

HRM Women's Advisory Committee

April 1, 2021



Our Vision

A community where all
can belong and grow

Our Mission

Helping immigrants build
a future in Nova Scotia



Mi'kma'ki - Land of the Mi'kmaq

We acknowledge we are on unceded traditional Mi'kmaq territory and we are grateful for the Peace and Friendship treaties. At ISANS, as we work to settle newcomers to Nova Scotia, we honour and respect the Indigenous people of this land. We are all Treaty people.

ISANS STRATEGIC PLAN

Vision:



A community where all can belong and grow.

Mission:



Helping immigrants build a future in Nova Scotia.

Collaboration Diversity Respect

Inclusion Innovation Accountability

Our Priorities

Empower Immigrants



Immigrants have the skills, knowledge, and confidence to succeed.

- Develop and implement innovative approaches to respond to ISANS current and potential client profile.
- Undertake a redesign of ISANS programs and services to promote client autonomy and cross-team communication.



Value & Support Our Staff

Staff has the resources and information to excel. We embrace and live our values.

- Create a workplace that focuses on staff engagement, learning, flexibility, and wellness.
- Ground our everyday actions and decision making in our values.
- Invest in both communication and information management systems to ensure we have the tools and resources we need to do our work.



Engage Partners and Community

Our partners and the community have skills, knowledge and commitment to support immigrants.

- Redefine strategic alliances that directly increase and improve immigrant settlement support and outcomes.
- Increase the capacity of organizations, employers, and volunteers to support immigrant integration.

Champion a More Welcoming & Inclusive Province



More immigrants come and choose to stay in Nova Scotia

- Enhance the public dialogue on immigration through a proactive communication strategy that includes research and story-telling.
- Capitalize on opportunities to influence immigration policy.
- Develop a comprehensive approach in support of Atlantic immigration initiatives.
- Collaborate to address systemic issues facing immigrants, such as affordable housing, accessible healthcare and poverty.



ISANS Today

- Celebrated our 40th anniversary last year
- Served over 10,000 clients in last fiscal year
- Almost 300 staff coming from over 60 different countries and speaking over 70 languages
- Deliver programs on-line, in-person and in blended format for many years – pioneered virtual delivery and pre-arrival programs
- Adapted to COVID through our experience and commitment to service to our clients

GET SETTLED

1826

Unique Settlement Clients Served

474

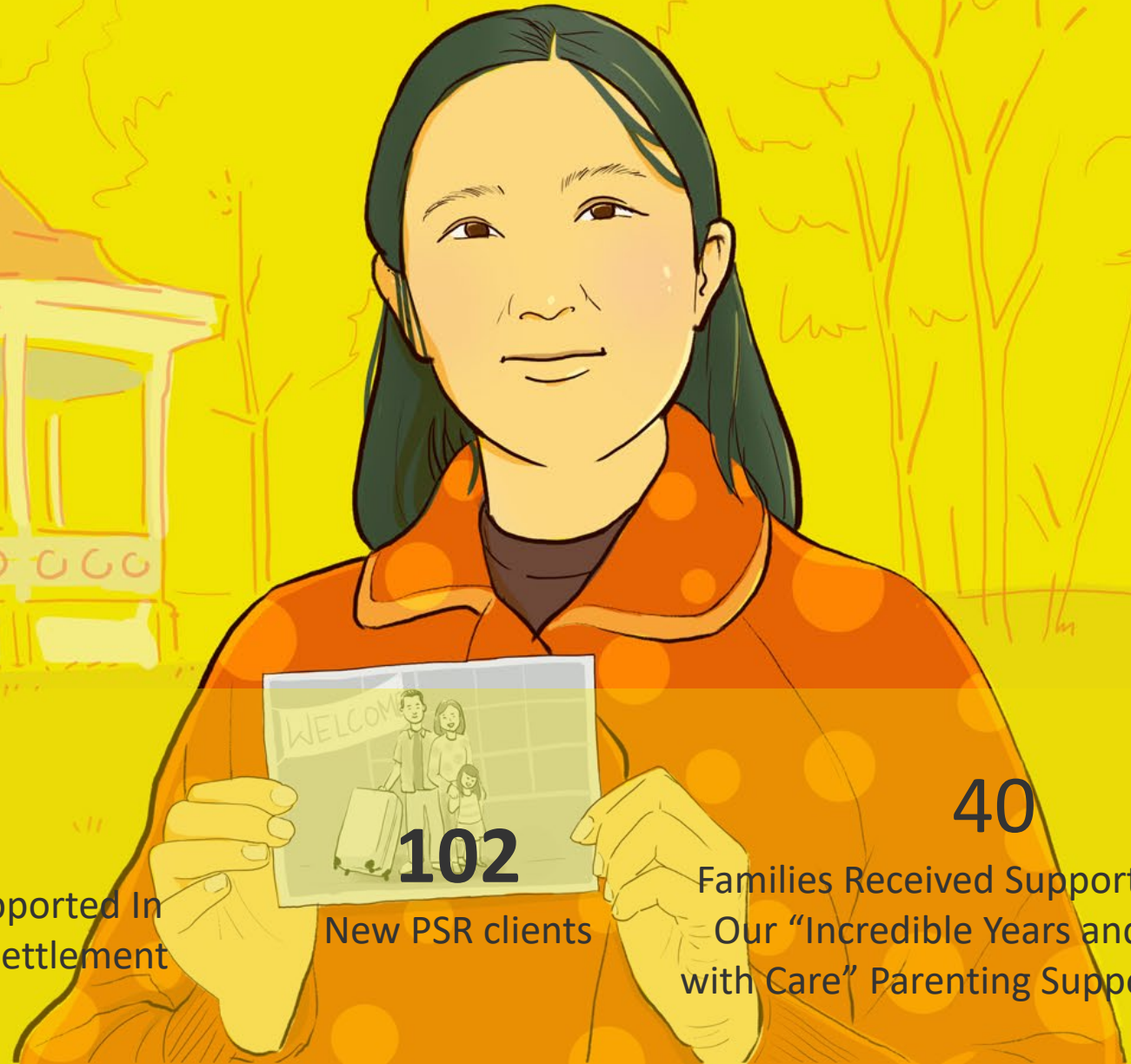
GARs and PSRs Supported In Their First Year of Settlement

102

New PSR clients

40

Families Received Support Through Our “Incredible Years and Handle with Care” Parenting Support Groups



LEARN ENGLISH



4000+

Participants in
Language Programing

3300+

Participants Enrolled
in Face to Face Classes

3000+

Unique clients

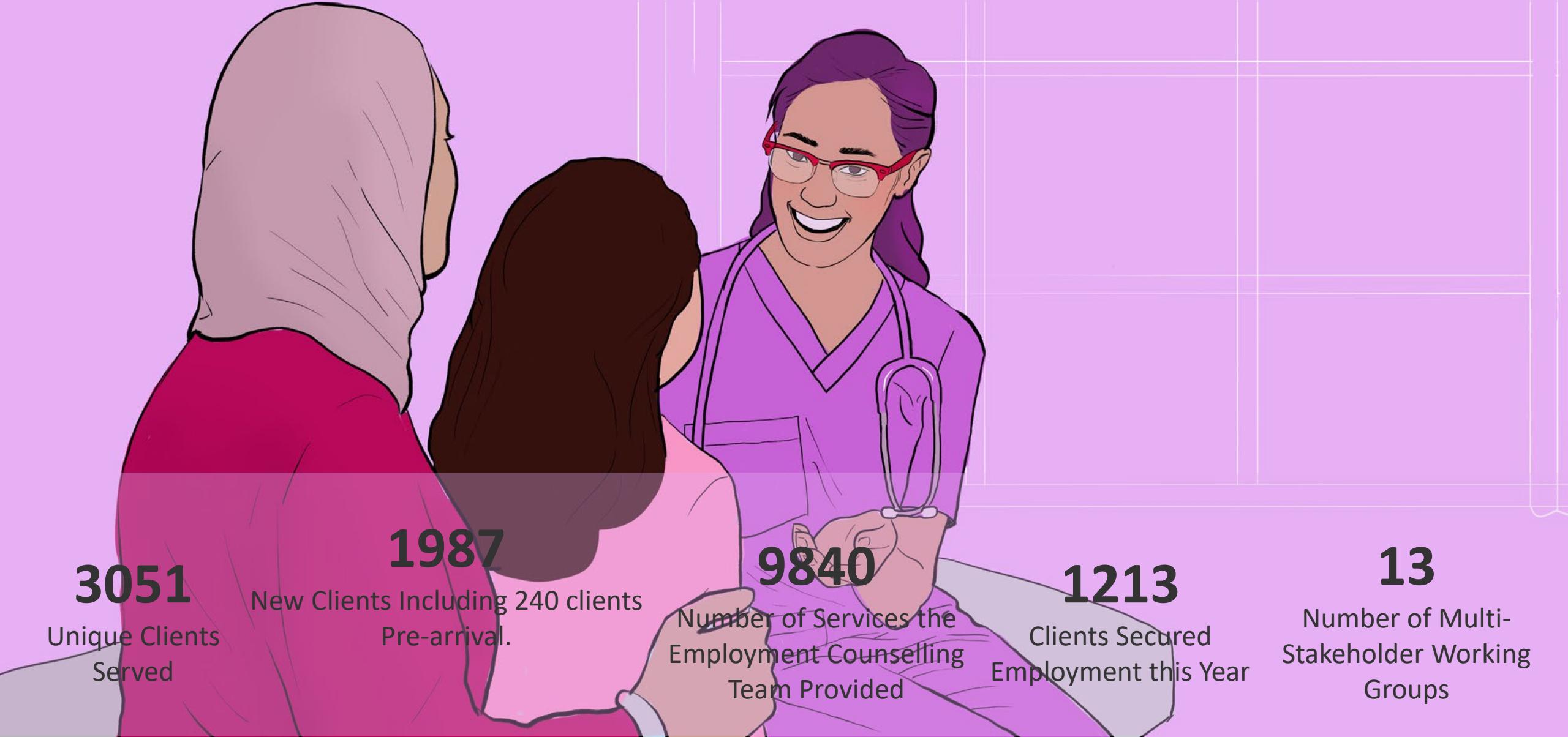
20+

Specialized Programs

2000+

Referrals Processed

FIND EMPLOYMENT



3051

Unique Clients Served

1987

New Clients Including 240 clients Pre-arrival.

9840

Number of Services the Employment Counselling Team Provided

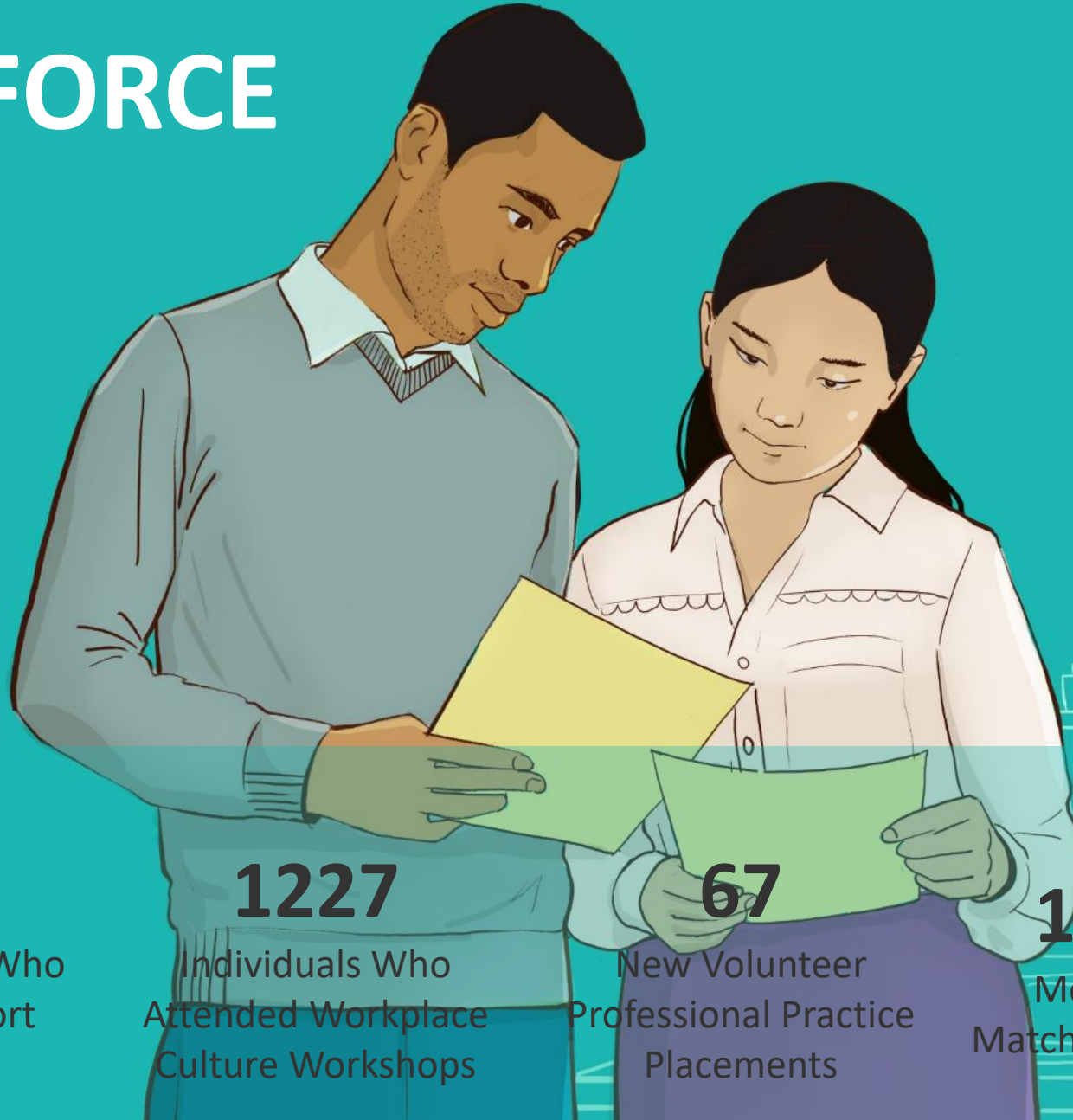
1213

Clients Secured Employment this Year

13

Number of Multi-Stakeholder Working Groups

DIVERSIFY YOUR WORKFORCE



2584

Number of Employers Who
Used Employer Support
Services

1227

Individuals Who
Attended Workplace
Culture Workshops

67

New Volunteer
Professional Practice
Placements

185

Mentor
Matches Made

900+

Rural Employers Supported
or Connected With

DO BUSINESS

485

New Business Clients

1944

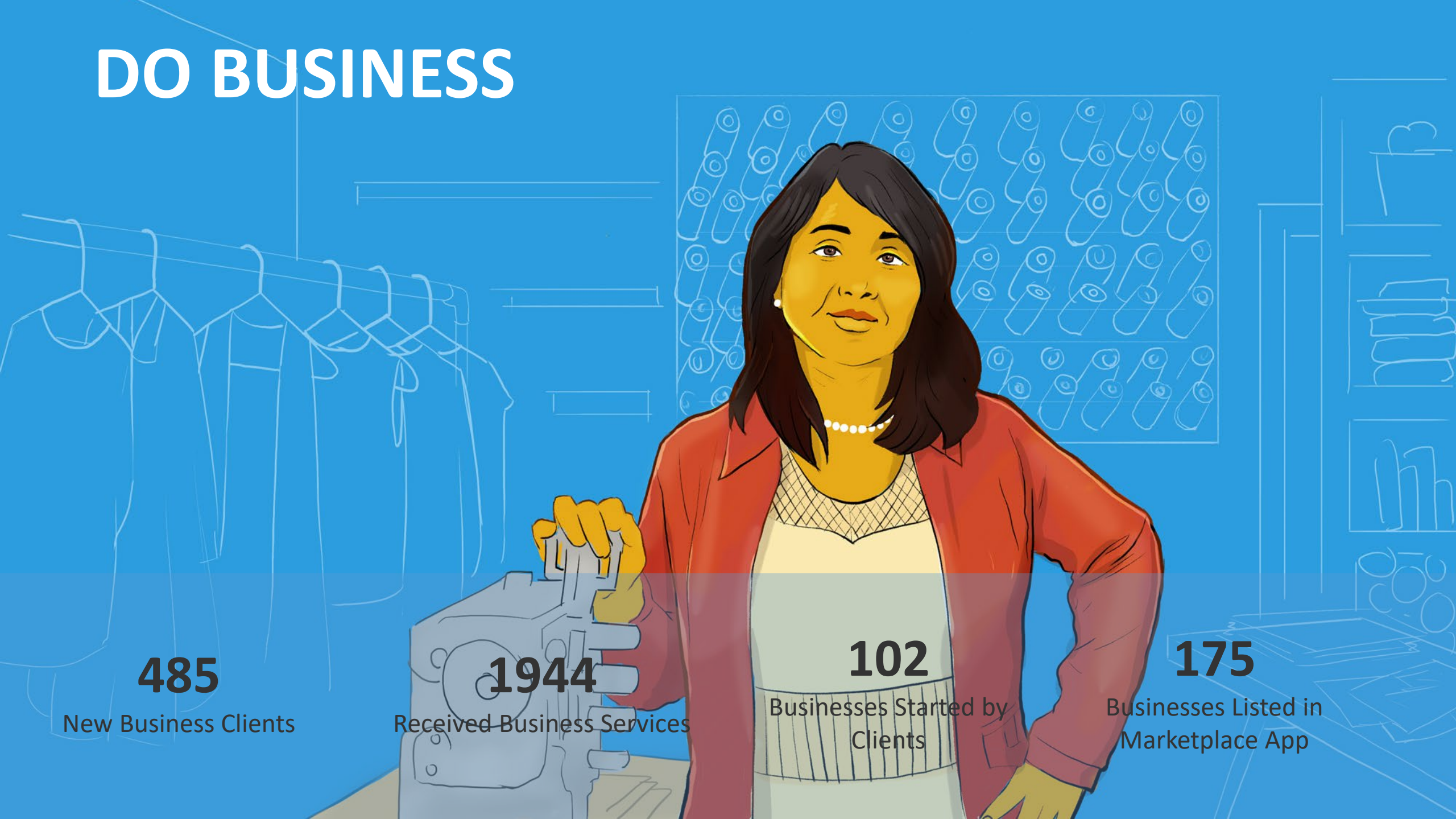
Received Business Services

102

Businesses Started by
Clients

175

Businesses Listed in
Marketplace App



CONNECT WITH COMMUNITY



1347

Clients Participating
in Orientation
Sessions

258

Sessions Offered by
Orientation



140

Families Served
by Community
Gardens

34

Partners and
Organizations

516

Community
Connection
Participants

143

Activities for
Community
Connection

DISTANCE AND ONLINE



485

International Cities ISANS pre-arrival clients live in

101

ISANS clients live in over 101 Nova Scotian Communities

4000

Clients who used our online Services Both Pre-Arrival and in Canada

ISANS Empowerment Approach

- Based on adult education principles
- Uses a trauma and resilience-informed framework grounded in an understanding of and responsiveness to the impact of trauma
- Engages an Equity, Diversity and Inclusion lens
- Strengthened by a case management approach
- Grounded in partnerships



A thick yellow line starts from the left edge of the page, extends horizontally across most of the width, and then curves downwards and to the right, ending in a vertical line that goes off the top edge of the page.

COVID Impacts on Women



Impact of pandemic on workers is profound – particularly for women

School and daycare closures, lack of daycare options generally

Crisis in long term care delivery programs

Stress for women patching together childcare options, home-schooling

Elder care

Women's Work

Traditional five Cs of work: caring, cashiering, cleaning, catering and clerical work (Canadian Women's Foundation)

First 6 months of pandemic saw women's employment drop from historic high to lowest level in 30 years

Areas of work for women

- higher rates of infection and death
- greater job loss and less job recovery

Immigrant Women's Work Experience

COVID-19 impact on immigrant or racialized women – bigger negative impact

20% women in Canada today are born outside of the country – 30% in 2036

Lack of data on race makes it hard to quantify

Immigrant women have higher rates of drop of employment than Canadian born men, Canadian born women and immigrant men

Many professional and educated immigrant women in entry level jobs, so even previous training and skills do not protect them

Access to Technology

Access to technology tools and platforms

Digital literacy – even with technology cannot navigate to use

Access to internet

Competing interests in home for technology – kids first



Mental Health

Pandemic triggers past experiences of scarcity and/or war

Compounded social isolation – no close family and friends

Increase in racism and xenophobia

Importance of “Friendship, solidarity and respect”

Gender Based Violence

Parallel epidemic of increased violence against women and girls

Lock downs and social isolation increasing tension within immigrant families

Resilience of Immigrant Women

Know dislocation, scarcity and rapid changes in lives

Adapted and innovated in response to huge changes in their lives and communities

Know how to start again

Strong sense of community





Ways Forward: Supporting Women's and Diverse Women's Leadership

Women's equal representation and DIVERSE women's representation in leadership (Federal Government's 50/30 campaign)

Diverse leadership creates innovation and creativity in problem solving, organizational effectiveness and financial performance

Diverse leaders make decisions that reflect and strengthen diverse communities

Intersectionality leads to enhanced diversity

Using the Lens of Immigrant Women's Experience

Affordable Housing


Prevention of Gender Based Violence Programs

Childcare Services

Public Spaces

Recreation Programs and Sport





Physical Activities and Recreation for Newcomer Girls and Women

Settlement issues take priority

Access to dedicated girl and women only environments

Physical literacy – flexibility, fun and safety

Childcare

Transportation

Lack of information on facilities, gyms, community centres

Engaging parents and guardians

Recruiting newcomer girls and women in leadership

Engaging Newcomer Girls & Women: Physical Activity & Sport Handbook | Canadian Women & Sport
(womenandsport.ca)



Programs Supporting Women at ISANS

- Visible Minority Newcomer Women at Work Project with a focus on professional women
- Gender Based Violence training for staff and specific supports for women experiencing gender based violence
- Stronger Together program to support “Healthy Relationships” with women and men’s groups – literacy friendly resources and spaces for conversations
- Women specific parenting and wellness support groups and services
- Developing a Family-Focus approach to programming
- Supporting women concerned about impact of racism on their children



Programs Supporting Women at ISANS

- Immigrant Women Entrepreneurship Program provides opportunity to develop and/or enhance current entrepreneurial skills on the road to becoming independent business owners
- ECE training program for newcomers to strengthen and diversify childcare services in the province
- Programs supporting LGBTQ2+ newcomer community
- Support women-only recreation programs
- Gender and trauma informed lens on program development that support women of all ages, all immigration categories, sexual orientation

References

- Andrea Doucet, Sophie Mathieu & Lindsey McKay, “Redesign parental leave system to enhance gender equality”.
<https://policyoptions.irpp.org/magazines/october-2020/redesign-parental-leave-system-to-enhance-gender-equality/>
- Ann Ferrer & Bessma Momani, “The Startling Impact of COVID-19 on Immigrant Women in the Workforce: Shutdowns led to greater and prolonged job loss for already marginalized Canadians, who deserve and will need more targeted training and reskilling”. <https://policyoptions.irpp.org/magazines/october-2020/the-startling-impact-of-covid-19-on-immigrant-women-in-the-workforce/>
- Ivy Lynn Bourgeault, “The missing voice of women in COVID-19 policy-making”.
<https://policyoptions.irpp.org/magazines/october-2020/the-missing-voice-of-women-in-covid-19-policy-making/>

The page features decorative elements consisting of colorful, abstract lines in the corners. In the top-left, there are teal and light green lines. In the top-right, there are teal and light green lines. In the bottom-left, there are purple, yellow, teal, and orange lines. In the bottom-right, there are purple, red, and teal lines.

Thank You

isans | Immigrant Services
Association of Nova Scotia