



## TSLIP Executive Committee Meeting

### Meeting Minutes

September 7<sup>th</sup>, 2021

9:30 am – 11:00 am

Zoom

**Attendance:** Jennifer Chan Department of Imaginary Affairs, Cassandra Wong Culturelink, Mulugeta Abai CCVT, Lisa Randall Culturelink, Mohan Doss Woodgreen, Lidia Monaco TNG,

TSLIP: Paulina Wyrzykowski, Nadia Umadat, Jassi Ranauta, Lauren McCauley and Rozeta Aleksov

### AGENDA

1. Land Acknowledgement
2. Welcome & Introductions
3. Contract Negotiations/Funding
4. Anti-racism updates from Executive Inter-LIP
5. Staffing Changes
6. Strategic Planning Directions
7. TSLIP Collaboration Award 2020
8. Return to Work Panel

#### Land Acknowledgement

TSLIP staff read Land Acknowledgement

#### Contract Negotiations and Funding

- TSLIP is excited to report two project proposals have been approved by IRCC under service Delivery Improvement stream (SDI)
- The first was approved by the exec committee in an emergency meeting regarding how TSLIP should apply for funds through IRCC and how to coordinate funding based on who needs to be at the table and create an effective design as a system coordination model.

- Project is to design a model but not implement and have a 2.5 year timeline. Partnered with Department of Imaginary Affairs for the project, and they will step down from exec committee as it is a conflict of interest
- Terms are currently being negotiated and will start in November 2021 to develop a model on how communities can better allocate funding themselves
- Proposal is based entirely around centering newcomers experience and BIPOC lead organizations and how are funding service decisions made that take these groups and their needs into account
- Second project funds are for the National LIP Secretariat for an anti-racism project on how to incorporate newcomers voices in anti-racist work at LIP level ie. Having newcomer council provide input in making LIP structure more inclusive and taking work into the community
- No notification on contract as yet, we were notified 1 week before the election was called, IRCC might not want to negotiate during election

### **Anti-Racism Updates from Executive Inter-LIP**

- Reminded the committee of two previous presentations on anti-racism work at the Toronto level and to further the work an outside consultant is now needed to review internal structure as well a guide next steps and collaborative practices to ensure inclusive anti-racist approach
- Each LIP will be chipping in with funds and a provide input on a request for proposal (RFP) draft for consultant
- Paulina will get in touch with several consultants and update the group accordingly

### **Staff Changes**

- Lauren McCauley has been hired as our new Communications Coordinator and is based out of Woodgreen Community Services

### **Strategic Planning Update**

- TSLIP has been able to identify strategic directions, purposely kept at high level to allow for flexibility. Reviewed the process to date to remind exec committee of brainstorming, needs assessments, focus groups, and working groups discussions
- Some items new to the strategic plan such as youth consultation or focus on hybrid delivery due to the pandemic
- Overall, entire plan will focus on a just covid recovery for newcomers by working to overcome social inequalities such as racism and poverty
- Three strategic directions will be developed: policy and research, supporting newcomer success and strengthening the newcomer-serving sector

- TSLIP has historically been involved in anti-racism work and now the issue has gain more prominence with partners who have not been traditionally involved. All projects will have anti-racism and anti-oppression framework embedded
  - There is an appetite in the sector to engage in high level policy work similar to what has been happening at the National LIP secretariat
  - After having conversations directly with government and partners, it feels we should be refocusing on research, which also came out of one of the focus groups. TSLIP used to be more research focused and shifted to community development and now again, seems headed back in that direction for community -based research
  - New funding for community models aligns well as first part of project is a scan to figure what services are delivered and degree of social planning in Toronto, where the gaps are and how much collaboration currently exists
  - Additionally there is a need for building alliances, deliberate in views and how we can actively keep reaching out to BIPOC led, youth and other equity seeking groups
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- Second direction is supporting newcomer success and is directly related to on the ground challenges
  - Historically we have not done a lot of employment, but rising demand and partners want us to be engaged in this work with an anti-discriminatory focus
  - Also a need for alliances with indigenous communities and issues of reconciliation and ongoing partnerships
  - Augmenting newcomers' voices and better centering them in the work and meaningfully involving these groups but more must be done that takes account their experience
  - Partners are interested in health and mental health, employment and partner challenges ie. Afghan refugees; seeking sector strengthening
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- Third strategic direction is strengthening newcomer services, work we have done in the past, but due to Covid-19 there is more of a need to support small partners looking for professional development as we pivot to long term hybrid services
  - This will take on the form of preparing for smoother transitions, easing challenges as some folks not able to access tech, ongoing issues with literacy, language, general access
  - Streamlined service navigation needed, PD activities for sector knowledge translation, improving consistent information from funders, and strengthening internal TSLIP structure as we are a brand new team.

### Discussion Note

- Finding possible partners in terms of housing for newcomers, which continued to come up in strategic planning but until legislative change, not an issue our sector has a lot of traction or impact
- Movement to research especially on housing is timely –impact on policy and research direction

- Employment is another item that everyone wants to work on and will be imperative for LIP to start work on, it is an issue that connects to some many other pieces
- Confirmation that mental health will fall under supporting newcomer success as it has always been important but more so in post-covid recovery
- Need for culturally relevant resources, not just translated services alone
- In terms of research, it is recognized that research is difficult to decimate. Improved knowledge translation and reduction of overwhelming information and inaccessible language should be our focus as well as how can is reach wider audiences
- Service coordination improvement is also more necessary due to multiple factors at play, and resources should be developed for community service model- which shows SDI funding is greatly needed and appreciated in the current climate
- One issue with funding is that funders start pilots, but are often unwilling to fund long term projects and will start up new pilots instead
- Also mentioned that community research with a practical application as to how it applies to newcomers lives is critical
- Executive committee provided formal endorsement with suggested amendments and considerations

### **Collaboration Award 2020**

- LIP team presented 4 projects undertaken by working groups throughout the year and asked executive committee to anonymously vote for the one they felt showed the most innovation

*Mental Health First Aid for Language Instructors- Health and Mental Health WG*  
*Frontline Staff Support Network- Health and Mental Health WG*  
*Access to Technology Report-Systemic Issues and Social Change WG*  
*Grassroots Support Network- Social Inclusion WG*

- Mental Health First Aid for Language Instructors- Health and Mental Health WG was selected as the winners and the team members will be notified accordingly

### **Return to Work Pavel**

- Genesis of panel stemmed from smaller organization having concerns regarding vaccine policies and return to work protocols without the capacity to consult extensively with professionals.
- A panel is in the works to have larger organizations share their plans and offer clarification to move forward.
- Not meant to be a training or workshop.
- HR representatives from both TNG and Woodgreen are in the works to present as well as an employment lawyer to provide information on where the sector is at.

- Date to soon be determined.

## Closing

Executive committee meeting was concluded.