

By 2025, more newcomers in Chatham-Kent will feel welcomed and valued, and are contributing and thriving members of the community within 5 years of arrival to Chatham-Kent

Key Strategies



Prepare newcomers and employers for the **labour market**



Increase newcomers' **social belonging**



Increase and promote **community supports and information**

Activities



Development and promotion of mentorship programs

Education programs



Anti-oppression training for employers

Education of employer/employee rights



Volunteer and networking opportunities



Promotional campaigns

Hosting culturally diverse events



Creation of "CK Welcome Week"

Introduce and promote Advisory Committees and Boards to immigrants



Establish CK LIP Immigrant Advisory Group

Creation of storytelling campaigns/opportunities



Schools, workplaces, etc. are trained in intercultural competency

Recreational opportunities are promoted



Newcomer service/welcoming fair

Learning sessions with community stakeholders



Promote settlement supports

Promote the Chatham-Kent Welcome Network



Promote successful language services

Create systems map of available services



Increase information sessions

Interim Outcome



Newcomers gain the knowledge and ability to navigate employment opportunities and services

Local employers grow workforce diversity



Employers value international work experience equal to Canadian experience



Every newcomer is welcomed and greeted by a member of the community

Newcomers are accepted and celebrated



Adoption of policies that support/drive structural changes that specifically benefit newcomers (e.g., inclusive practices, cultural awareness, and anti-racism initiatives in schools, workplaces, the health sector, etc.)



Settlement support networks are strengthened

Newcomers are gaining the skills they need (e.g., language skills, employment skills, etc.)



Newcomers are accessing and using the community supports and information they need

Long Term Outcome



Newcomers find meaningful employment

Employers have a diverse workforce and meet market demands



Newcomers feel welcomed and valued in the community



Newcomers participate in community events and civic life beyond their own ethnic group



Gaps in services are eliminated



Newcomers participate in civic life independently

Population Level Impact Statement:

By 2025, more newcomers in Chatham-Kent will feel welcomed and valued, and are contributing and thriving members of the community within 5 years of arrival to Chatham-Kent

Newcomers:

A newcomer is an individual who came to Canada within the past 5 years

These individuals are between the ages of 25-54

They include:

- Immigrants
- Refugees
- Asylum seekers
- Temporary foreign workers
- International students



Welcomed:

When newcomers are set up for success, by having the awareness of, and access to supports and opportunities that will help them integrate and prosper in the community

A community that promotes cultural diversity

Valued:

A community that is open to the contributions of newcomers and where newcomers feel they are respected and appreciated in the community



Contributing:

When a newcomer is contributing to the community, this could mean they are employed, they are enrolled in education, they are engaged and active in the community (such as volunteering, recreational activities, politics, etc.), and they have strong social networks (cultural connections, neighbours, etc.)

Thriving:

When a newcomer is thriving in the community, this could mean they are economically independent, have meaningful employment, are socially engaged, and experience health and well-being

