

Underserved Newcomers Working Group
Meeting Minutes
519 Church Street Community Centre
519 Church Street
October 28, 2-13. 10:00 a.m. – 12:00 p.m.

Agenda

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| 1. Welcome and Introduction | 10 min |
| 2. Approval of Minutes | 5 min |
| 3. Recap of Last Meeting | 5 min |
| 4. Development of LGBTQ+ Newcomer Trainings | 55 min |
| • Positive Spaces Initiative (PSI) | |
| • The 519 Church Street Community Centre | |
| 5. Inclusion Checklist | 25 min |
| • Overview of Draft #2 | |
| • Discussion | |
| 6. Training Debrief | 15 min |
| • Domestic Violence & Its Impact on Immigration | |
| 7. Next Meeting | 5 min |
| • January 2014 | |

Attendance

Present:

Anita Fortuno	Access Alliance MHCS
Rosa Ribeiro	Parkdale Community Health Centre
Sidonia Couto	Canadian Centre for Victims of Torture
Lisa Gore-Duplessis	The 519 Church Street Community Centre
Hanna Caplan	YMCA of Greater Toronto - NYLD

Regrets:

Jennie Stone	Neighbourhood Legal Services
Varka Kalaydzhieva	RCJ Refugee Centre
Bill Sinclair	St. Stephen's Community House
Sarah Anglin	Yonge Street Mission

Staff: Kera Vijaysingham, Nicole Watson

1. Welcome and Introductions

Everyone was welcomed to the meeting and introduced themselves and the agency that they represent. Members were also invited to share something new or exciting happening at their agency/in their community.

2. Approval of Minutes

The group reviewed and approved the minutes from the previous meeting.

3. Recap of Last Meeting

Members were reminded that the last meeting focused on the development of the “domestic violence” training, which took place on October 23, 2013. This meeting will have a similar aim, with a focus on the two LGBTQ+ trainings set to take place in November/December.

4. Development of LGBTQ+ Newcomer Trainings

The 519 Church Street Community Centre

While the PSI training will focus on leadership, this training will focus on capacity building for frontline staff. The group had an opportunity to review the training outline and offer input. The training will aim to:

- Increase understandings of common acronyms and words use to express sexual orientation and gender identity in Canada
- Build awareness of the way perception/assumptions can consciously guide/misguide actions and reactions
- Review case studies illustrating various experiences related to LGBTQ+ newcomers
- Highlight key resources to better support clients
- Incorporate an exercise to begin thinking about best practices in designing and planning positive programs and spaces

This training is scheduled for Friday December 6, 2013 from 9:30am-12:30pm at The 519 Church Street Community Centre, 2nd Floor Ballroom.

Positive Spaces Initiative (PSI)

This training will be specifically geared towards senior staff and will provide the opportunity to discuss organizational culture and take part in concrete action planning in relation to organization-specific human rights policies. This training will aim to:

- Introduce participants to Human Rights Legislation
- Explore employee resistance to LGBTQ+ positive spaces
- Examine their role in creating and maintaining organizational culture
- Review policies and procedures with key learnings in mind
- Create an Action Plan for organizational change

This training is scheduled for Wednesday November 27, 2013 from 9:30AM-12:30AM at the 519 Church Street Community Centre, 2nd Floor Ballroom. Members discussed distributing additional background information in advance to ensure that all upper-level staff present have the same background knowledge. Filming for both events was also briefly discussed. At this time filming will not take place due to lack of resources, issues of confidentiality and the necessity of interations.

5. Inclusion Checklist

Members reviewed the second draft of the inclusion checklist with suggested changes from the previous meeting integrated. Some minor grammatical and formatting suggestions were made by members. Changes will be integrated and brought back to the group for final approval in the new year.

6. Debrief: Domestic Violence & Its Impacts on Immigration Training

The group debriefed on the “Domestic Violence and Its Impacts on Immigration” training that took place on October 23, 2013 from 10:00a.m.-12:00p.m. at The Yonge Street Mission (360 Gerrard Street East). The train addressed the following priority items: (1) what constitutes domestic violence; (2) how to talk about & support clients experiencing violence; (3) how immigration status interacts with domestic violence laws; (4) community resources available to frontline staff.

Twenty-six attendees participated in the training. Preliminary feedback has been very positive. Members in attendance stated that they felt the training was very thorough and useful for their daily interactions with clients. Additional feedback will be gathered through a survey monkey evaluation that will be sent electronically to participants along with additional resources from the day. All resources from the training will be posted on the LIP website.

Questions to be asked in the evaluation will include:

1. Are you glad we had a training on this topic area? (1-not at all satisfied to 5-extremely satisfied)
 - **Update:** 88% of participants indicated that they were very/extremely satisfied with the topic
2. To what extent did you find this training productive? (1-not at all useful to 5-extremely useful)
 - **Update:** 88% of participants indicated that they felt the training was productive
3. Were you satisfied with the venue for this training? (1-not at all satisfied to 5-extremely satisfied)
 - **Update:** 88% of participants indicated that they were very/extremely satisfied with the venue
4. If we were to hold another training on Domestic Violence and Immigration, what additional areas would you like addressed?
 - **Update:** participants indicated an interest in learning more about navigating the court system, relationship safety, practices to encourage disclosure, additional case scenarios and specifically how to deal with violence in the temporary foreign worker population
5. Additional comments.
 - **Update:** Participants found the workshop “extremely useful” and commented that the facilitator Jennifer Stone from Neighbourhood Legal Services was “extremely knowledgeable and personable”. Several respondents suggested that a four hour training would have been preferable to allow more time for case studies and discussion.

7. Action Items/Next Steps

Next Meeting: Will be scheduled for some time in the New Year, likely January 2014.

Action		Who
Inclusion Checklist	Update Inclusion Checklist based on feedback provided by members	TSLIP Staff
Evaluation/ Feedback	Circulate SurveyMonkey evaluation for Domestic Violence & Immigration Training	TSLIP Staff
Compile	Compile training feedback for members to review	TSLIP Staff
Connect	Follow-up with Chavon Niles from the Accessibility Project to organize training date	TSLIP Staff