





Brantford Immigration Partnership Community Plan 2026-2028



We envision a community where immigrants can **access** the services they need, **work** toward their goals, **connect** with supportive networks, and **advocate** for an inclusive and thriving Brantford.



Action Area	High-Level Activities Working Groups Will Explore	Intended Outcomes
 <p>Work</p>	<ul style="list-style-type: none">• Educate newcomers about workplace rights and responsibilities, and cultural norms at work.• Expand sector-specific employment readiness programs such as the Brant Skills Centre's "Adapting to Employment in Canada" workshop.• Provide workplace education and training led by racialized facilitators, framed around how to create equitable, diverse and inclusive workplaces, and celebrating the benefits of working with newcomers.• Educate the general public about what is required of newcomers to work in Canada, especially those on temporary work or study permits (e.g. their skills and qualifications, their permit conditions, about why they are filling certain jobs that citizens/permanent residents wouldn't otherwise want)• Develop hands-on initiatives for shared learning like "Take a Newcomer to Work Day" to build understanding and connections between employers and newcomers• Implement mentorship programs connecting newly arrived healthcare professionals with those who have successfully completed recertification.• Learn what supports employers' ability to hire newcomers with language barriers, and investigate approaches to learning language on the job, including how technology and employers can help to bridge workplace language gaps• Encourage more people to become TESL certified and focus on promoting this to community members who might want part-time work, such as students.	<ul style="list-style-type: none">• Employers and technology help to bridge language gaps in workplaces.• Newcomers improve proficiency in English.
 <p>Access</p>	<ul style="list-style-type: none">• Train and educate service providers so they can share accurate, culturally-relevant, and consistent information with newcomers.• Ensure user-friendly directories and online resource lists are updated and accessible to both professionals and community members.• Expand networking and information-sharing among service providers.• Enhance outreach to newcomers by partnering directly with cultural and community centres and hosting regular, year-round engagement events rather than relying on one annual initiative.	<ul style="list-style-type: none">• Service providers are better able to make existing services and easily accessible to newcomers.• Newcomers find it easier to access existing services.

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 <p>Connect</p>	<ul style="list-style-type: none"> • Use existing cultural groups or established events as leverage points to create further connections. • Develop sustainability planning to keep successful programs going in the community. • Engage Neighbourhood Associations as a supportive vehicle for cultivating community belonging on the ground, by promoting mutual aid and grassroots advocacy that includes all precariously and unhoused neighbours. • Increase collaboration and training among service providers to make community spaces more welcoming and inclusive. • Promote ongoing community participation in the Brantford Immigration Partnership (BIP) Network and expanding the reach of the newsletter. • Develop mentorship programs pairing newcomers who share a first language. • Support a greater number of community organizations to begin offering conversation circles, especially for beginners, in locations that address childcare and transportation barriers. 	<ul style="list-style-type: none"> • Newcomers build meaningful relationships through cultural groups, programs, and community events. • Service providers are better equipped through training and collaboration to make communities more welcoming and inclusive.
 <p>Advocate</p>	<ul style="list-style-type: none"> • Conduct localized race-based research to document experiences of discrimination. • Expand community engagement to ensure newcomers are involved in action planning and that local leadership reflects community diversity. • Engage specific segments of the population when doing research and consultation to recognize that communities are not homogeneous. • Explore community partnerships for developing a BIP-led policy, documentation system, and response framework to ensure complaints of discrimination are handled consistently and transparently. • Undertake public education campaigns to address myths holding newcomers responsible for the housing crisis, infrastructure strain, and workforce/economic issues in Brantford. • Provide newcomers with more explicit early information about local norms, guidelines, and legal rights, including but not limited to childcare practices, housing rights, employment rights and workplace norms, financial literacy, how to navigate the PR process safely, how to make appointments for community services, etc. • Advocate for broader economic supports—such as a Universal Basic Income—to help residents meet essential needs. 	<ul style="list-style-type: none"> • The BIP centres and responds to newcomers' lived experience of discrimination in Brantford. • Public opinion becomes more welcoming of newcomers. • Newcomers become more confident navigating everyday life in Brantford.