responsive and supportive communities, especially for those with limited power and opportunity. They conduct and promote community driven, participatory and action-oriented research to advance equity and social innovation. CCBR brought many years of experience supporting planning and evaluation in the settlement field to the project.

Like the previous strategic plan, the Theory of Change, the new Community Plan reflects a framework provided by *Measuring Welcoming Communities: A Toolkit for Communities and Those Who Support*

Them. This toolkit is intended to help communities and partners evaluate their capacity to welcome immigrants and identify areas where improvements are needed. The toolkit outlines 19 core characteristics of a welcoming community, drawn from a comprehensive review of existing research, and provides detailed indicators for each characteristic to support measurement of a community’s level of inclusiveness. CK LIP’s new Community Plan focuses on three of the toolkit’s identified characteristics:

1. Employment and Entrepreneurship Opportunities
2. Positive Attitudes Toward Immigrants of All Racial, Cultural and Religious Backgrounds
3. Access to Immigrant-Serving Agencies that Meet Immigrants’ Needs

Methods

This project was guided by regular meetings between CCBR, CK LIP Staff, and municipal Grant Holders in the Community Culture and Connections department of the Municipality of Chatham-Kent. In addition, three meetings were hosted with a project Steering Committee composed of a selection of CK LIP Council and Immigrant Advisory Group members. With their input and guidance, CCBR undertook an extensive review of CK LIP documents, including but not limited to recent research into community needs, research and immigration trends. Among those documents were a recent Immigrant Advisory Group survey (Chatham-Kent Local Immigration Partnership, 2025), and a community-wide Immigrant survey (Chatham-Kent Local Immigration Partnership, 2024) among other studies. This review identified six priority action areas in Chatham-Kent.

CCBR then conducted a survey of CK LIP Council members to learn more about these six areas, specifically about related barriers, priority populations, and action strategies. Additionally, CCBR asked CK LIP Council members to identify any other areas to prioritize. Through this survey, four action areas emerged as priorities and CCBR was able to draft intended outcome and impact statements for each of those in the process of synthesizing survey findings. Two strategic areas which were not prioritized are included in Appendix A for future consideration.

Then CCBR facilitated a three-hour workshop on February 18, 2026, open to all CK LIP Council Members and attended by 20 agencies. At this event, CCBR summarized what we had learned from the document review and presented CK LIP Council survey finding in detailed tables, included in this report. Small group discussions of these tables were facilitated by note takers, who summarized participants’ input in writing. These summaries were shared with the room for the purpose of further reflection and validation.

CCBR facilitated a similar workshop with five members of the CK LIP Immigrant Advisory Group to generate input into the priorities. In both workshops, participants were also invited to draft a revised vision statement to guide the updated community plan. The resulting vision and mission statement represents a synthesis of the seven draft statements provided by workshops participants and reflects the priority action areas they discussed.

A poll was also conducted at each workshop to gauge where the CK LIP should focus their efforts in the 2026-2028 period. CCBR synthesized the poll results and workshop discussions in a report that was reviewed by the Community Planning Steering Committee on February 26, 2026, which made some final revisions to the recommended Mission, Vision, and Impact statements. Minor adjustments were later made by CK LIP staff, to finalize the Community Plan for CK LIP Council approval.

The Chatham-Kent Local Immigration Partnership Community Plan was presented at the 2026 CK LIP Annual Forum for community feedback. Attendees participated in facilitated discussions to ensure the Plan's strategic direction reflected community needs. Additionally, participants provided feedback on proposed action planning items, including prioritization. Details and insights collected from the 2026 Forum are available in Appendix B.

Chatham-Kent Local Immigration Partnership Community Plan

Vision (What will change): Chatham-Kent will become a more welcoming, inclusive and vibrant community where every newcomer and immigrant can participate fully, feel they belong, and that their contribution to community life is recognized.

Mission (How we will get there): Over the next two years, Chatham-Kent will take coordinated, equity-focused, and anti-racist community action to improve how newcomers and immigrants access employment/self-employment, immigrant-serving supports, and community spaces.

Employment & Entrepreneurship

Impact (What will change): Newcomers and immigrants can find work or start businesses that better match their skills, with employers more prepared to hire and support them, leading to better job matches and less underemployment.

Activities (How we will get there): This impact will be achieved through improved navigation and access to resources, employer capacity-building, and referrals to bridging and credential pathways.

Positive Attitudes Toward Immigrants of All Racial, Cultural & Religious Backgrounds

Impact (What will change): Newcomers and immigrants feel more welcomed and respected in the community, with more opportunities to connect and participate, leading to stronger belonging and less discrimination.

Activities (How we will get there): This impact will be achieved through anti-racism education, inclusive outreach, and shared data and stories that support understanding, connection, and participation.

Access to Immigrant-Serving Agencies that Meet Immigrants' Needs

Impact (What will change): Newcomers and immigrants can connect more easily to immigrant-serving organizations that meet their needs, leading to earlier access to services, reduced navigation barriers, and more consistent service use.

Activities (How we will get there): This impact will be achieved through strengthened coordination, targeted outreach, and culturally and linguistically accessible service pathways.

Summary

CK LIP and the community's efforts toward fostering a welcoming community and improving the integration outcomes of newcomers will focus on three key priorities:

- **Jobs & Business:** Better job matches and more employer readiness → less underemployment
- **Belonging:** More welcoming communities → stronger participation and less discrimination
- **Service Access:** Easier navigation and earlier support → fewer barriers

Priority Areas Detailed

Earlier drafts of these tables were reviewed during the CK LIP Council workshop and subsequently updated with CK LIP Council member input. The Working Groups will determine the specific projects and initiatives that correspond with the “What We Can Do” column. Fidelity will be paid to the intended outcomes as they support the Impact Statements, which underlie the overall Vision Statement. These outcomes can also be used to guide evaluation of the plan and should be used to ensure that the populations most impacted by identified barriers are prioritized.

Employment & Entrepreneurship

Impact (What will change): Newcomers and immigrants can find work or start businesses that better match their skills, with employers more prepared to hire and support them leading to better job matches and less underemployment.

Activities (How we will get there): This impact will be achieved through improved navigation and access to resources, employer capacity-building, and referrals to bridging and credential pathways.

Barrier	Priority Populations Most Impacted	What We Can Do	Intended Outcomes (2026–2028)
Employer confusion about work permits, PR pathways, and hiring eligibility	Newcomers and immigrants across immigration pathways; small and medium-sized employers with limited HR capacity	Support clear navigation for employers through practical tools (e.g., employer guides, info sessions); connect employers to reliable information, peer mentors, and points of contact	Employers are more confident hiring newcomers and immigrants, leading to increased hiring and improved retention
Misuse of “Canadian work experience” expectations	Internationally trained professionals; international students; newcomers and immigrants early in their careers	Promote awareness of fair and legal hiring practices; share alternatives such as paid placements, job shadowing, and mentorship; support consistent messaging to employers	Fairer hiring practices improve access to skilled employment and reduce entry-level trapping
Skills mismatch between newcomer and immigrants’ skills and local labour market needs	Newcomers and immigrants seeking work in small businesses or regulated professions; employers facing labour shortages	Improve navigation of local labour market information; support connections to training, upskilling, and sector-specific pathways where appropriate	Better alignment between skills and job opportunities reduces mismatch and turnover
Limited access to capital for newcomer and immigrant entrepreneurs	Newcomer and immigrant entrepreneurs without Canadian credit history	Increase awareness and navigation of alternative financing options (e.g., micro-loans, newcomer and immigrant-focused programs); share best practices and models from other regions	More newcomer and immigrant-led businesses can start, sustain, or grow
Language requirements and workplace communication barriers	Newcomers and immigrants affected by LINC changes; employers hiring linguistically diverse workforces	Support employer awareness of language expectations and available supports; promote culturally responsive onboarding and communication practices	Improved workplace integration and stronger retention outcomes
Limited employer capacity to create welcoming and inclusive workplaces	Employers unfamiliar with newcomer and immigrant needs; newcomers and immigrants in unsupported workplaces	Facilitate employer capacity-building, mentorship models, and sharing of effective practices	More inclusive workplaces lead to stronger newcomer and immigrant participation and retention
Limited access to bridging and credential pathways for regulated professions	Internationally trained professionals in regulated fields	Expand navigation and referrals to bridging, retraining, and credential recognition pathways; support advocacy and relationship-building with professional bodies	Improved access to regulated employment pathways reduces prolonged underemployment

Positive Attitudes Toward Immigrants of All Racial, Cultural & Religious Backgrounds

Impact (What will change): Newcomers and immigrants feel more welcomed and respected in the community, with more opportunities to connect and participate, leading to stronger belonging and less discrimination.

Activities (How we will get there): This impact will be achieved through anti-racism education, inclusive outreach, and shared data and stories that support understanding, connection, and participation.

Barrier	Priority Populations Most Impacted	What We Can Do	Intended Outcomes (2026–2028)
Social isolation and limited opportunities or awareness of opportunities for connection	Temporary Foreign Workers (especially in agriculture); newcomers and immigrants lacking local social networks	Support outreach and community initiatives that reduce isolation; partner with community groups to create inclusive, low-barrier connection opportunities	Increased social connection and participation among newcomers and immigrants
Negative public narratives, stereotypes, and racism	Racialized newcomers and immigrants; Black professionals; newcomers and immigrants with accents; those who wear visible religious symbols	Support public education and outreach campaigns that address misinformation, stereotypes, racism, and xenophobia; combine data with storytelling to build understanding	Reduced misinformation and increased community awareness of newcomer and immigrant experiences
Experiences of bias and exclusion in workplaces and public spaces	TFWs; racialized and Black professionals; LGBTQ+ newcomers and immigrants; women	Facilitate capacity-building and learning opportunities focused on anti-racism, inclusion, and cultural understanding across workplaces and community settings	Improved sense of safety, respect, and inclusion in workplaces and community spaces
Limited access to accessible, clear information about rights, laws, and daily life in Canada	Newcomers and immigrants with lower English proficiency; newcomers and immigrants unfamiliar with Canadian legal and social norms	Support development and sharing of clear, multilingual, and accessible information using plain language and visual formats; promote consistent messaging across partners	Improved understanding of rights and responsibilities, reducing confusion and preventable harms
Childcare access limiting participation in community life	Newcomer and immigrant women; caregivers; families with young children	Elevate childcare as a cross-cutting inclusion barrier; support coordination and advocacy to improve awareness of options and impacts	Increased ability for caregivers to participate in community, work, and learning opportunities
Lack of visibility of diverse newcomer and immigrants' experiences	Newcomers and immigrants who do not identify with narrow labels (e.g., only "refugee"); broader immigrant communities	Use specific, inclusive language that names racism and xenophobia while recognizing diverse immigrant experiences; highlight varied newcomer and immigrants' stories alongside direct anti-racism work	Greater recognition of diverse newcomer and immigrants' identities and stronger engagement across communities

Access to Immigrant-Serving Agencies that Meet Immigrants’ Needs

Impact (What will change): Newcomers and immigrants can connect more easily to immigrant-serving organizations that meet their needs, leading to earlier access to services, reduced navigation barriers, and more consistent service use.

Activities (How we will get there): This impact will be achieved through strengthened coordination, targeted outreach, and culturally and linguistically accessible service pathways.

Barrier	Priority Populations Most Impacted	What We Can Do	Intended Outcomes (2026–2028)
Limited funding and service capacity; increased service demand	Refugees and refugee claimants with complex settlement needs; temporary residents, including international students; immigrants across demographics	Advocate for continued and stable government funding to organizations supporting newcomers and immigrants	Increased service capacity and improved continuity of supports
Limited awareness and visibility of available services	International students unsure of eligibility; temporary residents; newcomers and immigrants navigating multiple systems	Improve outreach through centralized, language-accessible information and clearer service pathways	Earlier awareness of services and earlier connection to appropriate supports
Difficulty navigating fragmented support systems	Refugees with complex needs; newcomers and immigrants balancing multiple settlement challenges	Build coordinated, newcomer and immigrant-focused service pathways, including centralized intake and referral systems	Reduced navigation time and fewer missed or misdirected referrals
Processing backlogs, duplicate paperwork, and long wait times	International students; Humanitarian and Compassionate applicants; temporary residents in prolonged processes	Increase immigration-supporting agency capacity; improve document verification systems; support administrative practices that reduce delays	Improved client support during processing periods and reduced administrative burden
Limited access to services for rural communities and workplaces	Temporary foreign workers, particularly in the agricultural sector; newcomers and immigrants in rural areas	Expand outreach services to rural communities and workplaces; use mobile and outreach-based delivery	Increased service access for newcomers and immigrants living or working outside urban centres
Inflexible service hours that do not align with work and caregiving schedules	Temporary foreign workers; newcomers and immigrants with caregiving responsibilities, commonly women.	Offer after-hours and weekend programming	Increased service uptake among workers and caregivers with non-traditional schedules
Language barriers and lack of language-accessible supports	Newcomer and immigrant seniors; refugees; temporary residents with limited English or French	Invest in culturally informed frontline staff; improve access to services and supports provided in the French language.	Improved communication, comprehension, and follow-through with services

Barrier	Priority Populations Most Impacted	What We Can Do	Intended Outcomes (2026–2028)
Lack of culturally informed, tailored services	Refugees with complex needs; newcomer and immigrant women; racialized newcomers and immigrants	Strengthen agency capacity and confidence to deliver culturally responsive services	Services better aligned to client needs and increased trust in service providers
Limited access to mainstream settlement services for temporary residents	Temporary foreign workers; international students not eligible for some services	Strengthen alignment and coordination between agencies serving different immigration statuses	Clearer pathways to appropriate supports regardless of immigration status

References

Chatham-Kent Local Immigration Partnership. (2025). *Immigrant Advisory Group Survey*.

Chatham-Kent Local Immigration Partnership. (2024). *Chatham-Kent Immigration Survey*.

Chatham-Kent Workforce Planning Board. (2025). *2025 Local Labour Market Plan*.

<https://www.ckworkforce.ca/researchreports/Documents/2025%20Local%20Labour%20Market%20Plan%20ENG.pdf>.

Esses, V. M., Hamilton, L. K., Aslam, A., & Barros, P. R. P. (2023). *Measuring welcoming communities: A toolkit for communities and those who support them*. Pathways to Prosperity Partnership.

<http://p2pcanada.ca/library/measuring-welcoming-communities-a-toolkit-for-communities-and-those-who-support-them/>

Statistics Canada. (2025). *Table 17-10-0152-01: Population estimates, quarterly (July 1, 2024–June 30, 2025)*. Government of Canada.

Statistics Canada. (2025). *Table 17-10-0153-01: Population estimates by age and sex (July 1, 2024–June 30, 2025)*. Government of Canada.

Other Sources Consulted

Chatham-Kent Local Immigration Partnership. (2025). *CKLIP Council Meeting Retrospective*.

Chatham-Kent Local Immigration Partnership. (September 2025). *CKLIP Council Meeting Minutes*.

Chatham-Kent Local Immigration Partnership. (2023). *Assessing the Needs of Temporary Foreign Workers in the Agriculture Sector of Chatham-Kent*.

Ratnayake, A. (2022). *Local Immigration Partnerships Questionnaire: Global Health Cross-Cultural Competencies to Help Address Structural Barriers in Access to Primary Healthcare Services*. University of Ottawa

Saltmiras, M. & Zizys, T. (2024). *International Student Talent In Chatham-Kent*. Chatham-Kent Workforce Planning Board

Stubitz, J. (2024). *Chatham-Kent Labour Market Update: Immigration Focus*. Chatham-Kent Workforce Planning and Research

Appendix A

Access to Suitable Health Care, Including Mental Health Care

Impact (What will change): Newcomers and immigrants experience more equitable access to healthcare, including mental health care, leading to reduced care gaps, improved continuity of care, and better health outcomes.

Activities (How we will get there): This impact will be achieved through improved continuity of care, clearer navigation of eligibility and coverage, and advocacy for culturally responsive and trauma-informed services within existing health systems.

Barrier	Priority Populations Most Impacted	What We Can Do	Intended Outcomes (2026–2028)
Language barriers and lack of access to professional interpretation	Refugees; newcomers and immigrants with limited English or French; temporary residents (international students and TFWs)	Support dissemination of information on interpretation options and eligibility; advocate for consistent access to professional interpretation; support shared understanding across providers	Improved communication between patients and providers, reducing barriers to timely and appropriate care
Complex and changing eligibility rules for health services	Newcomers and immigrants without OHIP; refugee claimants; temporary residents (students and TFWs)	Share up-to-date, plain-language information on health coverage and eligibility; identify clear points of contact where providers and newcomers and immigrants can confirm eligibility	Greater clarity about coverage leads to more appropriate referrals and reduced service gaps
Difficulty navigating the health system and long wait times	Newcomers and immigrants unfamiliar with Ontario’s health system; newcomers and immigrants requiring specialist or emergency care	Support navigation and continuity of care by strengthening connections with Ontario Health Teams and community partners; advocate for newcomer and immigrant needs at health planning tables	Improved continuity of care and fewer disruptions when accessing primary, specialist, and emergency services
Limited access to culturally responsive and trauma-informed care	Refugees; racialized newcomers and immigrants; survivors of trauma	Support awareness of culturally responsive and trauma-informed practices; convene learning opportunities to reduce re-traumatization and improve provider confidence	Improved patient experience and trust in healthcare services
Fragmented care when clinical needs exceed standard models	Newcomers and immigrants with complex or urgent health needs; newcomers and immigrants with intersecting social and health challenges	Elevate gaps where needs exceed existing models; support coordination and advocacy across health and social service partners	Better coordination of care for newcomers and immigrants with complex needs

Access to Affordable, Adequate, and Suitable Housing

Impact (What will change): Newcomer and immigrant households experience greater housing stability and access to housing that meets their needs, leading to fewer housing disruptions, improved employment continuity, and stronger wellbeing.

Activities (How we will get there): This impact will be achieved through strengthened housing navigation, landlord engagement, and coordination with municipal housing partners to better respond to newcomer and immigrant needs and future demographic pressures.

Barrier	Priority Populations Most Impacted	What We Can Do	Intended Outcomes (2026–2028)
Housing instability linked to immigration status and income eligibility	Refugee claimants and protected persons with pending status	Strengthen coordination with case managers and housing supports; improve referral workflows between settlement, income support, and housing services	Improved housing stability during status transitions
Limited access to stable housing for international students	International students balancing housing costs with part-time work and limited rental knowledge	Support housing navigation and tenant education in partnership with post-secondary institutions and housing services	Improved housing stability for students throughout their studies
Housing tied to employment relationships	Temporary Foreign Workers, especially in agriculture	Support coordination for emergency housing pathways when employment relationships break down; strengthen referral workflows for crisis situations	Reduced housing risk and quicker stabilization during employment disruptions
Limited availability of suitable housing for larger or multi-generational families	Larger newcomer and immigrant families and dual-family households	Elevate housing size and suitability needs in local housing conversations; support data-sharing and planning discussions	Better consideration of newcomer and immigrant household needs in local housing planning
Financial and credit-related barriers to securing housing	Newcomers and immigrants with limited Canadian credit history; families affected by benefit delays	Support navigation of tenant rights, financial documentation, and credit-related information; connect settlement and housing supports	Increased ability to secure and maintain housing
Limited landlord awareness of newcomer circumstances	Newcomers and immigrants in the private rental market; small-scale landlords	Facilitate landlord engagement and education in partnership with housing and real estate organizations	Improved landlord understanding and increased access to housing for newcomers and immigrants

Appendix B

Community Forum Data for Action Planning

CCBR delivered a one-hour, in-person presentation of the new Community Plan at a community forum hosted by the CK LIP on March 26, 2026. The session served as an opportunity to report back to the LIP Council and the Immigrant Advisory Group, both of which had actively contributed to the development of the Community Plan. It also created space to share the finalized Community Plan with a broader group of immigrants and community partners in attendance.

Attendees were invited to discuss the three action areas, and who should be involved in each working group. In addition to indicating their own interest in participation (39 did so), attendees named the following ideal participants:

Employment & Entrepreneurship – Key Partners

- Chamber of Commerce
- Economic Development organizations
- Small Business Centres / Community Development Corporations
- Employers (including retail, construction, finance, and regional employers)
- Employment agencies & Employment Ontario providers
- Workforce Planning Board
- JobWorx / Goodwill Career Centre / similar employment services
- Immigration & settlement service organizations
- Local HR and recruitment professionals
- Post-secondary institutions (colleges, universities, bridging programs)
- Financial institutions
- Libraries
- Faith-based organizations
- Childcare providers and subsidy programs
- Notary / credential recognition and licensing supports
- Lived-experience experts (newcomers)

Positive Attitudes Toward Immigrants – Key Partners

- School boards and individual schools (public, Catholic, private)
- Local media (including social and municipal media)
- Settlement agencies
- Chamber of Commerce
- Public libraries
- Police and victim services
- Community Safety & Well-Being Advisory Committee
- Youth organizations (e.g., YMCA, Boys & Girls Club)
- Arts and culture organizations
- 2SLGBTQ+ groups (e.g., CK Pride)
- Service clubs
- Black history / heritage organizations
- Immigration lawyers and consultants

- Post-secondary institutions
- Employment & Social Services
- Municipal departments (public health, DEI, recreation, libraries, etc.)
- Sports organizations
- Faith-based and religious organizations
- Community/social groups and networks

Access to Immigrant-Serving Supports – Key Partners

- Adult language and learning programs
- Libraries
- Community paramedics / mobile care services
- Employment & Social Services
- Government (municipal and other levels)
- Employers
- Municipal Council
- Places of worship
- Interpretation and translation service providers
- Housing services
- Health services
- Community leaders
- School boards
- Ethnocultural organizations
- Public communication channels (municipal media, public boards, outreach platforms)
- Community hubs / centres

Additional Comments / Out-of-Scope Inputs

These were not partner suggestions but insights, concerns, or ideas:

- Experiences of racism and discrimination in the community
- Need to better recognize foreign credentials and reduce employer bias
- Requests for more supports for temporary residents
- Suggestions for grants, retraining, and small business supports
- Importance of childcare for workforce participation
- Calls for more community dialogue, storytelling, and social connection events
- Questions about how immigrants access services or learn about events
- Suggestions for food-based and cultural exchange events
- Desire for a community centre
- Comments about educating immigrants on Canadian norms
- General ideas about improving access to healthcare, legal help, and settlement services

Participants also completed a survey in which they were asked to prioritize action on the barriers identified in each of the three action areas, across Years 1, 2, and 3. The result of the prioritization suggests that all actions are seen as Year 1 priorities by most respondents, but the highest Year 1 numbers presented in the survey data below may help working groups decide where to begin:

Question: Which of the barriers in the tables should be prioritized for action in Year 1, 2 or 3 of the Plan?

Employment & Entrepreneurship (n=43)

	YEAR 1	YEAR 2	YEAR 3	TOTAL
Employer confusion about work permits, PR pathways, and hiring eligibility	74.42% 32	20.93% 9	4.65% 2	43
Misuse of “Canadian work experience” expectations	67.44% 29	27.91% 12	4.65% 2	43
Skills mismatch between newcomer and immigrants’ skills and local labour market needs	55.81% 24	39.53% 17	4.65% 2	43
Limited access to capital for newcomer and immigrant entrepreneurs	25.58% 11	48.84% 21	25.58% 11	43
Language requirements and workplace communication barriers	69.77% 30	23.26% 10	6.98% 3	43
Limited employer capacity to create welcoming and inclusive workplaces	72.09% 31	20.93% 9	6.98% 3	43
Limited access to bridging and credential pathways for regulated professions	51.16% 22	37.21% 16	11.63% 5	43

Positive Attitudes Toward Immigrants of All Racial, Cultural & Religious Backgrounds (n=43)

	YEAR 1	YEAR 2	YEAR 3	TOTAL
Social isolation and limited opportunities or awareness of opportunities for connection	65.12% 28	30.23% 13	4.65% 2	43
Negative public narratives, stereotypes, and racism	67.44% 29	23.26% 10	9.30% 4	43
Experiences of bias and exclusion in workplaces and public spaces	62.79% 27	23.26% 10	13.95% 6	43
Limited access to accessible, clear information about rights, laws, and daily life in Canada	55.81% 24	34.88% 15	9.30% 4	43
Childcare access limiting participation in community life	58.14% 25	32.56% 14	9.30% 4	43
Lack of visibility of diverse newcomer and immigrants' experiences	44.19% 19	32.56% 14	23.26% 10	43

Access to Immigrant-Serving Agencies that Meet Immigrants' Needs (n=43)

	YEAR 1	YEAR 2	YEAR 3	TOTAL
Limited funding and service capacity; increased service demand	55.81% 24	37.21% 16	6.98% 3	43
Limited awareness and visibility of available services	69.77% 30	25.58% 11	4.65% 2	43
Difficulty navigating fragmented support systems	51.16% 22	39.53% 17	9.30% 4	43
Processing backlogs, duplicate paperwork, and long wait times	46.51% 20	27.91% 12	25.58% 11	43
Limited access to services for rural communities and workplaces	44.19% 19	41.86% 18	13.95% 6	43
Inflexible service hours that do not align with work and caregiving schedules	46.51% 20	34.88% 15	18.60% 8	43
Language barriers and lack of language-accessible supports	62.79% 27	23.26% 10	13.95% 6	43
Lack of culturally informed, tailored services	46.51% 20	34.88% 15	18.60% 8	43
Limited access to mainstream settlement services for temporary residents	51.16% 22	27.91% 12	20.93% 9	43



 cklip@chatham-kent.ca

 Chatham-Kent.ca/cklip