

NO: **R065**

COUNCIL DATE: **April 8, 2013**

REGULAR COUNCIL

TO: **Mayor & Council**

DATE: **April 8, 2013**

FROM: **General Manager, Planning and Development**

FILE: **5080-01**

SUBJECT: **Welcoming Communities Action Plan**

RECOMMENDATION

The Planning and Development Department recommends that Council receive this report as information.

INTENT

The purpose of this report is to update Council on Surrey's Welcoming Communities Action Plan ("WCAP"). The WCAP was developed by the Surrey Welcoming Communities Committee ("SWCC") and was formally approved by the Province of BC on March 1, 2013. The WCAP outlines a series of projects that will be undertaken over the next year to build Surrey's capacity to be a more welcoming community for new immigrants and refugees. It includes activities that will engage youth, the business and education sectors, service providers, and the community-at-large.

BACKGROUND

The Welcoming Communities Program ("WCP") is a program of Welcome BC – the Province's strategic framework for settlement services and welcoming communities' initiatives. In December 2012 the City of Surrey signed a Memorandum of Understanding ("MOU") with the Province of BC as the Sponsoring Organization for the WCP in Surrey. As the Sponsor or lead agency, the City's role is to establish a Welcoming Communities Committee and by means of the Committee to develop and implement a Welcoming Communities Action Plan.

The MOU with the Province has a term from January 1, 2013 to March 31, 2014. The total amount of funds available is up to \$667,000. The terms of the MOU include, as the first deliverable, that the City of Surrey submit to the Province a WCAP by February 15, 2013.

Intended Outcomes of the Welcoming Communities Action Plan

According to the provincial WCP guidelines, the intended outcomes of the WCAP are:

- Community Partnerships have a common vision to build welcoming and inclusive communities;

- Communities have increased capacity to support integration of new immigrants by:
 - Improving access to community services;
 - Supporting development of inter-cultural relationships and mutual trust;
 - Supporting workplaces to be more welcoming and inclusive; and
 - Creating welcoming spaces;
- Community organizations have increased, improved and strengthened partnerships and networking capacity to address issues of the inclusion of new immigrants;
- Communities have an increased awareness and understanding of:
 - The contributions and needs of new immigrants;
 - Settlement and integration issues; and
 - Building and sustaining welcoming and inclusive communities; and
- Community members participating in WCP planning and consultation reflect the diversity of the Community.

Surrey Welcoming Communities Committee

The SWCC was established with members representing diverse sectors of the community, including the: City, School District, business community, education sector, and non-profit agencies. Currently, 22 organizations are represented on SWCC. Appendix I contains a list of the organizations that are represented on the SWCC.

Corporate Report No. R017, dated January 28, 2013, a copy of which is attached to this report as Appendix II, provides further information about the WCP.

DISCUSSION

Beginning in late December 2012 the SWCC assessed the current barriers experienced by new immigrants in Surrey in relation to them feeling welcomed and included. A plan was then developed focused on addressing these issues. The City submitted to the Province Surrey's WCAP on behalf of the SWCC on February 15, 2013. The WCAP was formally approved by the Province on March 1, 2013. A copy of the WCAP is attached to this report as Appendix III.

Surrey's WCAP outlines a series of projects that will be undertaken over the next year (i.e., to be completed by the end of March 2014). It includes activities that will engage youth, the business and education sectors, service providers, and the community-at-large.

Current Barriers for New Immigrants in relation to Feeling Welcomed and Included

The SWCC worked collaboratively to assess Surrey's needs and identify the barriers for new immigrants and refugees in relation to feeling welcomed and included in Surrey. These are:

- **Access to Employment** - Many new immigrants in Surrey face challenges integrating into the workforce. While settlement services can assist newcomers in understanding workplace culture and expectations, employers need to be educated and encouraged to hire immigrants by understanding the value of immigrants and a diverse workforce;

- ***Intercultural Understanding, Relationships and Trust*** – The significant numbers of newcomers settling in Surrey is changing the face of the community. In some cases, these changes are concentrated in specific neighbourhoods. For new immigrants to feel welcomed and included there is a need to ensure that the community understands the newcomers, and has opportunities to interact, build relationships and develop trust with them;
- ***Creating Welcoming Spaces and Services*** – For newcomers to feel welcome, the spaces and the services they access must be welcoming. The SWCC holds the view that there is considerable work to be done to ensure that spaces and services in Surrey are welcoming to new immigrants; and
- ***Limited Understanding of Refugees*** - Surrey has been the location of settlement for significant numbers of refugees over the last several years. Although numerous refugee communities have emerged, the community-at-large, including those that provide services to refugees, have a limited understanding of the refugee experience and the unique, and often significant, challenges they face as new residents. There is also limited understanding of the contributions refugees make to society with many people believing that refugees are a long term and unfair drain on society's social systems.

Surrey's Welcoming Communities Action Plan

Surrey's WCAP outlines a series of activities that respond to the identified barriers for new immigrants and refugees in relation to them feeling welcomed and included in Surrey. It provides a multi-pronged approach to addressing these issues.

Youth Conference

A network of youth-serving organizations is working collaboratively to support youth leaders in planning a weekend conference. The conference will be held next October. It will include several youth-designed sessions to explore and create opportunities for making Surrey a welcoming place for all youth. The conference will lead to a series of youth-led activities and projects that will continue to foster the Welcoming Communities initiative through the Surrey youth population for the duration of the project.

Youth-led Welcoming Communities Social Media Project

A group of immigrant and refugee youth will be recruited and trained to engage in the development of a Welcoming Communities social media project. The project will include 16 sessions during which the young people will explore the youth perspective on welcoming and inclusive issues and create the social media project. The project will be launched at the Youth Conference in October.

Public Exhibitions of Refugee Cultures

The Surrey Museum and Surrey Public Library will research and develop a Refugee Cultural Exhibit(s). It will showcase the history, cultures and contributions of refugees to Surrey. The exhibit will be on display at the museum and libraries.

Education Sector Training Series

Training materials and resources targeting Surrey's education sector will be developed. Working with the Surrey School District and post-secondary institutions, training sessions for educators will be conducted between June 2013 and March 2014.

Welcoming Spaces and Workplaces Reviews

A number of new immigrants, representing the new immigrant and refugee population in Surrey, will be selected and trained to "review" the welcoming nature of community spaces and workplaces. These individuals will conduct their review and provide their input in oral and written reports to the project team. All reviews will be compiled into a final report that will include recommendations related to enhancing the welcoming nature of community spaces and workplaces. The project will look to involve a minimum of 30 agencies and businesses under the review.

Employer and Business Presentations and Forums

This project will support the research and development of a series of information/educational resources and events for the business community in Surrey. A series of five speaking events and presentations will be conducted. The educational series will culminate with a joint employer/immigrant community forum focusing on issues related to immigrant workforce integration.

Service Provider Welcoming Communities Events

Over the course of the project, a networking event (June 2013) and a service provider conference (January 2014) will be organized for immigrant-serving and mainstream service agencies. The intention is to ensure service providers are aware of the range of services available to newcomers, immigrants and refugees. Attendees will be provided the opportunity to discuss current challenges faced in developing welcoming communities and the means by which to enhance Surrey's welcoming nature. The service provider events will support networking and information sharing as well as training.

Welcoming Communities Dialogues Inspired By Cooking and Food

Six Welcoming Communities dialogues inspired by cooking and food will be organized. The intention of these events is to attract those who may not otherwise be engaged in the issues related to the development of welcoming communities. The dialogues will engage attendees in discussions regarding the challenges faced by newcomers to Surrey and some means for the community and its residents to be more welcoming. Each of the six events will focus on a specific ethnic cuisine including Korean, Indian, Pilipino, Chinese, African and Middle Eastern.

Web Resources

Two existing websites that were developed with funding from previous Welcoming and Inclusive Communities and Workplaces Program allocations will be utilized for the project. Both sites will be regularly updated with information on project activities as well as provide access to resources as they are developed. These sites are the:

- www.wicsurrey.org website, which was developed by SurreyCares (formerly the Surrey Foundation). This site will serve as the home page and main website for the WCAP; and
- www.getintheknow.ca website, which was developed by DIVERSEcity Community Resources Society. It focuses on information related to welcoming workplaces.

Implementation of the Welcoming Communities Action Plan

The SWCC membership is the advisor to all elements of the project and will attend regularly scheduled meetings for the duration of the project.

A separate work plan and budget has been developed for each of the project elements. A lead agency, that will be responsible for the implementation of the project element, has or will be identified for each of the elements. In addition, working groups have or will be established for specific project elements. Peers Employment & Education Resources Inc. will be contracted to coordinate the SWSS, develop and implement the project evaluation, and assume the lead on several project elements.

The City will be actively involved in the implementation of the WCAP. Staff from each of the Planning and Development Department, the Parks, Recreation and Culture Department, the Human Resources Department, the Economic Development Division and Surrey Public Library, are participating on the SWCC and/or on project working groups. In addition to being the contract manager, the Parks, Recreation and Culture Department is leading two project elements, these being, the "public exhibitions of refugee cultures", and "dialogues inspired by cooking and food".

Regular updates on Welcoming Communities events and projects will be provided to Council. A final report will be forwarded to Council after the project is completed in the spring of 2014.

SUSTAINABILITY CONSIDERATIONS

The WCP will assist in achieving the objectives of the City's Sustainability Charter; more particularly the following action items:

- SC5: Plan for the Social Well Being of Surrey Residents; and
- SC12: Adapting to Demographic Change.

CONCLUSION

The successful settlement and integration of new immigrants and refugees into the social and economic life of Surrey is of vital importance to the on-going health and vitality of our city. Due to a lack of understanding and awareness among community members, some newcomers experience barriers that prevent them from feeling welcomed and included at school, in the community, and in the workplace.

The SWCC has developed a robust WCAP that will build the capacity of Surrey to welcome new immigrants and refugees. Over the coming year, a variety of Welcoming Communities projects and events will be undertaken that will engage a cross-section of the community, including youth, the business and education sectors, service providers, and community at large.

Original signed by
Jean Lamontagne
General Manager,
Planning and Development

AM:da:saw

Attachments:

Appendix I Surrey Welcoming Communities Committee
Appendix II Corporate Report No. R017, dated January 28, 2013
Appendix III Welcoming Communities Action Plan

Surrey Welcoming Communities Committee

Surrey's Welcoming Communities Committee includes representatives from the following organizations:

- Alexander Neighbourhood House
- City of Surrey – Planning Department, Surrey Libraries, Parks Recreation and Culture Department, and Economic Development
- DIVERSEcity Community Resources Society
- Douglas College
- Fraser Health Authority
- Fraser Region Aboriginal Friendship Centre (formerly Kla-how-eya)
- Immigrant Services Society of BC
- Kwantlen Polytechnic University
- Oak Avenue Neighbourhood Hub Society
- Options Community Services Society
- Pacific Community Resource Society
- Progressive Intercultural Community Services
- RCMP
- Semiahmoo House Society
- Simon Fraser University
- Sources
- S.U.C.C.E.S.S.
- Surrey Board of Trade
- Surrey Cares (Surrey Foundation)
- Surrey School District
- Umoja
- YMCA



CORPORATE REPORT

NO: R017

COUNCIL DATE: January 28, 2013

REGULAR COUNCIL

TO: **Mayor & Council**DATE: **January 28, 2013**FROM: **General Manager, Planning and Development**FILE: **5080-01**SUBJECT: **Welcoming Communities Program in Surrey**

RECOMMENDATION

The Planning and Development Department recommends that Council receive this report as information.

INTENT

The purpose of this report is to provide information about the City of Surrey's role as the sponsoring organization for the Welcoming Communities Program ("WCP") in Surrey. The WCP is focused on ensuring that communities across BC are welcoming and inclusive for new immigrants and refugees.

The WCP is a program of Welcome BC – the Province's strategic framework for settlement services and welcoming communities' initiatives. Welcome BC has allocated \$667,000 for Surrey to establish a Community Partnership Committee and by means of the Committee to develop and implement a Welcoming Communities Action Plan. The City of Surrey is the sponsoring organization for the WCP in Surrey. The funding from the WCP is to be used between January 1, 2013 and March 31, 2014.

BACKGROUND

The Program goal of ensuring that Surrey is a welcoming and inclusive community for new immigrants and refugees is consistent with priorities and recommendations in the Plan for the Social Well-Being of Surrey Residents under the goal of "community development and diversity". It will also contribute to the implementation of the Surrey Poverty Reduction Plan's recommendations related to "supporting the settlement of recent immigrants".

Successful immigrant integration is crucial to addressing labour market and demographic challenges that will become increasingly evident over the next decade as the baby boomers retire. The Province estimates that immigrants are needed to fill approximately one third of the 1.1 million anticipated job openings across BC between now and the end of the decade.

Basic settlement services alone are not sufficient in integrating and retaining new immigrants. A community's receptivity to new immigrants is a critical factor to successful integration. Recent research indicates that immigrants are more likely to develop a sense of belonging and a willingness to stay in a community when they feel welcome. New immigrants' perceptions of

welcoming communities are influenced by several factors, including access to the same public services as everyone else in the community, their success in forming intercultural relationships and their perceptions of discrimination and employment opportunities.

Under the Canada-British Columbia Immigration Agreement (the "Agreement"), until March 31, 2014, the Province of BC has responsibility for settlement and integration services for immigrants and refugees. Led by the Ministry of Jobs, Tourism and Innovation, Welcome BC is the Province's strategic framework for these services, which includes both direct delivery of settlement and integration services for newcomers, as well as broader initiatives to support the integration of new immigrants within communities.

Welcome BC's initiatives are guided by the principle of two-way integration as captured in the following Program statement:

"Integration is a two-way process, which involves commitment on the part of Immigrants and Refugees to adapt to life in Canada and on the part of Canadians to welcome and adapt to new peoples and cultures".

In April 2014, responsibility for immigrant settlement and integration services will revert back to the Federal government.

Welcoming and Inclusive Communities and Workplaces Program (2008-2012)

In 2008, the Province launched the Welcoming and Inclusive Communities and Workplaces Program ("WICWP") as a pilot. The goal of WICWP was to develop partnerships across sectors that would develop resources, and plan and manage capacity building initiatives that would result in communities being more welcoming to newcomers. All WICWP projects were finished by August/September 2012.

In Surrey, the lead agencies for WICWP were the Surrey Foundation (for initiatives focused on the community) and DIVERSEcity Community Resources Society (for initiatives focused on workplaces).

Welcoming Communities Program (2013-2014)

The new WCP was developed based on lessons learned from the WICWP pilot, as well as consultations with stakeholders across the Province during the spring of 2012. Fifty BC communities, including Surrey, have been identified as communities for implementation of the WCP.

In July 2012, the Province issued a Request for Expressions of Interest ("EOI") from parties in the 50 WCP communities who were interested in participating in a Community Partnership to develop and implement a Welcoming Communities Action Plan ("WCAP") in their community. This was followed in August 2012 by the Province issuing a Request for Proposals ("RFP") to select one qualified Proponent or Sponsoring Organization for the WCP in each of the WCP communities. The RFP stated that the Province may select up to two proponents in centres with high numbers of immigrants and a high overall population base. The RFP described the role of the Sponsoring Organization as follows:

"The Sponsoring Organization will be responsible for forming a Community Partnership within the identified Community... (and) will disseminate and manage the project funds on behalf of the Community Partnership".

DISCUSSION

The Welcome BC website highlights the importance of municipal leadership for creating a welcoming and inclusive community. It states that:

". . . local government involvement validates the issue in the eyes of the community. It has short and long-term effects on the capacity to mobilize resources, build support and confidence amongst those involved, lead public education and shape public opinion . . . Leadership at this level also demonstrates to members of minority communities that the entire community sees and understands their struggles and challenges, and is committed to actions that will build inclusion and equity".

City of Surrey as Sponsor Organization for the WCP

In July 2012, the City of Surrey responded to the WCP EOI by submitting a letter to the Province indicating an interest in participating in the WCP in Surrey.

Following the issuance of the WCP RFP in late August 2012, staff convened a meeting of the community agencies in Surrey that had responded to the Province's EOI expressing an interest in the WCP. The outcome of the meeting was an agreement by the group that one WCP community partnership in Surrey was preferable, rather than establishing two partnership tables and that the City of Surrey would assume the role of lead or Sponsoring Organization.

The rationale for the City serving as the lead agency for WCP is that the City is considered a neutral body with existing relationships across all of the organizations in the community that may have an interest in implementing specific activities that will be identified in Surrey's WCP Action Plan. In addition, the City has contacts with non-settlement-related community agencies and businesses/employers that would be beneficial to engage in the community's efforts to create a more welcoming community for newcomers.

Memorandum of Understanding with the Province of BC

The City of Surrey's application to be the Sponsoring Organization for the WCP was successful. In late December, the City of Surrey signed a Memorandum of Understanding ("MOU") with the Province of BC, which has a term from January 1, 2013 to March 31, 2014. The total amount of funds available from the WCP for all deliverables outlined in the MOU is not to exceed \$667,000.

The terms of the MOU include that the City of Surrey will:

- submit a Welcoming Communities Action Plan (by February 15, 2013);
- be responsible for the establishment of Community Partnerships and strategies;
- be responsible for providing the Province with the required reports on the implementation of the Action Plan and the submission of invoices; and
- acknowledge the financial assistance of the Province in communications.

WCP Community Partnership

One of the key principles of the WCP is that direct involvement of multiple partners at the community level is critical to the creation of a welcoming environment for new immigrants. The WCP requires that a diverse and cross-sector Community Partnership be formed in each WCP community. The Partnership is expected to be responsible for developing and implementing a Welcoming Communities Action Plan and the Sponsoring Organization is expected to disseminate and manage the WCP funds on behalf of the Community Partnership.

Surrey's Community Partnership Committee has been established and includes representatives from the following organizations:

- Alexander Neighbourhood House
- City of Surrey – Planning Department, Surrey Libraries, and Parks Recreation and Culture Department
- DIVERSEcity Community Resources Society
- Douglas College
- Fraser Health Authority
- Fraser Region Aboriginal Friendship Centre (to be confirmed)
- Immigrant Services Society of BC
- Kwantlen Polytechnic University
- Oak Avenue Neighbourhood Hub Society
- Options Community Services Society
- Pacific Community Resource Society
- Progressive Intercultural Community Services
- RCMP
- Semiahmoo House Society
- Simon Fraser University
- Sources
- S.U.C.C.E.S.S.
- Surrey Board of Trade
- Surrey Foundation
- Surrey School District
- Umoja
- YMCA

The Committee's draft Terms of Reference state that membership is:

- to be non-partisan;
- engage agency decision makers and limit involvement of "alternates"; and
- be limited to a single representative from each organization, with the exception of the City.

The City of Surrey's Senior Social Planner and the CEO of the Surrey Board of Trade are the Co-Chairs of the Community Partnership Committee.

Development of the Welcoming Communities Action Plan (WCAP)

The development of a WCAP is underway. According to the program guidelines, the WCAP must identify initiatives that increase the capacity of the community to support the integration of new immigrants (those in Canada for 10 years or less) by:

- improving access to community services;
- supporting the development of intercultural relationships;
- supporting welcoming and inclusive workplaces; and
- creating welcoming and inclusive spaces in the community.

The WCAP must be completed by February 15, 2013. It will include:

- a work plan;
- information on the role of community partners in implementing the work plan;
- an evaluation plan; and
- a budget.

Peers Employment & Education Resources Inc. has been contracted to assist in coordinating the development of Surrey's WCAP. Council will be provided with further reports as the project evolves.

SUSTAINABILITY CONSIDERATIONS

The WCP will assist in achieving the objectives of the City's Sustainability Charter; more particularly the following action items:

- SC5: Plan for the Social Well Being of Surrey Residents; and
- SC12: Adapting to Demographic Change.

CONCLUSION

The successful settlement and integration of new immigrants and refugees into the social and economic life of the City is of vital importance to the on-going health and vitality of Surrey. The WCP represents an important opportunity for the City of Surrey to support and participate in a collaborative Community Partnership that will develop and implement a coordinated and strategic plan for increasing Surrey's capacity to support and welcome newcomers.

Original signed by
Jean Lamontagne
General Manager,
Planning and Development

AM:saw

Surrey's Welcoming Communities Action Plan

Submitted by the City of Surrey on behalf of the Surrey Welcoming Communities Committee

SUBMITTED TO: JOANNE DONG, CONTRACT MANAGER

FEBRUARY 15, 2013

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I. OVERVIEW AND WORKPLAN

1) Executive Summary

As the Lead Agency, the City of Surrey has worked to create a planning table truly representative of Surrey. As a result, the Surrey Welcoming Communities Committee was established and is comprised of 25+ agencies from all sectors and all parts of Surrey. A thorough review of the community and its current needs was conducted by the group and a multi-pronged approach to address these needs was developed. The plan includes activities to enhance the capacity of agencies that directly support settlement and the broad base of Surrey's business and employers. These groups will be provided training and resources that will equip them to better understand and meet the needs of Surrey's immigrants and refugees. The plan also includes activities to engage youth; by raising their capacity to understand cultural diversity and the concepts of welcoming communities this project will support Surrey's youth to engage and participate in all aspects of society. A variety of innovative means to engage the community at large have also been included; a goal of the project is to engage and inspire community members who have not considered the importance of a welcoming community nor their role in its development.

a) Intended Outcomes for the Surrey Proposed Welcoming Communities Action Plan

From the inception of the Surrey Welcoming Communities Committee, the membership has endeavored to develop project elements and initiatives that specifically meet the Ministry's stated Welcoming Communities project's outcomes. Significant planning has gone into the development of this application, and the strategies, resources and activities described within. Each of the initiatives / activities, etc. is described in the Action and Evaluation Plans below. Within the evaluation plan the Outcomes ascribed to each project are listed.

Of note in planning and development of the activities, the SWCC has created a plan that includes actions and initiatives that achieve all five of the Ministry's intended outcomes:

1. Community Partnerships have a common vision to build welcoming and inclusive communities;
2. Communities have increased capacity to support Integration of New Immigrants by:
 - a. Improving access to Community services,
 - b. Supporting development of intercultural relationships and mutual trust,
 - c. Supporting workplaces to be more welcoming and inclusive, and
 - d. Creating welcoming spaces;
3. Community organizations have increased, improved and strengthened partnerships and networking capacity to address issues of the inclusion of New Immigrants;
4. Communities have an increased awareness and understanding of:
 - a. The contributions and needs of New Immigrants,

- b. Settlement and Integration issues, and
 - c. Building and sustaining welcoming and inclusive communities; and
5. Community members participating in Welcoming Communities Program Planning and consultation reflect the diversity of the Community.

2) Sectors and Groups targeted by the Activities in Surrey’s WCAP

Sector/Group	Type of Intervention
Youth	<ul style="list-style-type: none"> ✓ Dialogue planning sessions ✓ Workshops at youth conference ✓ Toolkit ✓ Community service projects ✓ Social media campaign
Refugees	<ul style="list-style-type: none"> ✓ Focus groups
Community	<ul style="list-style-type: none"> ✓ Print and on-line “refugee myth busting” resources ✓ Library and museum exhibits ✓ News articles ✓ Dialogues inspired by cooking and food
Teachers and instructional staff (K to 12 and Post-Secondary)	<ul style="list-style-type: none"> ✓ Training sessions ✓ Print and on-line resources
Business and service provider community	<ul style="list-style-type: none"> ✓ Work place reviews and resources ✓ Training sessions ✓ Employer / new immigrant forum / dialogue
Service providers	<ul style="list-style-type: none"> ✓ Networking event ✓ Conference

3) Provide a proposed detailed work plan

Project Activity or Task	Roles/Responsibilities	Deliverable (e.g.: 4 community forums)	Anticipated # of people reached	Key event date
<p>Youth Centred Projects</p> <ul style="list-style-type: none"> YMCA working with City of Surrey, SD 36, Options, PCRS, ISS and several additional youth service providers will support Surrey youth in planning a weekend youth conference in Surrey. The conference will include several youth designed sessions to explore and create opportunities for making Surrey a welcoming place for all youth. <p>The conference will lead to a series of youth led activities and events that continue to foster the Welcoming Communities initiative through the Surrey youth population for the duration of the project.</p>	<p>15 planning / dialogue sessions will be conducted with youth. Sessions will focus on refugee and new immigrant youth and what youth can do to facilitate integration and a sense of belonging.</p> <p>Responsibility: YMCA and</p> <ul style="list-style-type: none"> City of Surrey, SD 36, Options, PCRS ISS of BC 	<p>15 Planning/Dialogue sessions consisting of refugee, new immigrant and Canadian born youth from diverse cultures supported by youth serving organizations.</p>	<p>10 organizations</p> <p>15-20 youth per meeting</p>	<p>March-Oct, 2013</p>
		<p>A youth planned, and youth led conference with a minimum of 5 workshops relating to opportunities for making Surrey a welcoming place for all youth.</p>	<p>20 groups 150 youth participants (minimum 1/3 refugee and new immigrant youth)</p>	<p>Oct. 25-27, 2013</p>
		<p>A Surrey youth toolkit prepared with information youth can share through school and community organizations, promoting opportunities for all youth to engage in their community.</p>	<p>50 kits (2 per Surrey high school) 150 youth reached directly at conference. 1000+ reached through youth presentations at schools and community organizations.</p>	<p>May 2013 – Feb. 2014</p>

		5 community service projects planned by youth at conference and delivered after event, with refugee, new immigrant and Canadian born youth working together at each project.	Minimum 25 youth per project. 125 youth impacted directly. 500+ impacted indirectly	Nov. 2013 – Feb. 2014
<ul style="list-style-type: none"> o A Youth Led Welcoming Communities Social Media project will be developed and designed by a group of Surrey’s youth inclusive of vulnerable and refugee youth 	<p>Working with the membership of the SWCC, PCRS will recruit, prepare and provide training to a group of refugee youth to engage in the development of a Welcoming Communities Social Media project. The project will hold 16 training and development sessions to prepare youth socialization, familiarity with welcoming and inclusive issues facing Surrey, exploration of the youth perspective and the creative development of the project.</p> <p>PCRS will conduct the participant recruiting and project marketing and will work with the community of youth and immigrant service providers to ensure that the project is inclusive of vulnerable, newcomer and refugee youth.</p> <p>The project will be showcased / launched at the Youth Conference in October.</p> <p>Responsibility: PCRS</p> <ul style="list-style-type: none"> ▪ Surrey Youth and Immigrant Service Providers 	<p>16 training and development sessions for the youth.</p> <p>Surrey Social Media project with video elements. The elements or social media platforms will be determined by the youth participating in the project, but could include Facebook, web or online elements. Project elements would be sustained by SWCC stakeholders and the project leads through their websites or on the SWCC site on an on-going basis.</p> <p>A videographer is</p>	<p>12 - 15 Surrey Youth</p> <p>All conference participants</p> <p>100% of the SWCC Membership</p> <p>The Surrey general public through online distribution</p> <p>20 Service and Business groups</p> <p>150 youth participants</p>	<p>Recruitment, training development</p> <p>May – Sept. 2013</p> <p>Oct. 2013 and on-going</p> <p>Oct. 2013 and on-going through online</p>

	<ul style="list-style-type: none"> ▪ SWCC Membership 	<p>contracted and elements youth led development of the project are captured and promoted through the social media, at the conference and through the Welcoming Communities project website</p> <p>Project Product Launch at the October youth-led conference</p>		
<p>Refugee Myth Busting Campaign</p> <p>Over recent years, Surrey has become one of the province’s greatest recipients of refugees. The SWCC has identified a low awareness of the refugee experience amongst the resident community but also by those who work with them – teachers, support staff, service providers, etc. were cited as groups that could use additional training.</p> <p>Over the duration of the project the SWCC will conduct a series of events and activities to comprise a multi-faceted myth busting campaign. These activities will include:</p> <ul style="list-style-type: none"> i. Refugee focus groups ii. A scan of promising welcoming communities practices 	<ol style="list-style-type: none"> 1. Recruit refugee focus group participants who have been in Surrey for at least two years 2. Conduct two refugee focus groups to gather information and ideas about what has made Surrey more welcoming or less welcoming for them 3. Conduct web research / scan to further identify promising practices that support refugee community integration 4. Develop print and online resources from research and focus groups that would support myth busting in Surrey These could include: <ul style="list-style-type: none"> ▪ Refugee demographics – the history of refugees to Canada ▪ The refugee experience – where have they come from? ▪ How does someone arrive in Canada as a refugee? ▪ Surprising facts regarding the burden 	<p>Two focus group summaries with identified practices for increasing community inclusiveness</p> <p>Summary of promising practices of refugee community integration</p> <p>Four newsletter style publications distributable in print and PDF formats</p>	<p>10 refugee focus group participants per session Total: 20 participants</p> <p>100% of the SWCC Membership and distributed to their staff and professional networks Total: 100’s of Community, service providers and</p>	<p>April – May 2013</p> <p>June 2013</p> <p>Quarterly April 2013 – March 2014</p> <p>June 2013</p>

<p>iii. Development of print and on-line resources</p> <p>iv. A Surrey education sector training series</p> <p>v. Public exhibitions of refugee cultures</p> <p>vi. Refugee youth developed video-online resources</p> <p>vii. Communications and media support</p>	<p>(or lack thereof) of refugees on society</p> <ul style="list-style-type: none"> ▪ Success stories and the contributions of refugees to Canadian society – to Surrey <p>Responsibility: Project Coordination Team</p> <p>5. Develop training materials and resources targeting the Surrey education sector: K-12 teachers and support staff and post-secondary instructional and support staff. –</p> <p>6. Establish training schedule, book facilities, AV, etc.</p> <p>7. Conduct training sessions</p> <p>Responsibility: Surrey School District</p> <p>8. Establish Refugee Exhibits at the Surrey Museum and the Surrey Public Library. The museum and library will showcase the history and contributions of refugees to Surrey by conducting oral history information gathering sessions, organizing exhibits and storytelling events that represent the refugee cultures / communities</p> <p>Responsibility: Surrey Museum and the Surrey Public Library</p> <p>9. Work with the Surrey media and SWCC members' communications departments to impact negative coverage of refugees – work to provide them with positive stories of contributions and success</p> <p>Leads: Project Coordinator / City of Surrey / SWCC membership</p>	<p>A variety of different instructional tools including print, face to face</p> <p>20 Training Sessions delivered to K-12 and post-secondary staff</p> <p>A Surrey Refugee and Culture Exhibits</p> <p>A minimum of four articles picked up by the Surrey media. Refugee stories and project resources disseminated electronically through SWCC member websites</p>	<p>public service staff throughout Surrey</p> <p>Training materials and resources circulated throughout the school district instructional and support staff</p> <p>Total: 8,000 + K-12 teachers and numerous support staff & post-secondary instructional and resource staff</p> <p>20 Training Sessions for Surrey Educators</p> <p>20 participants per session x 20 sessions</p> <p>Total: Minimum 400 (event size may vary considerably)</p>	<p>Sept 2013</p> <p>Dec. 2013</p> <p>Mar. 2014</p> <p>April – June 2013</p> <p>June 2013 – April 2014</p> <p>April – Oct. 2013</p> <p>Research and establishing exhibit</p> <p>Exhibit on display Oct 2013 - Mar. 2014</p> <p>Exhibit will remain as an on going feature</p>
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			<p>based on SD Pro-D events and staff availability)</p> <p>The Surrey general public – estimated at over 10,000 visitors over the duration of the exhibits</p> <p>100% of the SWCC Membership</p> <p>The Surrey general public</p>	
<p>Welcoming Spaces and Workplaces Reviews</p> <p>Within this project, a number of new immigrants representing new immigrant / refugee groups in Surrey would be selected and trained to “review” the welcoming nature of community service providers, workplaces and community spaces. These individuals would conduct their review and provide their input in oral and written reports to the project team. All reviews conducted would be compiled into a final recommendations report that would include recommendations related to enhancing</p>	<ol style="list-style-type: none"> 1. Conduct a scan and literature review to identify best and promising practices for creating welcoming spaces for newcomers. Responsibility: Project Coordination Team 2. Recruit three groups (ten participants per group) of immigrant welcoming spaces reviewers from the community and through the community and immigrant serving organizations. Reviewers would be selected to represent a cross section of Surrey’s cultural diversity <ol style="list-style-type: none"> 1. Develop and provide training sessions for 	<p>Three immigrant welcoming spaces and engagement reviewer training sessions</p>	<p>30 Surrey organizations and their staff</p> <p>Total: 100’s of staff and community representatives,</p> <p>30 immigrant welcoming spaces reviewers</p> <p>The whole</p>	<p>Scan of existing literature</p> <p>March – April 2013</p> <p>Recruit Immigrant Reviewers</p> <p>May 2013</p> <p>Develop and provide</p>

<p>the welcoming nature of the workplace. The recommendations would be categorized into low, medium and high resource requirements to support quick adoption of some of the recommendations as well as the inclusion of others into future planning. The committee would look to involve a minimum of 30 agencies and businesses in the review. These workplaces would represent all sectors.</p> <p>Participating workplaces would be asked to report back on changes to the workplace and / or policies that were adopted as a result of the project. These would form a portion of the final report and would also be showcased in media, at other project events (those co-sponsored by SBOT) and on the websites of SWCC members.</p>	<p>immigrant welcoming spaces reviewers</p> <p>2. Identify and schedule 30 organizations and community spaces to participate in the Welcoming Spaces and Workplaces Reviews. Reviews will include:</p> <ul style="list-style-type: none"> ▪ a visit from the immigrant audit team, ▪ an analysis of the space or organization based on the established promising practices and their initial perceptions, and ▪ a follow-up debrief and discussion to share their perceptions and insights <p>Responsibility: To be determined by SWCC</p> <p>4. Develop supporting resources to promote the project and engage the broader Surrey community in the activities and results of the project. Resources would include</p> <ul style="list-style-type: none"> ▪ Welcoming Spaces fact sheets, ▪ a summary of best and promising practices from the scan, and ▪ a collective summary of the recommendations provided to all organizations and civic engagement processes <p>5. Based on the review team’s recommendations and observations, organizations would be provided with welcoming spaces resources identifying:</p> <ul style="list-style-type: none"> ▪ Promising practices that could be implemented ▪ Tips and strategies for creating 	<p>30 welcoming spaces reviews across Surrey</p> <p>Welcoming spaces fact sheets and recommendations summary</p>	<p>community through distribution of project resources</p> <p>100% of SWCC membership</p>	<p>training sessions June – July 2013</p> <p>Conduct welcoming reviews</p> <p>July 2013 – March 2014</p> <p>Development of supporting resources</p> <p>June 2013 and on-going throughout the project</p> <p>Development of Summary Report</p> <p>March 2014</p>
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	<p>welcoming spaces</p> <ul style="list-style-type: none"> ▪ A summary of recommendations identifying low, medium and high resource requirements recommendations for implementation - Lead Agency?? / Immigrant Review Teams <p>Responsibility: Project Coordination Team</p> <p>6. Collect feedback from Welcoming Spaces participating organizations on actions taken as a result of the project from the participating organizations. - Lead Agency</p> <p>7. Showcase the actions taken by businesses on www.getintheknow.ca and the websites of the SWCC</p>			
<p>Employer and Business Presentations and Forums</p> <p>i. This project will support research and development of a series of information / educational events for the employer / business community; training sessions and resources would be developed. The educational series would culminate with a final event that would include employers and new immigrant workers / job seekers and would support a discussion / dialogue on issues related to immigrant workforce integration. The sessions and events will be conducted either within existing Surrey Board of Trade events or leverage off the activities of the SBOT to reach Surrey's employer</p>	<ol style="list-style-type: none"> 1. Finalize schedule of events 2. Develop event programmes 3. Book facilities, catering, AV, etc. 4. Identify and book speakers, panellists, etc. 5. Develop presentation and training materials 6. Facilitate events <p>Responsibility: Surrey Board of Trade</p> <p>Key Partners</p> <ul style="list-style-type: none"> ▪ Economic Development, City of Surrey ▪ Cloverdale District Chamber of Commerce ▪ South Surrey & White Rock Chamber of Commerce 	<p>One Community leaders immigration dialogue</p> <p>Five short presentations to the business community on topics related to immigration and welcoming communities</p> <p>SBOT Trade show presentation on SWCC activities, resources and events</p>	<p>100 – 150 Surrey Community and Business leaders</p> <p>80 – 150 business and employer representatives per event</p> <p>Total: 400 – 600 business and employer representatives</p>	<p>Nov. 2013</p> <p>Throughout the project – every second month</p> <p>Dec. 2013</p>

<p>and business community. Suggested content areas:</p> <ul style="list-style-type: none"> ▪ Immigration policy shifts and impacts on local demographics and the labour pool ▪ Demographics – current community and workplace challenges and solutions ▪ Hiring and retaining new immigrant workers – resources and what is working ▪ Refugees Myths – the Truth about the contributions of refugees to labour market and community ▪ Are Boards, Councils, and Committees reflective of the community? What is the value of new immigrants as members? <p>Events that will be included are:</p> <ul style="list-style-type: none"> ▪ A Surrey Leadership Dialogue on Immigration and its community Impact ▪ Five SBOT event presentations ▪ SWCC presentation table at SBOT’s annual Surrey Tradeshow ▪ An Employer / Immigrant Forum 		<p>A joint employer / immigrant community forum on creating welcoming communities and workplaces</p>	<p>400 – 500 attendees, businesses and general public</p> <p>50 – 75 Business and employer representatives</p> <p>50 – 75 Immigrant representatives</p> <p>Total: 100 – 150 attendees</p>	<p>February 2014</p>
<p>ii. In order to ensure that the SWCC membership, the community of service providers, and the employer and business community of Surrey is kept current on Welcoming Communities initiatives, practices and solutions, the www.getintheknow.ca website will be updated on an on-going basis. This site, developed with previous WICWP funding, has been</p>	<p>www.Getintheknow.ca will be regularly updated with resources, relevant reports, and project materials and information as they are developed. –Updates will include:</p> <ul style="list-style-type: none"> ▪ On-going updates to the community programs and services directory; ▪ On-going updates to the employer tools and resources; ▪ On-going updates to the employer tools and resources 	<p>An Employer and Community Service Provider focussed website providing current and relevant information, data and resources on Welcoming Communities initiatives, practices and solutions</p>	<p>4,000 + page views and over 1,600 individual site visits per month</p> <p>100% of the SWCC membership</p>	<p>March 2013 – April 2014</p>

<p>widely adopted throughout the community as a <i>go-to</i> resource for information and data on Welcoming Community and Workplace practices, strategies and resources. Sustaining the site will serve the SWCC as a key tool for communicating initiatives, building awareness and raising public, service provider and the business community's interest in immigrant integration.</p>	<ul style="list-style-type: none"> ▪ Weekly updates to the news and events. <p>Responsibility: DIVERSEcity Community Resources Society</p>	<p>The website, which was developed with WICWP funding by Diversity Community Resources Society (DCRS) has become a “go to” site for many service providers and newcomers. Beyond the scope of this project the SWCC will support DCRS to source and obtain further funding.</p>	<p>The full community of Service Providers</p>	
<p>Service Provider Welcoming Communities Events</p> <p>Over the course of the project, two events for immigrant serving and mainstream service agencies will be organized. The intent is to ensure service providers are aware of the range of services available to newcomers and the intent to move newcomers from immigrant specific services to mainstream services. Attendees would be provided the opportunity to discuss current challenges faced in developing welcoming communities and means to enhance Surrey's welcoming nature. These events would support networking and information sharing as well as training that would include information on:</p> <ul style="list-style-type: none"> ▪ Current demographics ▪ New programs and services 	<p>Planning and facilitation of the networking event will be managed by the Project Coordination Team with steerage from the SWCC.</p> <p>Planning and facilitation of the conference will be managed by the Project Coordination Team with steerage from the SWCC.</p>	<p>One Service Provider Networking Event</p> <p>The challenges and solutions discussed at the event as well as other event information and learnings will be compiled in a newsletter format and sent out to attendees and other community service providers and stakeholders. These notes will also be posted on www.getintheknow.ca</p> <p>One Service Provider</p>	<p>200+ Service Provider Staff at each event</p>	<p>1st Event June 2013</p> <p>2nd Event January 2014</p>

<ul style="list-style-type: none"> ▪ Changes to immigration policies ▪ Sharing resources and “learnings” from the SWCC projects 		<p>Conference</p> <p>Conference proceedings including information shared as the challenge and solutions discussed will be developed in a newsletter format and sent out to attendees and other community service providers and stakeholders. The proceedings will also be posted on www.getintheknow.ca</p>		
<p>Organize Dialogues inspired by cooking and food – the intent of these events is to attract those who may not have considered issues related to the development of welcoming communities – registration of individuals within the settlement / community services fields will be limited / monitored</p> <p>The dialogues will engage attendees in discussions regarding the challenges faced by newcomers to Surrey and some means for the community and its residents to be more welcoming.</p>	<ol style="list-style-type: none"> 1. Book chefs / cooking teachers and assistants Responsibility: <ul style="list-style-type: none"> ▪ Options - Korean ▪ PICS - Indian ▪ SUCCESS – Pilipino ▪ DCRS - Chinese ▪ Umoja - African ▪ PCRS – Middle Eastern 2. Book facilities – locate events in various neighbourhoods throughout Surrey Create programmes including food being prepared, focus of dialogues / discussion 3. Facilitate and evaluate cooking class and dialogue – the cooks and assistants must be prepared to engage in the dialogue Responsibility: City of Surrey, Park, Recreation and Culture 4. Compile the learning / sharing from the dialogues 	<p>Six Food and Cooking Dialogues</p> <p>Six Dialogue Summaries including highlights of the dialogues (the challenges and solutions discussed), recipes and where to learn more about the ethno-cultural group represented and other activities within Surrey’s Welcoming</p>	<p>30 participants at each event</p> <p>Total: 180 participants</p>	<p>Scheduled throughout the project</p>

	<p>5. Post recipes and dialogue summaries on the website Responsibility: Project Coordination Team</p>	Communities Project		
<p>Coordination and Ongoing Communication of the Surrey Welcoming Communities Committee</p> <p>I. Regular meetings (every 2nd month)</p> <p>II. Ongoing communication and information sharing across the advisory membership</p> <p>III. Engagement of the community and expansion of the advisory membership where needed</p> <p>IV. Coordinated reporting and evaluation of all project elements</p> <p>V. Updating and posting of information and resources to the Internet</p> <p>VI. As an element of the ongoing Welcoming Communities planning and coordination the SWCC has committed to sharing and build upon its existing membership’s knowledge and skills through a series of guided roundtable discussions and dialogues. The dialogues will provide an opportunity for knowledge sharing and exploration of wise practices with the Welcoming Communities Committee Stakeholders.</p> <p>The roundtable discussions would provide an opportunity for sharing and building on knowledge and skills</p>	<p>1. The SWCC membership is the advisor to all elements of the project and will attend regularly scheduled meetings. Input and guidance will be solicited and provided electronically between meetings. Working Groups and ad hoc project meetings will be scheduled as required.</p> <p>2. Organize, schedule, establish the agenda and produce and distribute the minutes for SWCC meetings</p> <p>3. Meetings will be supplemented by ongoing communication and information updates related to immigrant integration and community and workplace inclusion as well as member announcements, bulletins, reports and publications etc.</p> <p>Responsibility: Project Coordination Team</p> <p>Six SWCC dialogues will be conducted on member identified themes and topics for inquiry or discussion, e.g.: building partnerships, cross-cultural engagement strategies, engaging youth, engaging people who are socially and systemically excluded or face extreme barriers, diaspora, identities, etc. The purposes of the dialogues will be to:</p> <ul style="list-style-type: none"> ▪ Exchange knowledge and wise practices, and explore new approaches through facilitated dialogue ▪ Identify knowledge / skill gaps, and organize skill development 	<p>Six SWCC meetings will be held</p> <p>Interim and final project reports inclusive of evaluation data</p> <p>Six SWCC dialogues conducted</p>	<p>100% of SWCC membership</p> <p>100% of SWCC membership</p>	<p>Ongoing throughout the project</p> <p>Meetings scheduled:</p> <p>March 2013</p> <p>May 2013</p> <p>Sept. 2013</p> <p>November 2013</p> <p>January 2014</p> <p>March 2014</p> <p>Will be conducted as part of the meeting schedule listed above.</p>

<p>across sectors and stakeholders.</p>	<p>workshops</p> <ul style="list-style-type: none"> ▪ Or, other group identified ideas <p><i>Responsibility: SFU with support from the Project Coordination Team</i></p>			
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II. COMMUNITY PARTNERSHIP

Community Partner Name	Types of partner	Role of Partner in the WCAP
City of Surrey – Planning Department Aileen Murphy & Economic Development Donna Jones	Municipal government	<ul style="list-style-type: none"> ▪ Contract manager of the Surrey Welcoming Communities Committee ▪ Co-Chair of the SWCC ▪ Participate in Advisory meetings ▪ Participation in project activities and events ▪ Communication and liaison with government and community stakeholders ▪ Distribution and promotion of the project resources to organizational staff and contacts
Alexander Neighbourhood House Penny Bradley	Neighbourhood House	<ul style="list-style-type: none"> ▪ Member of the Surrey Welcoming Communities Committee ▪ Participate in Advisory meetings ▪ Participation in project activities and events ▪ Distribution and promotion of the project resources to organizational staff and contacts
DIVERSEcity Community Resources Society Sanjeev Nand	Non-profit society – Immigrant serving organization	<ul style="list-style-type: none"> ▪ Member of the Surrey Welcoming Communities Committee ▪ Participate in Advisory meetings ▪ Participation in project activities and events ▪ Distribution and promotion of the project resources to organizational staff and contacts ▪ Lead project and information updates to www.getintheknow.ca ▪ Plan and coordinate event for cooking and food dialogue
Douglas College Jennifer Kuenzig	Public post-secondary – College	<ul style="list-style-type: none"> ▪ Member of the Surrey Welcoming Communities Committee ▪ Participate in Advisory meetings ▪ Participation in project activities and events ▪ Distribution and promotion of the project resources to organizational staff and contacts
Fraser Health Authority Judi Mussenden	Regional Health Authority	<ul style="list-style-type: none"> ▪ Member of the Surrey Welcoming Communities Committee ▪ Participate in Advisory meetings ▪ Participation in project activities and events ▪ Distribution and promotion of the project resources to organizational staff and contacts
Fraser Region Aboriginal Friendship Centre	Non-profit society – Community agency	<ul style="list-style-type: none"> ▪ Member of the Surrey Welcoming Communities Committee ▪ Participate in Advisory meetings ▪ Participation in project activities and events

Community Partner Name	Types of partner	Role of Partner in the WCAP
Shelley Thorne		<ul style="list-style-type: none"> ▪ Distribution and promotion of the project resources to organizational staff and contacts
Immigrant Services Society of BC Bob Gabriel	Non-profit society – Immigrant serving organization	<ul style="list-style-type: none"> ▪ Member of the Surrey Welcoming Communities Committee ▪ Participate in Advisory meetings ▪ Participation in project activities and events ▪ Distribution and promotion of the project resources to organizational staff and contacts
Kwantlen Polytechnic University Steve Dooley	Public post-secondary – Regional university	<ul style="list-style-type: none"> ▪ Member of the Surrey Welcoming Communities Committee ▪ Participate in Advisory meetings ▪ Participation in project activities and events ▪ Distribution and promotion of the project resources to organizational staff and contacts
Oak Avenue Neighbourhood Hub Society Joyce Fan	Non-profit society – Community agency	<ul style="list-style-type: none"> ▪ Member of the Surrey Welcoming Communities Committee ▪ Participate in Advisory meetings ▪ Participation in project activities and events ▪ Distribution and promotion of the project resources to organizational staff and contacts
Options Community Services Society Connie Hong	Non-profit society – Community agency	<ul style="list-style-type: none"> ▪ Member of the Surrey Welcoming Communities Committee ▪ Participate in Advisory meetings ▪ Participation in project activities and events ▪ Distribution and promotion of the project resources to organizational staff and contacts ▪ Plan and coordinate event for cooking and food dialogue
Pacific Community Resource Society (PCRS) Michelle Shaw	Non-profit society – Community agency	<ul style="list-style-type: none"> ▪ Member of the Surrey Welcoming Communities Committee ▪ Participate in Advisory meetings ▪ Participation in project activities and events ▪ Distribution and promotion of the project resources to organizational staff and contacts ▪ Lead youth-led development of the social media project ▪ Plan and coordinate event for cooking and food dialogue
Progressive Intercultural Community Services (PICS) Devinder Chattha	Non-profit society – Immigrant serving organization	<ul style="list-style-type: none"> ▪ Member of the Surrey Welcoming Communities Committee ▪ Participate in Advisory meetings ▪ Participation in project activities and events ▪ Distribution and of the project resources to organizational staff and contacts ▪ Plan and coordinate event for cooking and food dialogue
RCMP Monica Prasad	Law enforcement – policing	<ul style="list-style-type: none"> ▪ Member of the Surrey Welcoming Communities Committee ▪ Participate in Advisory meetings ▪ Participation in project activities and events ▪ Distribution and promotion of the project resources to organizational staff and contacts

Community Partner Name	Types of partner	Role of Partner in the WCAP
Semiahmoo House Society Doug Tennant	Non-profit organization – Community agency for persons with disability	<ul style="list-style-type: none"> ▪ Member of the Surrey Welcoming Communities Committee ▪ Participate in Advisory meetings ▪ Participation in project activities and events ▪ Distribution and promotion of the project resources to organizational staff and contacts
Simon Fraser University Judy Smith	Public post-secondary - University	<ul style="list-style-type: none"> ▪ Member of the Surrey Welcoming Communities Committee ▪ Participate in Advisory meetings ▪ Participation in project activities and events ▪ Distribution and promotion of the project resources to organizational staff and contacts ▪ Conduct SWCC member dialogues
Sources Denise Darrell	Non-profit society – Community agency	<ul style="list-style-type: none"> ▪ Member of the Surrey Welcoming Communities Committee ▪ Participate in Advisory meetings ▪ Participation in project activities and events ▪ Distribution and promotion of the project resources to organizational staff and contacts
S.U.C.C.E.S.S. Jenny Lam	Non-profit society – Immigrant serving organization	<ul style="list-style-type: none"> ▪ Member of the Surrey Welcoming Communities Committee ▪ Participate in Advisory meetings ▪ Participation in project activities and events ▪ Distribution and promotion of the project resources to organizational staff and contacts ▪ Plan and coordinate event for cooking and food dialogue
Surrey Board of Trade Anita Huberman	Business organization	<ul style="list-style-type: none"> ▪ Co-Chair of the SWCC ▪ Participate in Advisory meetings ▪ Participation in project activities and events ▪ Communication and liaison with government and community stakeholders ▪ Distribution and promotion of the project resources to organizational staff and contacts ▪ Plan and promote business and employer community events and presentations ▪ Host the community leaders dialogue and the Employer / Immigrant Forum
Surrey Foundation Natasha Raey	Community foundation – charitable organization	<ul style="list-style-type: none"> ▪ Member of the Surrey Welcoming Communities Committee ▪ Participate in Advisory meetings ▪ Participation in project activities and events ▪ Distribution and promotion of the project resources to organizational staff and contacts

Community Partner Name	Types of partner	Role of Partner in the WCAP
Surrey Museum Robert McCullough	Municipal Government – Cultural Heritage	<ul style="list-style-type: none"> ▪ Member of the Surrey Welcoming Communities Committee ▪ Participate in Advisory meetings ▪ Participation in project activities and events ▪ Distribution and promotion of the project resources to organizational staff and contacts ▪ Conduct refugee community oral history gathering sessions ▪ Establish refugee cultural exhibits
Surrey Parks and Recreation Lori Bowie	Municipal Government	<ul style="list-style-type: none"> ▪ Member of the Surrey Welcoming Communities Committee ▪ Participate in Advisory meetings ▪ Participation in project activities and events ▪ Distribution and promotion of the project resources to organizational staff and contacts ▪ Lead cultural cooking and food dialogues
Surrey Public Library Surinder Bhogal	Public Library	<ul style="list-style-type: none"> ▪ Member of the Surrey Welcoming Communities Committee ▪ Provision of SWCC Meeting facilities ▪ Participate in Advisory meetings ▪ Participation in project activities and events ▪ Distribution and promotion of the project resources to organizational staff and contacts ▪ Conduct refugee community oral history gathering sessions ▪ Establish refugee cultural exhibits
Surrey School District Pat Horstead	School district	<ul style="list-style-type: none"> ▪ Member of the Surrey Welcoming Communities Committee ▪ Participate in Advisory meetings ▪ Participation in project activities and events ▪ Distribution and promotion of the project resources to organizational staff and contacts ▪ Establish training schedules for education sector refugee myth busting training events
Umoja Newcomers Family Service Centre Amos Kambere	Non-profit society – Immigrant serving organization	<ul style="list-style-type: none"> ▪ Member of the Surrey Welcoming Communities Committee ▪ Participate in Advisory meetings ▪ Participation in project activities and events ▪ Distribution and promotion of the project resources to organizational staff and contacts ▪ Plan and coordinate event for cooking and food dialogue
YMCA Linda Rubuliak	Non-profit society – Community agency	<ul style="list-style-type: none"> ▪ Member of the Surrey Welcoming Communities Committee ▪ Participate in Advisory meetings ▪ Participation in project activities and events ▪ Distribution and promotion of the project resources to organizational staff and contacts ▪ Lead the youth-led conference initiatives

