



LETHBRIDGE & AREA

LOCAL IMMIGRATION PARTNERSHIP



"BRIDGING CULTURES. SOARING TO NEW HEIGHTS"

Lethbridge Local Immigration Partnership

- Lethbridge Alberta – population 100,000.
- Small center in a rural area – 2 hours South of Calgary



About Lethbridge LIP

- Officially started June 2016.
- It is housed at Lethbridge Family Services (LFS), a not for profit agency– In the department of Immigrant Services (IS). It is the only settlement agency in Lethbridge.
- I have been the only Coordinator throughout of the initiative.
- I was the only LIP staff member until October 2022 –when we received funding for an Administrative Assistant position. Our current Admin assistant has been here since August 2022.

Prior to LIP

- When it was announced that Lethbridge would be receiving a number of Syrian refugees, some key stakeholders such as settlement, the city of Lethbridge, education, health, social services, began to meet regularly in preparation for their arrival to the community.
- In the meantime, LFS began its application to IRCC for a LIP Initiative.
- Once we were established and it came time to form our CPC...I reached out to those original Stakeholders, as well as the agencies who had provided support letters during the application stage.
- We had our first meeting!

TOR's

- We contracted an external facilitator to work with this group, for a morning session. This turned out to be an integral part of the process that helped us build a foundation and basic structure of our LIP
- The information gathered in that session was incorporated into our ToR's a very robust document which included our Mission, Purpose, and basic structure. It has served us very well.
- We found out after the fact that it was not an expenditure allowed ...and had to find funds to pay for it.. But, it was totally worth it.

Our Main Council

- Our first committee, our main council, “Community Partnership Council” (CPC) began with about 10 members.
- Our CPC meetings are by invitation only. The partner needs to be in a decision-making role in their organization.
- Each working group has a chair, the chair attends the CPC to share what their working group has been doing.
- There are only 4 meetings per year.
- Members can have a designated alternate if they choose.
- We ask for a year commitment (4 meetings)

Fast forward to 2023

- The total of Lethbridge LIP's Partnership currently is represented by:
 - 13 Sectors
 - 36 Organizations
 - 84 Membersand has a CPC, IAT and 5 working groups and 3 sub committees.
- A total of 10 committees!

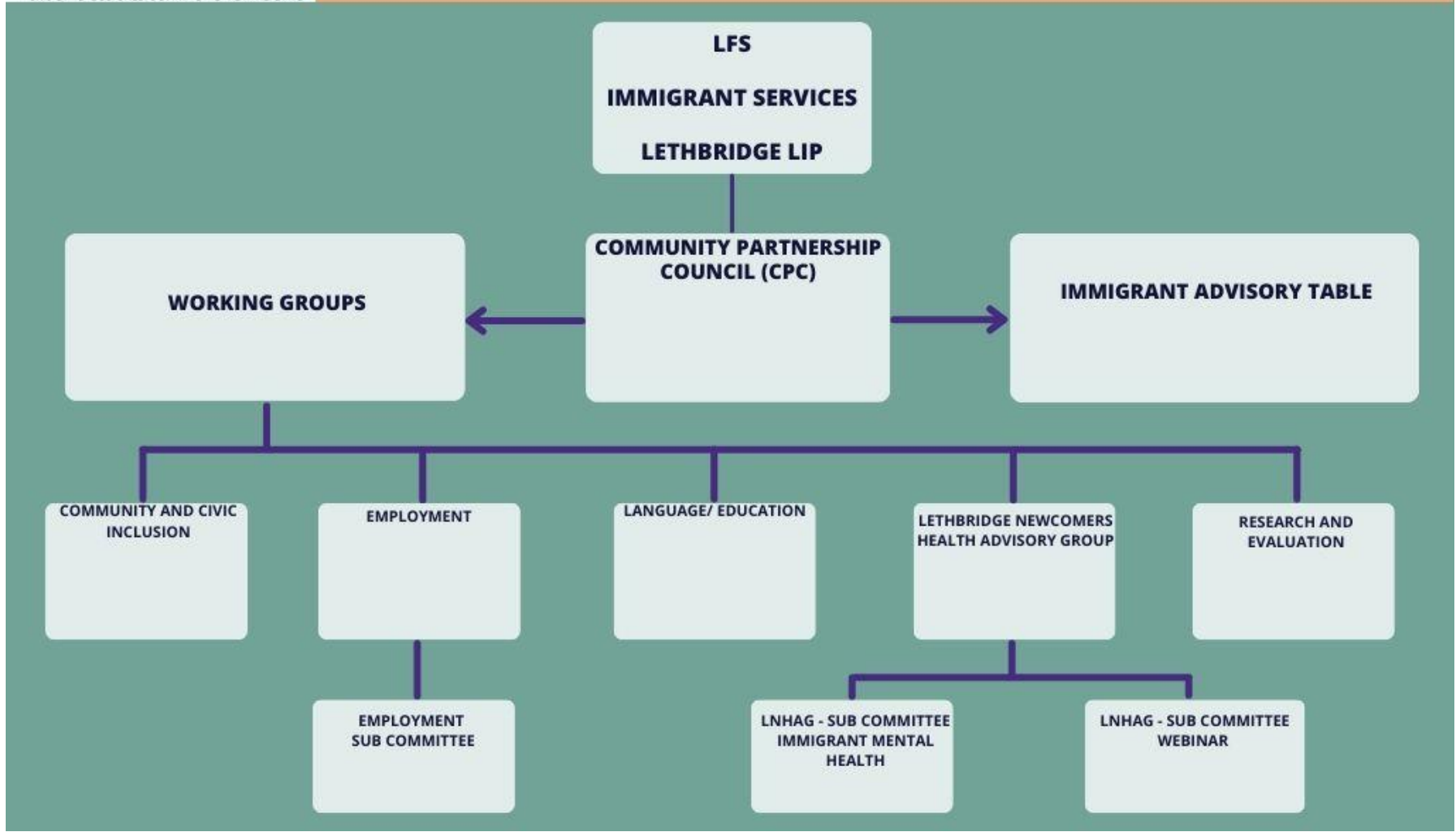


Lethbridge Family Services

Since 1910



Lethbridge LIP is a community development initiative funded by Immigration, Refugees and Citizenship Canada (IRCC). The main purpose of LIP is to involve the community in the settlement of immigrant newcomers with the intention of making Lethbridge a welcoming and inclusive community.



Membership list – with an explanation of each committee and the projects they are working on which corresponds with our Theory of Change.



Lethbridge Local Immigration Partnership (LIP)

Membership List

Updated January 2023

13 Sectors - 36 Organizations - 84 Members

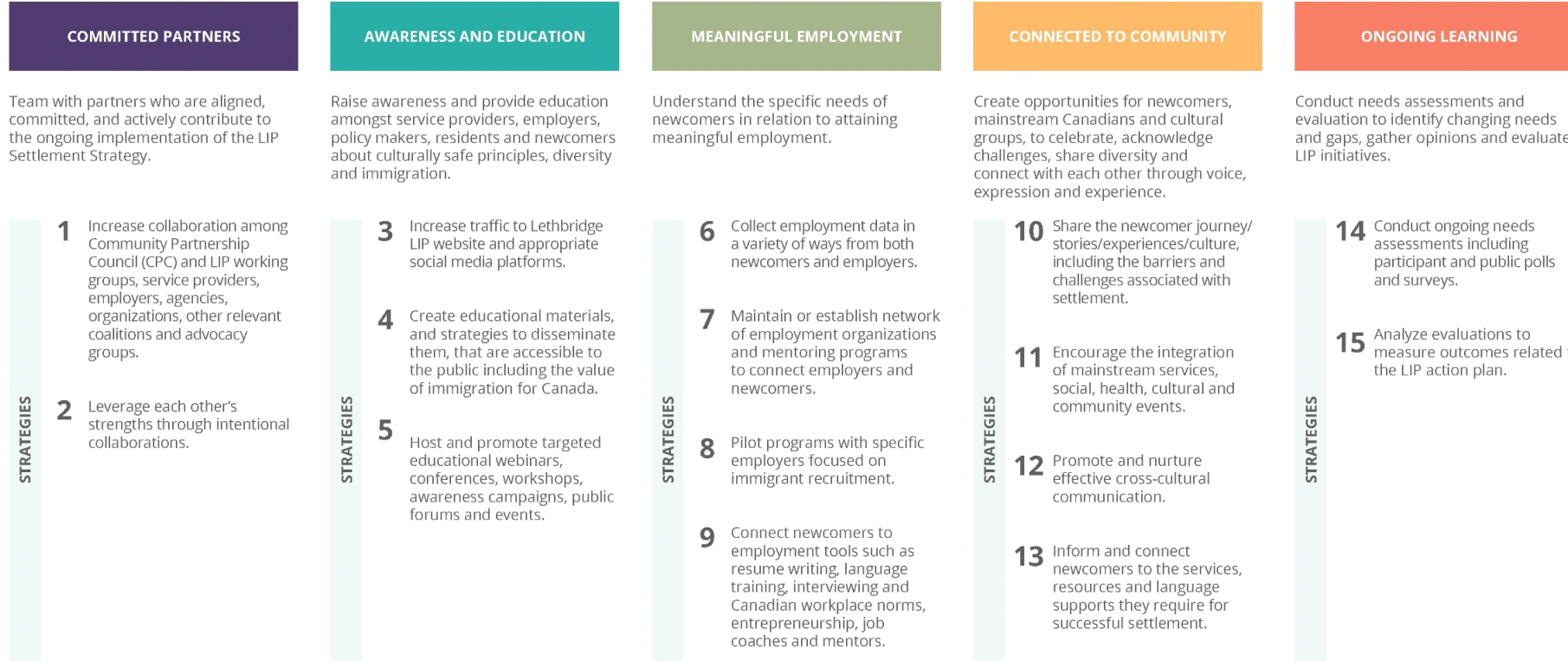
- Lethbridge LIP is a community development initiative, funded federally by Immigration Refugees Citizenship Canada (IRCC), and has been active in Lethbridge since June, 2016. The initiative is a program of Lethbridge Family Services, in the Immigrant Services Department.
- The main purpose of a LIP is to involve the community in the settlement of its immigrant newcomers, with the intention of making Lethbridge a welcoming and inclusive community.
- Every LIP across the country, and there are about 80 of them, has a main advisory council, which is sector based, several working groups and an Immigrant Advisory Table (IAT).
- Lethbridge LIP has 5 working groups and 3 sub committees. Each committee has a designated Chair who reports back to the Community Partnership Council (CPC).
- Lethbridge LIP is staffed by one full-time Coordinator who attends all committee meetings.
- Lethbridge LIP's website, www.Lethbridgelmigration.ca was designed in consultation with our working groups and was created and is maintained by Webmarks Inc. We also have a Facebook page.
- Our IAT members volunteer their time and have immigrated to Canada from different countries.
- Lethbridge LIP is very grateful for the involvement and enthusiasm of all its partners, members and volunteers.

LETHBRIDGE LOCAL IMMIGRATION PARTNERSHIP



Intended Impact

- Over the next 5 years, Lethbridge LIP will support local service providers, employers, community members and policy makers to increase their awareness, strengthen capacity and foster collaboration to better meet needs of newcomers.
- As a result, more newcomers will attain meaningful employment, will feel welcome and will be increasingly integrated within the community of Lethbridge.
- Ultimately, our work aims to reduce discrimination, stereotyping and racism resulting in a Lethbridge that is more inclusive and that values diversity as a strength.



“It is all about Relationships”

- Like any relationship, they take time to grow and nurture. Their needs to be trust. Follow through is key.
- I believe that community relationships must be reciprocal – not just one sided.
- We support our partner organizations as much as we can. Attend their events, help if they need it, promote their initiatives. Help them connect with other members or other community resources.
- I meet with each member or potential member (preferably in person) and preferably before they attend a meeting. I talk about LIP but also want to learn about them and their organization.
- From the outside looking in - it is not readily evident how much time this takes or how truly crucial

Monitoring meeting attendance is key

- Our meetings are relatively well attended. Only once had our CPC not have quorum (50% of members +1) which is required for voting. We did have quorum by the end of the meeting.
- When any of our meetings begin to waver in attendance – we view that as our biggest indicator that something isn't right and needs to be investigated!
- We begin to ask questions... of ourselves as well as the committee... - has the committee fulfilled its purpose? Does it need a different time? Are the right people at the table? Then we go into action!

Meetings

- We always have an agenda – aim to get them out a week prior to the meeting (not always – but we try)
- Minutes (our working group meetings are more of summary – highlighting action items.) The CPC minutes are more formal.
- Now, that we have an admin, it has taken the pressure off the coordinator and chairs (who were responsible for agendas and minutes).... Minutes are a deliverable, they are extremely important.
- We have the most attendance at meetings when there is a project or something they are working towards – not just chatting. They need to feel they are contributing as well as gaining something from their time.

Respect our partner's time.

- Our partners are using their time and their employers time, and we honour that.
- For the most part, we plan meetings, if we can, for the year.
- We send calendar invites.
- We keep to the meeting time.
- We keep them productive and meaningful.
- We do our homework and make sure we are prepared.

Structure

- We keep our structure simple
- Using IRCC's guideline of a minimum of 4 meetings per year – each individual committee decides the frequency of meetings.
- We do not have an Executive Committee
- Each committee has a chair or 2 co-chairs.
- I do not chair meetings on a regular basis. (Only if required.)
- We do have an interagency meeting - Lethbridge Interagency Network (LIN) which I chair, but it is not considered a working group.

