



## CITY OF VANCOUVER

### OTHER REPORT

Report Date: October 13, 2005  
Author: Advisory Committee  
on Diversity Issues  
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Meeting Date: November 3, 2005

TO: Standing Committee on Planning and Environment  
FROM: Advisory Committee on Diversity Issues  
SUBJECT: Annual Report for the year 2005 - Advisory Committee on Diversity Issues

#### RECOMMENDATION

THAT this report be received for information.

In accordance with the 2005 Workplan submitted by the Advisory Committee on Diversity Issues to Council on March 17, 2005, the Committee has included three reports as appendices to the 2005 Annual Report. These reports are:

- Civic Youth Programs and Diversity Issues
- Planning for Diversity for 2010 Olympic Games
- Internationally Trained Professionals Mentorship Initiative

The Advisory Committee on Diversity Issues requests that the incoming Council be made aware of the recommendations contained in each of these reports.

#### CITY MANAGER'S COMMENTS

The City Manager submits the 2005 Annual Report from the Advisory Committee on Diversity Issues for information, noting the attached recommendations.

If the new Council supports the recommendations, the City Manager will recommend that these reports be referred to staff to review as these recommendations will impact on 2006 budget and departmental work programs.

## PURPOSE

To provide Vancouver City Council with a report on the activities of the Advisory Committee on Diversity Issues for the period of December 2, 2004 to October 13, 2005.

## BACKGROUND

The Advisory Committee on Diversity Issues was established by Council on December 11, 2003.

### *Objective*

The objective of the Advisory Committee on Diversity Issues (“Committee”) is to enhance access to full participation in City services for Vancouver’s diverse communities. The Committee is advisory to City Council. The mandate of the Committee is to work to enhance access to full participation in City services for Vancouver’s diverse communities, including the multicultural, Aboriginal and lesbian/gay/transgender/ bisexual communities, and to identify and suggest solutions to gaps and barriers that impede their full participation in all aspects of City life.

### *Terms of Reference*

The Committee:

- advises on matters which affect diverse communities and ensures that the full scope of issues is addressed, including, but not limited to:
  - providing input to civic departments in addressing racism and discrimination issues, e.g. hate crime, graffiti, civic rental policy;
  - addressing issues of concern, e.g. housing, youth and seniors, culture and recreation, and community outreach;
  - working with City staff on civic events which celebrate diversity, e.g. Cultural Harmony Awards, City Hall Lights Program, International Day for the Elimination of Racial Discrimination;
- contributes to City programs and policies to ensure that the needs of diverse communities are considered;
- views City programs and policies through a variety of lenses, including gender, racial origins, income levels, sexual orientation, age and levels of ability.
- works co-operatively with other civic agencies whose activities affect diverse communities;
- engages in outreach to the diverse communities to disseminate information and encourage participation;
- acts as a conduit for feedback from the diverse communities on civic matters affecting them;
- acts as a resource for staff doing public involvement processes in diverse communities, e.g. civic elections and Community Visions;
- supports groups endeavouring to initiate and develop projects to assist diverse communities;
- attends City-sponsored public forums to provide information on City programs and receive public input on diversity issues;

- produces an annual work plan with specific objectives by no later than March of each year, in consultation with its Council and staff liaisons, for distribution to Council and civic departments for information;
- submits an annual report to Council describing its accomplishments for the year, including reference to each objective set out in the work plan and any arising issues to which the Committee has responded.

#### 2005 Committee Membership:

- Rejoice Anthony
- Tahirih Danesh (resigned)
- Barbara Downs
- Clyde Duncan
- Saeed Dyanatkar
- Klisala Harrison
- Jackie Haywood
- Dr. Victoria Marie, o.s.c.
- Maureen Mochuk
- Erwin Nest, Chair
- Olga Shcherbyna, Vice-Chair
- Aaron Sihota
- Emese Szúcs
- Holly Turner
- Stan Williams
- Lawrence Woo

#### *LIAISONS*

Councillor Jim Green, City of Vancouver  
 Commissioner Loretta Woodcock, Vancouver Park Board  
 Trustee Allan Wong, Vancouver School Board

#### *STAFF LIAISONS*

Rajpal Kohli, Equal Employment Office  
 Baldwin Wong, Social Planning

#### *MEETING COORDINATOR*

Diane Clairmont, City Clerk's Office

#### DISCUSSION

##### 1. Guest Presenters

Names of Presenters	Subject
Tanya Marks and Sheryl Burns, Employment Sub-committee of Advisory Committee on Disability Issues	Requested collaboration with the Advisory Committee on Diversity Issues to work on challenges facing new immigrants with disabilities.
Sergeant Don Cayer, Diversity Relations Unit, and Sergeant Steve Rai, Recruiting Unit, Vancouver Police Department	Update on diversity within the Police Department and its recruiting process
Patrice Pratt, Project Coordinator, The Accessible/Inclusive Cities and Communities Project	2010 Vision for People with Disabilities: The Accessible/Inclusive Cities and Communities Project
Kevin Van Vliet and Bob McLennan, Solid Waste Management	Availability of information and brochure, "Plan for the Can", on new Garbage Containers in various languages.

Names of Presenters	Subject
Rae Ackerman, Director, Civic Theatres Paul Whitney, City Librarian, Vancouver Public Library	Status of the Civic Rental Policy regarding implementation and staff training.
Helen Cook, Project Manager and Ingrid Hwang, Planning Assistant, Transit Office	Vancouver - UBC Area Transit Plan
Chiho Chan, Riley Park Community Centre, Jorge Salazar; and Stan Williams, Redwire Native Youth Media Society	Youth Panel on Anti-discrimination and Racism Issues
Anka Raskin, Social Planner and Julianna Torjek, Civic Youth Strategy, Youth Outreach Team Coordinator	Youth Issues: Programs, mandates, policies and areas of responsibility related to youth regarding diversity
Booth Palmer, Child and Youth Coordinator, Vancouver Parks and Recreation	Parks and Recreations and the integration of various cultures
Sheila Davidson, Child and Youth Advocate and Caitlin Padgett, Youth Advocate Mentor	Work Plan for Child and Youth Advocacy
Cheryl Masters, Cultural Planner and Raymond Liens, Consultant	Scope of diversity work at the Office of Cultural Affairs

## 2. Significant Activities:

### *Outreach Joint Sub-Committee*

The Chair attended the Annual Joint Meeting of the Advisory Committees on Seniors, Disability Issues and Diversity Issues.

### *2005 Work Plan Implementation Sub-Committee and Task Forces*

The General Issues Sub-committee which was established in April 2004 was renamed the 2005 Work Plan Implementation Sub-committee to implement the Committee's 2005 Work Plan, consisting of three Task Forces to focus on these areas:

1. Access to City Services
2. 2010 Olympics, and
3. Anti-racism/Diversity Education for Youth

A fourth Task Force entitled, *Internationally Trained Professionals Mentorship Project for the City of Vancouver*, was established in April 2005 to develop recommendations for a mentorship program.

As part of the Work Plan, letters regarding diversity within the City's advisory bodies were sent to the Chairs of all City Hall Committees.

The 2005 Work Plan and the 2004 Annual Report were submitted to Council for the March 17, 2005 meeting of the Standing Committee on Planning and the Environment.

### *House of Commons Standing Committee on Citizenship and Immigration*

On March 10, 2005, the Committee agreed to form a Task Force to respond to the House of Commons Standing Committee on Citizenship and Immigration on the specific topics of the Citizenship Act, Recognition of the International Experience and Credentials of Immigrants

and Family Reunification issues. The brief on Foreign Credential Recognition was presented to Standing Committee on April 11, 2005. The briefs on the Canada Citizenship Act and Family Reunification were submitted to the Standing Committee in writing on May 15, 2005.

### *Mayor's Working Group on Immigration*

The Committee is represented on the Mayor's Working Group on Immigration (MWGI), set up in May 2005, by the Vice-Chair. The mandate of this group was to recommend key policy and program directions to Mayor and Council regarding immigration issues, to act as a reference group to advise on issues coming out of the Big City Mayors' working group and to set a context for Vancouver and its community partners to have a voice in the development of policies and programs related to immigrants and refugees.

### 3. Future Directions

#### *2005 Cultural Harmony Awards*

The 2005 Cultural Harmony Awards Sub-committee was established on February 10, 2005. Due to the election, there will be an awards presentation on November 23, 2005 in Council Chamber between 2:00 and 3:30 pm.

#### *2005 Work Plan Implementation Sub-committee*

The Implementation Sub-committee is attaching the following reports to the 2005 Annual Report for information of the Council, with a request to make the incoming Council aware of the recommendations contained in each of the Task Force reports:

- Planning for Diversity for 2010 Olympics
- Civic Youth Programs and Diversity Issues
- Internationally Trained Professionals Mentorship Initiative

### CONCLUSION

The foregoing information is presented to Vancouver City Council for information.

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TO: Standing Committee on Planning and Environment

FROM: Advisory Committee on Diversity Issues

SUBJECT: Report on Civic Youth Programs and Diversity Issues

The Advisory Committee on Diversity Issues (“Committee) requests that the incoming City Council is made aware of the following recommendations put forward by the Task Force on “Civic Youth Programs and Diversity Issues” based on their work with City Staff and other relevant bodies:

- A. THAT should the Advisory Committee on Diversity Issues be re-established, it be encouraged to continue the work initiated by the Task Force on youth issues.
- B. THAT the Vancouver City Council agree that the Advisory Committee on Diversity issues, if re-established, contact Vancouver School Board (VSB) with a view to nominate a representative of the Advisory Committee on Diversity Issues to act as a liaison to VSB’s Race Relations Advisory Committee and a representative to VSB’s Pride Advisory Committee.
- C. That Vancouver Police Department be encouraged to create a Youth Advisory Group with representation from Aboriginal, Lesbian Gay Bisexual and Transgendered (LGBT), Visible Minority, Immigrant and Refugee youth.
- D. That City staff be encouraged to continue to include and integrate issues and perspectives of Aboriginal, LGBT, Visible Minority, Immigrant and Refugee youth in their work plan to maximize their participation.

#### PURPOSE

The Advisory Committee on Diversity Issues, in its work plan, identified a focus on youth issues in context of multiculturalism and diversity as a priority. To that end, a Task Force was established to work with staff and the community to ensure that diversity issues are incorporated in all aspects of City’s work including Civic Youth Strategy. The Task Force is reporting back on its activities to City Council, and requests that Council receive this report for information.

#### BACKGROUND

The Advisory Committee on Diversity issues submitted its Work Plan to City Council on March 17, 2005 for information. The work plan focused on the following issues:

- Help existing municipal initiatives designed to increase youth in civic participation by enhancing their capacities to deal with diversity issues by helping them reach out to the broader community, and also, where appropriate, by advocating for them before Council;

- Build on existing community networks and resources to address diversity issues within the context of their activities directed at youth.

The Advisory Committee on Diversity Issues met with concerned City staff, and also received presentation from a youth group. The Committee's focus through the presentations was to find out how diversity in youth is recognized through various aspects of youth work being carried out in the City, how multicultural youth are being included, engaged and participating in the youth consultations, civic programming and decision making. It also focused on how information is being shared among various community/municipal groups; including workshops and other training programs targeting specific and diverse youth populations. The Committee focused on Parks and Recreation's strategy for youth development and the nature of youth workers' activities targeting multicultural youth.

## DISCUSSION:

Through the approval of Civic Youth Strategy ( March 1995), the City of Vancouver reaffirmed its commitment to work in partnership with youth in development, assessment and delivery of services having direct impact on youth and including youth in broad spectrum consultations. The City has invested significant resources in youth issues, programs and activities through the work of a Child and Youth Advocate, a Child and Youth mentor, a Child and Youth Social Planner, as well as a very active Youth Outreach Team (YOT) that engages youth through creative ways. The Parks & Recreation department also has a comprehensive youth development Initiative that builds opportunities for young people for social, athletic, recreational, cultural and artistic expression through sports and community activities

The members of the Task Force met with the City staff including Debbie Anderson and Anka Raskin, (Child and Youth Social Planners), Julianna Torjek, (Youth Outreach Team Coordinator), Sheila Davidson, (Child and Youth Advocate), Caitlin Padgett, (Youth Advocate Mentor); and Booth Palmer, (Child and Youth Coordinator, Vancouver Parks and Recreation) to present on City's current and future vision and programming for youth. The Child and Youth Advocate identified issues such Housing, Ministry of Children and Family Development changes, issues around youth and Police, specific issues faced by aboriginal youth, drug prevention, child care and others as key issues in her work plan. The Advisory Committee on Diversity Issues believes that it is very important to continue to integrate issues of immigrant/refugee, visible minority, LGBT and the aboriginal youth in her work plan. It is also very important to recognize and address the concerns of the immigrant parents, as problems experienced by them directly influence the welfare of their children. The Youth Outreach Team, Child and Youth Advocate and Mentor, Youth Social Planner and Coordinator, Parks & Recreation Youth Coordinator have youth as specific focus of their work. It is critical that dimensions of diversity continue to be included in all of their work.

The Committee also invited a youth panel (consisting of Chiho Chan, Riley Park Community Centre; Jorge Salazar; and Stan Williams, Redwire Native Youth Media Society) to present on issues relevant to young people in Vancouver. This group of young people had got together to discuss relevant issues in a series of focus groups, and had then presented recommendations from the focus group at a council function to commemorate March 21<sup>st</sup>: International Day for Elimination of Racial Discrimination (2005). In discussions with the youth panel, the Task Force was made aware of their concerns with regard to possible and perceived stereotyping and discrimination of aboriginal, LGBT, immigrant and refugee youth by some members of the Vancouver Police department. At present, a Diversity Advisory Committee advises Police Chief

in matters relating to diversity. The proposed Youth Advisory group that includes representatives from Aboriginal, LGBT, visible minority, and immigrant and refugee youth could function along the same lines.

The Committee also had the benefit of a presentation from Vancouver School Board Liaison, Trustee Allan Wong, with regard to the work plan of the Race Relations Committee. He reported to the Committee that in accordance with Vancouver School Board's Anti-Racism Work Plan, a number of anti-racism workshops were held at Vancouver Schools for teaching staff, students and parents. However the workshops were not well attended. The Advisory Committee on Diversity Issues believes that if it was possible to nominate a representative of this Committee to VSB's Race Relations Advisory Committee, and also to VSB's Pride Advisory Committee, it would be able to bring new diversity perspectives in the future development (content, strategy to deliver) of Vancouver School Board's anti-racism workshops. It is also the Committee's view that a member from this Committee, being familiar with City's strategic priorities, and its extensive focus on diversity, will be able to bring a holistic perspective to the table, and be able to assist in development of Vancouver School Board's strategies to combat racism and discrimination.

#### CONCLUSION:

In conclusion, The City of Vancouver continues to invest significant resources to include youth perspectives in civic programming and decision making. With the ever increasing diversity in the City of Vancouver, the concerns of diverse and multicultural youth need to be front and centre in each and every program initiative undertaken by City staff.

The Task Force on Youth Issues will continue to work on their mandate until the end of the term of the present Advisory Committee on Diversity issues. It is hoped that should the Advisory Committee on Diversity Issues be re-established, it will continue to make youth issues a priority.

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TO: Standing Committee on Planning and Environment

FROM: Advisory Committee on Diversity Issues

SUBJECT: Planning for Diversity for 2010 Olympic Games

The Advisory Committee on Diversity Issues (“Committee”) requests that the incoming City Council is made aware of the following recommendations put forward by the Task Force on “Planning for Diversity for 2010 Olympic Games” based on their work with City Staff and other relevant bodies:

- A. THAT the City of Vancouver continue to emphasize the significance of diversity issues and inclusiveness for the 2010 Olympic Games.
- B. THAT the City of Vancouver continue to promote and support dialogue and consultation among key stakeholder groups, including 2010 organizing groups and Vancouver’s diverse communities, in regard to preparation and planning for the 2010 Olympic Games.
- C. THAT issues pertaining to participation and access to the 2010 Games by Vancouver’s diverse communities be considered as a priority, and be brought forward for further discussion with 2010 organizing groups, including VANOC and LegaciesNow, by city delegates to those organizations.
- D. THAT should the Advisory Committee on Diversity Issues be re-established, it be considered as a conduit and/or forum by City staff and other interested groups in addressing diversity issues related to the 2010 Games.

#### PURPOSE

The purpose of the report is to recommend ways for the City to address diversity-related issues for the 2010 Olympic Games.

#### BACKGROUND

The City of Vancouver is one of the two host cities for the upcoming Winter Olympic Games in 2010. The City is a key player in preparation for the 2010 Games and is involved in a large number of projects and developments related to the 2010 Games. Although the 2010 Games will offer a number of benefits to the city, care must be taken to ensure that all Vancouver residents have the opportunity to contribute to, and benefit from, the planning and developments of the Games in the foreseeable future.

Accessibility, inclusion and cohesion are among the key factors during the organizing phase of the Games. While the Vancouver Bid took essential steps in ensuring the above factors are in place, now is the time to implement the proposed plans and policies in collaboration and consultation with communities and like-minded institutions and citizens who are committed to the celebration of Vancouver’s diversity.

While the Committee recognizes and commends the City of Vancouver on its efforts and involvement related to the planning of the Games, it believes that there is still a demonstrable need to improve communication and collaboration between Vancouver's diverse communities and the Games' organizing groups. The Committee, therefore, set up a 2010 Olympics Task Force with the goal of ascertaining key diversity issues for Vancouver in the planning of the 2010 Games and to make recommendations for Council's consideration.

## DISCUSSION

The 2010 Commitment Statement lays the foundation for 'sustainable socio-economic development in Vancouver's inner-city neighbourhoods, particularly in Downtown Eastside, Downtown South and Mount Pleasant.' The Statement also guarantees the incorporation of interests of various populations such as "aboriginals, women, youth, and people with disabilities, people of colour, immigrants and other groups".

Such a vision calls for a solid approach to sustained participation by a wide range of citizens in all aspects of development over the next number of years. During consultations with Legacies Now and VANOC, members of the 2010 Task Force was pleased to learn that key areas of the Commitment Statement have been, or will be, addressed by these organizations. In the area related to participation by communities such as immigrants/newcomers, gays and lesbians, faith groups, and visible minorities, for example, VANOC is in the process of considering strategies and opportunities to further consult with those communities in the near future. Collaborative efforts with the City can be considered. It is hoped that 2010 organizing groups will continue to engage in dialogue and consultation with the City, the Committee, if re-established, and members of diverse communities in addressing issues related to diversity in the City of Vancouver.

The Task Force has identified the following as some of the key areas regarding diversity worthy of consideration by the 2010 Games organizers:

- To provide enrichment programs for children and youth among marginalized groups or communities to enable them to use the Games as an opportunity for increased social participation;
- To ensure representation and participation of diverse communities in services and programs associated with the 2010 Olympics;
- To ensure equitable employment opportunities for members of all communities, including immigrants/newcomers, first nations, gays/lesbians, and visible minorities;
- To encourage inter-municipal collaboration which will balance the impact of the Games on diverse populations in all geographic areas in Greater Vancouver;
- To convey clear messages to international visitors concerning Vancouver's respect for diversity including gay/lesbian rights;
- To consider adopting diversity-related themes in communications and marketing strategies such as: City Street Banner Program, multilingual publications, diverse media advertising, presentations, Murals, etc.

## CONCLUSION

Although the 2010 Commitment Statement provides the principles for inclusion and a sustainable socio-economic development, the Advisory Committee on Diversity Issues

acknowledges the need for more in depth and participatory consultation with diverse communities in order to achieve goals set in the Statement. The Committee strongly recommends that organizing parties actively continue consultation with Greater Vancouver's diverse communities.

The Committee has identified some of the issues concerning diversity that could be considered by 2010 organizing agencies and has offered to work in collaboration with City staff and those agencies.

The Committee has contacted organizing agencies such as VANOC and LegaciesNow and has established ongoing liaison relationship with these groups. The Committee believes that maintaining contact with these organizing groups would eventually help to reach a more inclusive planning process for the 2010 Games.

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TO: Standing Committee on Planning and Environment

FROM: Advisory Committee on Diversity Issues

SUBJECT: Internationally Trained Professionals Mentorship Initiative

The Advisory Committee on Diversity Issues (“Committee”) requests that the incoming City Council is made aware of the following recommendations put forward by the Task Force on “Internationally Trained Professional Mentorship Initiative” based on their work with City staff and other relevant bodies:

- A. THAT Council endorse the development of a mentorship project for immigrant professionals. The project will provide an excellent opportunity for immigrant professionals to gain access to networking opportunities in their field and insights about employment in their profession and for city staff to develop coaching and leadership skills.
- B. THAT the City identify and engage internal and external champions to lead the project. Based on research that was conducted on the success of other mentorship projects (such as the Profession to Profession project at the Toronto City Hall), an established commitment of senior staff and employees as well as community agency partners is essential.
- C. THAT the City take a leadership role in promoting the concept of mentorship projects to other employers in Vancouver. The City is already recognized as having a diverse and varied work force. Its commitment to equal employment opportunity may be furthered and strengthened by its exemplary creation of a mentorship project; an example that could be then emulated by other businesses in the community.
- D. THAT the City pursue possible partnering opportunities with the provincial government to obtain funding and support for such a project. An Advisory Committee on Diversity Issues’ member has met with a representative of the provincial government who expressed interest and possible funding support for a mentorship project with the City of Vancouver.

#### PURPOSE

The purpose of this report is to propose the development of a mentorship project for immigrant professionals and outline the research and recommendations of the Advisory Committee on Diversity Issues regarding this proposal.

#### BACKGROUND

In the fall of 2004, information was presented to the Committee with suggestions of how the City could play a facilitator/leadership role in initiating bridging programs to assist immigrant professionals overcome barriers of unemployment or underemployment. As a result, the Committee undertook a number of discussions as well as research on how the City of

Vancouver could be more proactive in addressing specific issues of immigrant residents. Information was presented by, the president of EASI (a provincial alliance of stakeholders addressing immigrant employment issues in the province) and the president of SITE BC (the Society of Internationally Trained Engineers of BC).

1. The Task Force researched other initiatives that have been endorsed by municipal government bodies across the country. Examples include:
  - The City of Quebec- developed a work placement program for new immigrant youth
  - The City of Calgary- acts as a partner with the Calgary Chamber of Commerce in a number of immigrant employment initiatives
  - The City of Toronto- maintained an active role in the regional initiative TRIEC and took a leadership role by hiring interns from the Career Bridge program (internship program for immigrant professionals)
  - The City of Toronto-also initiated a mentorship project, “Professional to Professional”, where City staff members from a variety of departments are matched with skilled immigrants
  
2. The Task Force reviewed a number of mentorship projects that have already been established in Vancouver and discovered that a common and prevalent issue was a chronic shortage of professional mentors (despite long waiting lists of immigrant professionals who met all eligibility requirements). Programs included Surrey Delta ISS, Mentorship for Immigrants, and SUCCESS, Mentorship for Immigrant Professionals.
  
3. The Task Force researched other successful models of mentorship projects including one currently offered by the City of Toronto.
  - The City of Toronto developed a mentorship project in 2004 as a joint initiative of the City’s Employment Equity Unit and the Diversity Management and Community Engagement Unit.
  - The project was implemented in several departments and, in the first phase, approximately 30 immigrants were matched with City staff as mentors and mentees. Due to its success, the project was expanded in 2005 to include more than 6 departments and more than 50 mentees were matched with local professionals. Staff from different sectors have taken part in the project and include engineers, accountants, computer specialists, planners, policy specialists, social workers and human resources professionals. The project has been a tremendous success and as stated by Shirley Hoy, Chief Administrative Officer: “We are hoping that the City’s mentoring program will serve as an example to other employers in Toronto and encourage them to set up similar programs.”

The City of Toronto developed a series of fact sheets covering the benefits of and steps to implement mentorship projects for internationally trained professionals in municipalities
  
4. A Task Force representative met with a number of City staff who expressed support for the idea of launching a mentorship project for internationally trained professionals (ITPs) and suggested a number of potential ways of assisting immigrants to overcome employment barriers. City staff included: Mike Zora, General Manager, Human Resources; Baldwin Wong, Multicultural Planner, Social Planning; Rajpal Kohli and Doug McNicol, Advisors, EEO Program; Councillor Jim Green and Geoff Meggs,

Executive Assistant to the Mayor. Additionally, preliminary consultations were held with staff from other departments, e.g. Engineering Services.

#### DISCUSSION

As a successful model has already been developed and implemented, the creation of a mentorship project would be both time and cost efficient and its implementation would likely present many benefits to all parties involved. There are many documented benefits of implementing a mentorship project as a municipal organization. Such benefits would directly and positively impact all participants including City staff, immigrant professionals and the City of Vancouver as an exemplary leader.

#### CONCLUSION

The City of Vancouver already has many supports and services that support the recognition and integration of immigrant residents. However, as is being addressed nation wide by all levels of government, the effective utilization of immigrants within the labour force will soon be imperative as impending labour shortages become more apparent. By continuing to support services that encourage valuable information sharing, such as a mentorship project, the City of Vancouver can further its commitment to supporting the full participation of its immigrant residents in all aspects of City life.

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