

Inclusion Self-Audit Tool

PREAMBLE

Local Immigration Partnerships (LIPs) is the mechanism through which Immigration, Refugees and Citizenship Canada (IRCC) supports the development of local partnerships and community-based planning around the needs of newcomers. LIPs seek to engage various stakeholders in the partnership development process, including employers, school boards, boards of trade, levels of government, professional associations, ethno-cultural organizations, faith-based organizations and the community, legal, health, and social service sectors.

IRCC's long-term vision is for LIPs to support the development of self-sustaining multi-sectoral partnerships at the local community level, so that newcomer needs are integrated seamlessly into the community planning process, and community-specific strategic priorities are identified and action plans implemented to improve newcomer outcomes.

The Toronto South LIP recognizes that many newcomers experience some type or level of marginalization after arriving in Canada. As a result, the Toronto South LIP has included a specific section in its Settlement Strategy relating to marginalized newcomers (see Section 8) and is committed that *all* sections of this Strategy be viewed with a commitment to including and addressing the perspectives and needs of the most marginalized newcomers.

In alignment with Section 8 of the Toronto South LIP Action Plan, this *Inclusion Self-Audit Tool* seeks to ensure that the needs of marginalized and underserved newcomers are integrated into the actions and planning of all working groups. This self-audit tool serves as an opportunity to track and improve efforts of inclusivity. Whenever possible, this activity should be done as a group to encourage conversation and dialogue. Rationales are provided for each question to help frame discussions and emphasize the importance of considering action in each area.

Although the *Inclusion Self-Audit Tool* is a step in the right direction, it is not intended to be a standalone solution. This self-audit tool should be used in conjunction with other techniques to encourage an AR/AO framework and practice.

Please take a moment to review this self-audit tool with your working group on a semi-yearly basis.

MEMBERSHIP INCLUSIVITY

Question	Rationale	Response
<p>1. Does your membership include representatives from agencies that serve the following newcomer populations?</p>	<p>Having a diverse group of representatives will improve the likelihood that the needs of diverse newcomer populations remain omnipresent.</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Individuals and families without immigration status <input type="checkbox"/> LGBTQ+ newcomers <input type="checkbox"/> Live-in caregivers <input type="checkbox"/> Newcomer seniors <input type="checkbox"/> Newcomer parents and caregivers <input type="checkbox"/> Newcomer youth and children <input type="checkbox"/> Newcomer women <input type="checkbox"/> Newcomers experiencing discrimination or oppression on the basis of religion, ethnicity, race, gender, sexual orientation, disability or human rights grounds <input type="checkbox"/> Newcomers experiencing homelessness <input type="checkbox"/> Newcomers facing employment barriers <input type="checkbox"/> Newcomers facing housing barriers <input type="checkbox"/> Newcomers facing mental health issues <input type="checkbox"/> Newcomers impacted by violence (elder abuse, child abuse, partner abuse, bullying, human trafficking, torture, etc.) <input type="checkbox"/> Newcomers living with HIV/ AIDs <input type="checkbox"/> Newcomers with (dis)abilities <input type="checkbox"/> Racialized newcomers <input type="checkbox"/> Socially isolated newcomers/ newcomers from smaller or emerging newcomer groups <input type="checkbox"/> Temporary foreign workers <input type="checkbox"/> Unaccompanied youth/ Independent young adult newcomers <input type="checkbox"/> Other newcomer groups as identified. Please list here:

INFORMATION SHARING			
Question	Rationale	Response	Explain
1. Have all member agencies in your working group documented their services on the Toronto South LIP website?	This will ensure that service providers have the most comprehensive information possible when referring clients to appropriate services.	<input type="checkbox"/> Yes <input type="checkbox"/> No	1.1 If no, how can this be facilitated?
2. Does your group give members an opportunity to speak about their agency programs for specific marginalized populations?	This will ensure that other Toronto South LIP members are aware of specialized services when referring clients.	<input type="checkbox"/> Yes <input type="checkbox"/> No	2.1 If no, how can this be incorporated?
3. Does your group share information on new research, legislation and policy that may have implications for priority newcomer groups?	This information may help frame discussions and guide future planning on emerging issues.	<input type="checkbox"/> Yes <input type="checkbox"/> No	3.1 If yes, how does your group ensure that the above information is disseminated among all LIP members?

PLANNING			
Question	Rationale	Response	Explain
1. Does your group reach out to agencies with specialized knowledge when engaging in planning concerning specific underserved newcomer populations?	Many small and/or grassroots agencies have valuable expertise to offer in regards to planning for underserved populations.	<input type="checkbox"/> Yes <input type="checkbox"/> No	1.1 If no, how can this be put into practice?

PLANNING			
<p>2. Does your group consider the input of newcomer community members when identifying priorities?</p>	<p>Newcomer community members come from diverse and unique backgrounds and their insight can contribute greatly to the work we do</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No</p>	<p>2.1 If yes, how do you go about this?</p>
<p>3. Does your group function from an AR/AO, culturally competent framework when organizing events and planning?</p>	<p>The Mission Statement and System Principles of the Toronto South LIP directly highlight a commitment to anti-oppressive, culturally competent practice.</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No</p>	<p>3.1 What are some of the steps you take to do this?</p>
<p>4. When appropriate, does your group engage with organization management to explore service delivery gaps and improve supports for marginalized newcomer populations?</p>	<p>In order to effectively change organizational culture, information must flow through all levels of staffing. Frontline staff are often active and engaged at the working group level, however, management staff have a key role to play in influencing and directing service supports.</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No</p>	<p>4.1 If yes, how is this done?</p>