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NEW WESTMINSTER WELCOMING AND INCLUSIVE COMMUNITIES - WINS  
LOCAL IMMIGRATION PARTNERSHIP - LIP









# WINS-LIP COMMUNITY PLAN 2025-2028

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## TERRITORIAL ACKNOWLEDGMENT AND COMMITMENT TO RECONCILIATION

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The Lower Mainland Purpose Society is situated on the traditional, ancestral, and unceded territories of the Qayqayt First Nation and other Coast Salish Peoples, including: s̓q̓əci̓yaʔt̓ t̓əməx̓w̓ (Katzie), s̓c̓əwaθenaʔt̓ t̓əməx̓w̓ (Tsawwassen), Kwikwetlem, səliiwətaʔt̓ t̓əməx̓w̓ (Tseil-Waututh), S'ólh Téméxw (Stó:lō), Kwantlen, Stz'uminus, and x̓w̓məθk̓w̓əy̓əm First Nation.

We respectfully acknowledge the enduring presence, struggles, and contributions of Indigenous peoples, whose voices have long been excluded from Canada's public consciousness. This acknowledgment is not symbolic—it is a living reflection of our commitment to reconciliation.

Our understanding of reconciliation has been shaped by the teachings of individuals like Ernie Cardinal, Elder Alvin Kube, and the foundational contributions of former staff member Ruth Haney. Their storytelling, cultural knowledge, and lived experiences continue to guide our work.

We carry this responsibility by:

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- Building respectful relations with members of the Qayqayt First Nation, the Coast Salish Nations, and other Indigenous Nations across Canada whose insight and leadership continue to guide our work.
- Aligning our strategic development with the Truth and Reconciliation Commission’s Calls to Action, especially in public learning, cultural competency, and newcomer inclusion.
- Embedding Indigenous insight into our events, materials, and toolkits to center land, language, and healing.
- Welcoming recent arrivals as active participants in healing and recognition through GBA+ frameworks and local society learning

WINS-LIP work is guided to ensure that recent arrivals to Canada are not only welcomed, but also informed, encouraged, and invited to become allies in the ongoing work of healing and recognition.

## OVERVIEW

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The Welcoming and Inclusive New Westminster Local Immigration Partnership (WINS-LIP), coordinated by the Lower Mainland Purpose Society, connects people and organizations to assistance newcomer inclusion. Building on past strategies (2015–2025), the 2025–2028 plan expands focus to include financial and digital literacy, healing and recognition, and sensitive to past experiences assistances. Our goals include strengthening cross-sector relationships, amplifying newcomer perspectives, and promoting fairness and opposition to racial bias.

Our membership continues to bring together varied perspectives—service providers, institutions, Indigenous stakeholders, and recent arrivals themselves—to identify obstacles, share insight, and shape responses to current requirements.

As we look ahead to 2025 and beyond, WINS-LIP will focus on:

- Building and strengthen relationships across sectors to improve service coordination
-

- Supporting embracing diversity strategic development through local society involvement and local insight
- Amplifying newcomer perspectives and lived experience in decision-making
- Promoting fairness, opposition to racial bias, and healing and recognition in all areas of work
- Helping build systems that are inviting, responsive, and shaped by the people they serve.

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## ACKNOWLEDGMENT

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- We extend our heartfelt thanks to the members of WINS-LIP and those of the Strategic Planning Working Group and the dedicated volunteers who have helped shape WINS LIP's 2025 direction. Your time, insight, and commitment have been essential to building a more inclusive and welcoming New Westminster.
- From participating in the Wishes Restaurant activity to guiding our strategic vision, your contributions continue to inspire meaningful community change.

### **Members of the Strategic Planning Working Group include:**

- Volunteer community member: Teri Pitman, Cheryl Hewitt and Chiamaka Victory Egbue
  - Fraserworks
-

- Le Relais Francophone
- Holy Eucharist Cathedral
- The Lower Mainland Purpose Society
- New Westminster School District 40 Welcome Centre
- City of New Westminster – Planning and Development

To every volunteer and community member who lent their voice—thank you for being a vital part of this work.

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## OUR STORY

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### **VISION**

A diverse, inclusive and caring community where all feel a sense of belonging.

### **MISSION**

To work collaboratively and creatively to break down barriers, ease access to settlement-related services, promote social and economic equality, and develop opportunities for and with newcomers.

### **WHO WE ARE**

Welcoming Inclusive New West (WINS) Local Immigration Partnership Council is a collaboration of community members and service providers from key community and immigrant service organizations.

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## WHAT WE DO

Since 2007, WINS has dedicated its efforts to create a welcoming community that will have a positive impact on the outcomes of newcomers settling in New Westminster. Partners work collaboratively to make New Westminster a great place for newcomers to call home. Welcoming Inclusive New West (WINS) Local Immigration Partnership has been funded by Immigration, Refugees and Citizenship Canada (IRCC) since 2014. Local Immigration Partnerships (LIPs) are funded by IRCC to support community-based partnerships and newcomer integration and belonging.

## WHAT GUIDES OUR WORK

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### OUR SHARED PRIORITIES

**EASY ACCESS | EDUCATION & DIGITAL LITERACY | EMPLOYMENT | EQUITY | BELONGING | RECONCILIATION & INCLUSION | CULTURALLY SAFE, TRAUMA-INFORMED SUPPORTS**

- We work for equitable access and outcomes, applying GBA+ to reflect the many ways people experience the world.
  - We’re committed to reconciliation, listening to and learning from Indigenous voices, and recognizing their leadership.
  - We are guided by the dignity of each person, recognizing the unique strengths, needs, and stories of newcomers.
  - We’re learning how to communicate across languages, cultures, and digital barriers to ensure everyone have opportunities to integrate.
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### THE COMMUNITY WE WANT TO BUILD

**DIVERSE | INCLUSIVE | CARING**

- All people, no matter their diversity, feel safe and welcomed.
  - Belonging is something people experience, not just something we talk about.
  - There are good opportunities to access education, work, and supports that help people become part of the community and thrive.
  - Newcomers understand and are allies to Truth and Reconciliation and acknowledge the importance of place and the need to build communities that are connected to—and respectful of—the land and the Indigenous Peoples whose histories, rights, and wisdom continue to shape these territories.
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## HOW WE WORK

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**COLLABORATION | LEARNING | INTERSECTIONALITY | FLEXIBILITY | RECIPROCITY**

- We build partnerships that respect people's time, energy, and are respectful of their lived experience.
  - We identify and work to remove barriers to service access.
  - We create spaces and provide opportunities where people can lead their own journeys and feel a sense of agency.
  - We collaborate with care—bringing honesty, trust, and kindness into our relationships.
  - We keep reconciliation at the center, working to earn trust with Indigenous Peoples and communities.
  - We reflect often and adjust when we see we're missing the mark.
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**WHAT WE VALUE**

**FAIRNESS | INCLUSION | KINDNESS | CULTURAL RESPECT | COLLABORATION | TRUST**

- We value people feeling proud of who they are and where they come from.
  - We know that when people feel seen and secure, they are more likely to share their gifts and help build an integrated and thriving local society.
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**WHAT'S MISSING? / WHAT WE'RE STILL LEARNING**

**REPRESENTATION | ACCOUNTABILITY | BALANCE | OWNERSHIP | WELL-BEING**

- How do we better include voices we aren't hearing yet?
  - How do we hold ourselves accountable to real, lasting change, not just good intentions?
  - How do we balance urgent needs with long-term systems change?
  - How do we make space for rest, joy, and care—for ourselves and the communities we serve.
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## NEW WESTMINSTER COMMUNITY PROFILE<sup>1</sup>

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### NEW WESTMINSTER AT GLANCE

- New Westminster is one of the fastest growing and most diverse cities in British Columbia. With a 2021 population of 78,916 and an estimated 85,000+ residents by 2025, the city continues to attract newcomers from around the world. Immigration is a key driver of this growth, shaping the city's social, cultural, and economic life.
- As of July 1, 2024, New Westminster's estimated population is 92,433 a significant 4.1% increase from the previous period. Next major update will come with the 2026 Census (scheduled for May 2026) and subsequent refined estimates from StatsCan.

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#### <sup>1</sup> Sources:

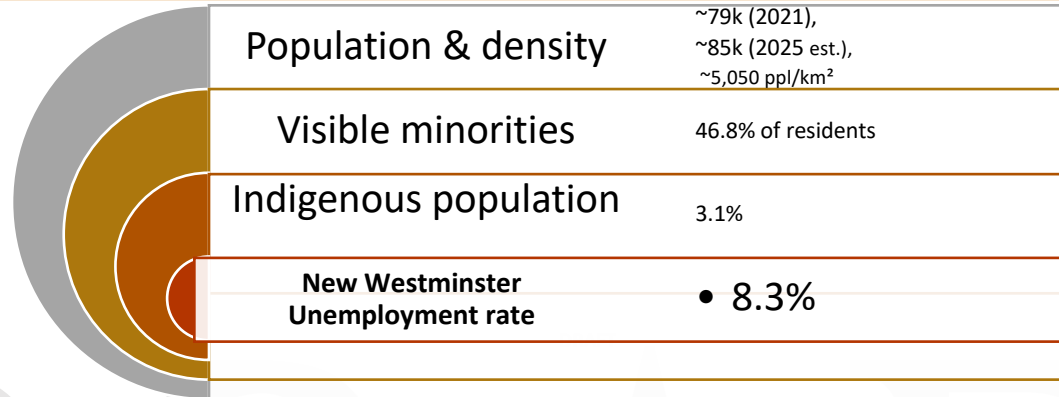
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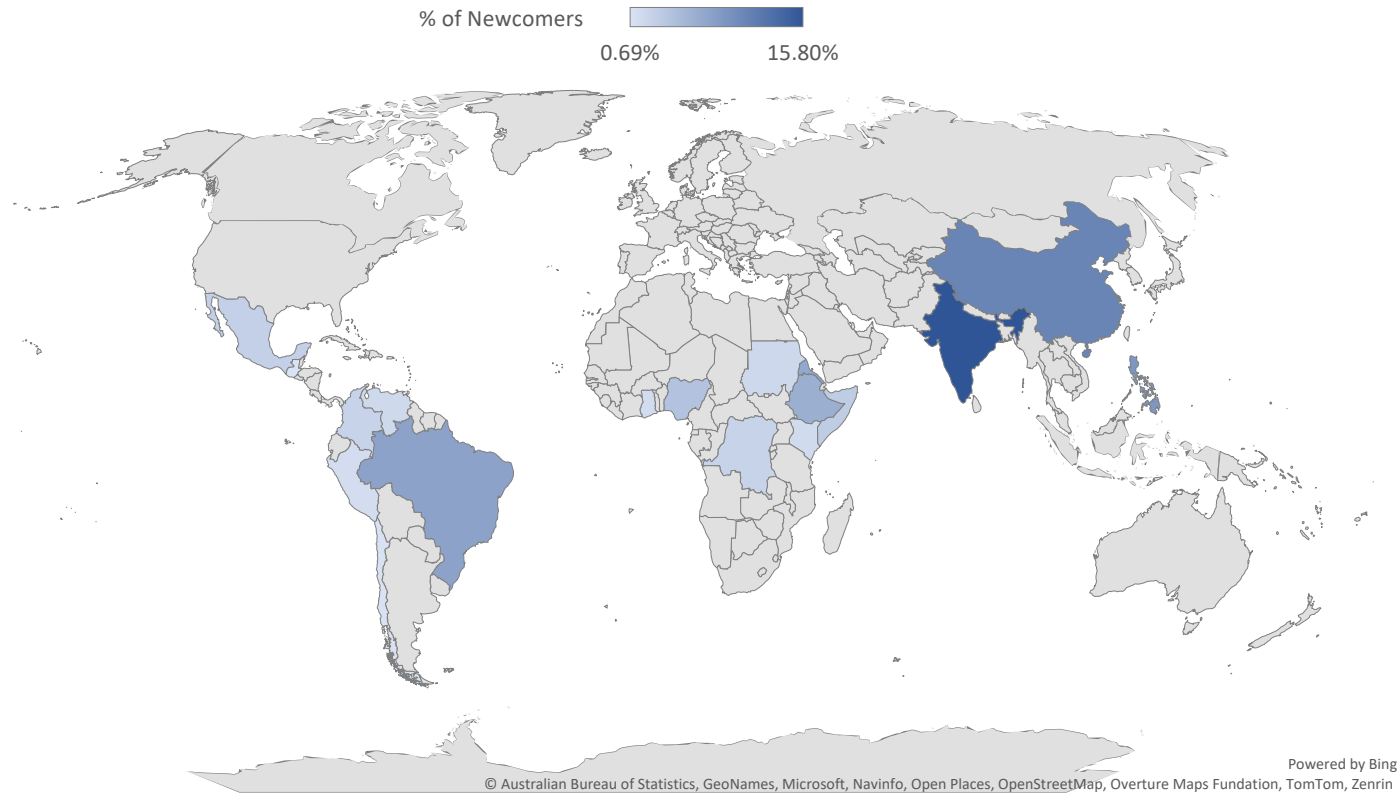


**Top Countries of Birth (Recent Immigrants)**

| Country     | % of Newcomers |
|-------------|----------------|
| India       | 15.80%         |
| China       | 10.70%         |
| Philippines | 8.80%          |
| Brazil      | 7.60%          |
| Eritrea     | 7.01%          |
| Ethiopia    | 6.22%          |
| Nigeria     | 4.15%          |
| Somalia     | 3.16%          |
| Mexico      | 2.66%          |
| Colombia    | 2.37%          |

| Country                          | % of Newcomers |
|----------------------------------|----------------|
| Democratic Republic of the Congo | 2.37%          |
| Sudan                            | 1.88%          |
| Venezuela                        | 1.78%          |
| Kenya                            | 1.58%          |
| Ghana                            | 1.48%          |
| Peru                             | 1.28%          |
| El Salvador                      | 1.09%          |
| Chile                            | 0.79%          |
| Guatemala                        | 0.69%          |

## NEWCOMERS TO NEW WESTMINSTER



### Diversity in New Westminster

46.8% of the population identifies as a visible minority, reflecting the growing diversity of the city. Indigenous Peoples make up 3.1% of the total population (~2,425 people), reminding us of the importance of centering reconciliation alongside welcoming newcomers.

Around 13% of immigrants are refugees or protected persons.

- This is slightly higher than the Metro Vancouver average, suggesting that New Westminster plays a key role in providing safe place for people fleeing conflict, persecution, or crisis.

- Refugees often need additional social, and settlement supports, indicating a responsibility for the community and service providers.

### Family composition

I couldn't find clear information, maybe ask Tristan

family composition among immigrants in New Westminster

national and regional trends indicate that many immigrants arrive as part of family units, and others as single individuals or couples without children, in New Westminster....

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### What's Happening in New Westminster?

To better understand local settlement trends, data from LIPData.ca<sup>2</sup> was accessed. The site offers detailed breakdowns by immigration category, enabling the identification of key demographic shifts across Canada—both by province and within individual municipalities.

#### Immigration Trends (2015–2023)

According to the information given, it is clear that New Westminster has seen a big increase in newcomers over the past decade: Permanent residents grew steadily, especially after 2018. In 2023, 1,260 people became permanent residents.

**Temporary residents** under the International Mobility Program rose from **95 in 2015 to 670 in 2023** — that's a 606% increase.

International students also increased, from 1,730 in 2015 to 4,140 in 2022.

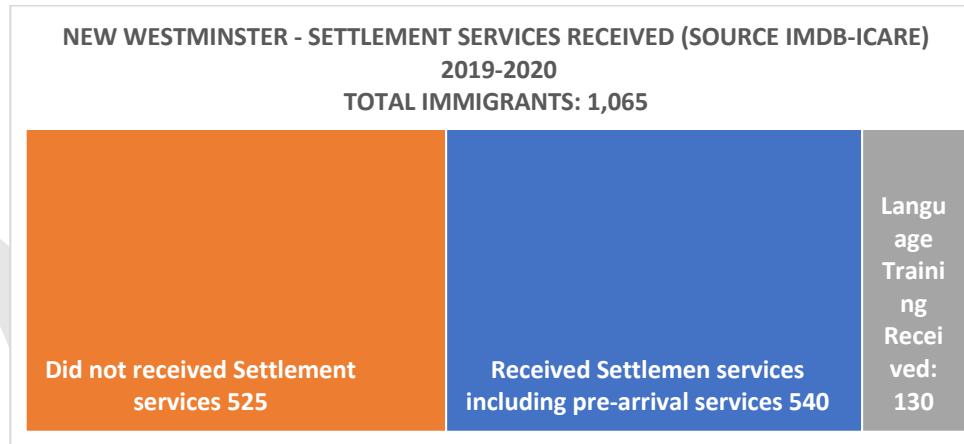
*This shows that New Westminster is becoming a more popular place for people to live, work, and study.*

### Settlement Services and Language Training

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<sup>2</sup> LIPData.ca. <https://lipdata.ca/>. Accessed 1 Aug. 2025.

In 2019–2020, just over half of the immigrants in New Westminster received settlement services, including pre-arrival support. However, according to these numbers, a significant portion—nearly 50%—did not access any services, and smaller percentage received language training. This might highlight both the reach and the gaps in local newcomer support.



### New Westminster Immigrants Gender Breakdown (2021)

Among immigrants: 285 were male, and 305 were female — a fairly even split.

### Settlement Patterns & Housing 🏠

Housing remains a challenge in Metro Vancouver.

New Westminster is a densely populated urban center (~5,050 people/km<sup>2</sup>).

Most newcomers settle in apartments or condos, reflecting the city's housing stock:

- 69.5% apartments
- 13.8% single-family homes
- Row houses and duplexes make up the remainder.

### Housing Conditions (2021)

In 2021 in New Westminster:

5,680 immigrants lived in overcrowded home.

7,505 immigrants spent more than they could afford on housing.

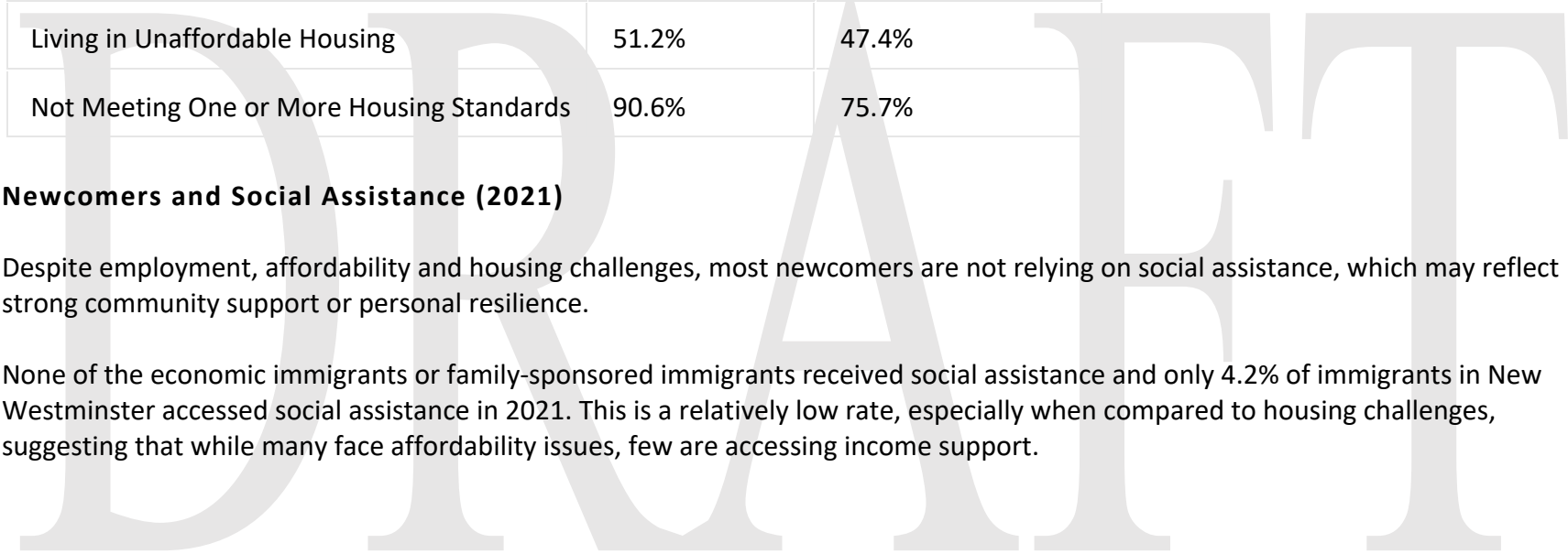
13,275 immigrants lived in housing that failed to meet at least one standard (repairs, space, or affordability).

| Housing Indicator                         | Immigrants (%) | Non-Immigrants (%) |
|---|----------------|--------------------|
| Living in Overcrowded Conditions          | 38.8%          | 25.2%              |
| Living in Unaffordable Housing            | 51.2%          | 47.4%              |
| Not Meeting One or More Housing Standards | 90.6%          | 75.7%              |

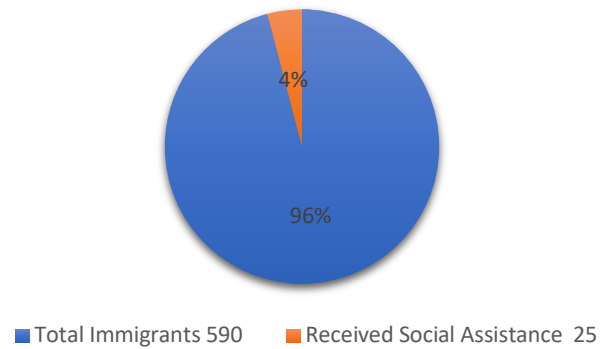
### Newcomers and Social Assistance (2021)

Despite employment, affordability and housing challenges, most newcomers are not relying on social assistance, which may reflect strong community support or personal resilience.

None of the economic immigrants or family-sponsored immigrants received social assistance and only 4.2% of immigrants in New Westminster accessed social assistance in 2021. This is a relatively low rate, especially when compared to housing challenges, suggesting that while many face affordability issues, few are accessing income support.



### 2021 New Westminster

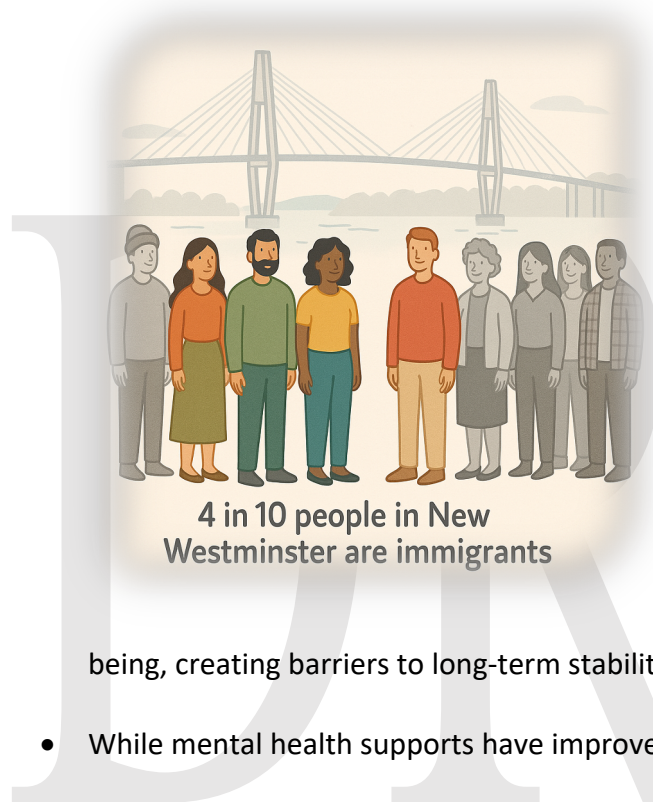


#### Economic Participation & Income

- Newcomers still face barriers to employment, including recognition of foreign credentials and language access, though the city offers growing opportunities in healthcare, education, retail, and the tech sector.
- Unemployment rate (city-wide): ~8.3%, but newcomer-specific rates are often higher (no detailed local immigrant employment data, but national trends suggest ~10–12% for recent immigrants).

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## What the Data Tells Us: Key Community Realities



1. 37.5% of New Westminister residents are immigrants—that’s nearly 4 in 10 people. 5,050 recent immigrants settled in New Westminister during the last census period. ***This proportion is higher than the national average (23.0% in Canada) and reflects the city's long history as a gateway for newcomers.***

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- New Westminister is one of the most immigrant-dense small cities in BC.
- Immigration patterns are shifting. While countries like China, India, and the Philippines remain important sources of newcomers, there are growing numbers of immigrants from Africa and Latin America.<sup>3</sup>
- Community services, programs, and spaces must reflect the languages, cultures, and lived experiences of all residents to create a true sense of belonging.
- Economic and housing pressures continue to challenge immigrant well-being, creating barriers to long-term stability.
- While mental health supports have improved, food insecurity and housing affordability remain critical concerns for many.
- There are information gaps around international students and temporary residents, but we know New Westminister is home to students at Douglas College and other institutions, adding to the population of young people and temporary workers.
- The community will increasingly need culturally safe, trauma-informed services, digital literacy support, and employment pathways, especially for newcomers facing complex barriers.

## Why This Matters for the Community Plan?

New Westminster continues to grow, this increases the pressure on housing. Thousands of residents are living in places that are overcrowded, unaffordable, or in poor condition.

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New Westminster's future is shaped by immigration. Creating a community where newcomers thrive means:

- Strengthening settlement and language services
  - Improving access to affordable housing and fair employment
  - Building relationships between newcomers, long-term residents, and Indigenous communities
  - And creating inclusive spaces of engagement and participation.
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## The Objective

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The purpose of this initiative is to continue addressing the ongoing need for a more coordinated, inclusive, and responsive community system that supports the successful integration of newcomers in New Westminster. In alignment with the client's priorities and the IRCC's strategic direction, this project aims to:

- Continue to foster a cohesive system where various local services work together effectively to assist newcomers in integrating into the community.
- Promote shared community understanding and coordinated planning efforts to ensure that local strategies reflect the diverse needs and strengths of the community.
- Improve coordination of services for immigrant settlement and integration, reducing duplication and enhancing accessibility.
- Enhance collaboration and inclusivity in service delivery by engaging both settlement and non-settlement partners.
- Advance IRCC priorities in GBA+, Equality, Anti-Racism, and Truth & Reconciliation through targeted capacity-building and inclusive planning.

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## The Opportunity - Planned Activities

Maintain an inclusive, representative partnership council.  
 Delivery: Online & In-person  
 Annual Quantity: 6 meetings a year (2025–2028)  
 Outcome: Increased awareness and collaboration among community partners.

Activity 1: Community Partner Engagement



Develop/strengthen a Community Plan based on needs and asset mapping.  
 Delivery: Online & In-person  
 Annual Quantity: 1 (2025–2028)  
 Outcome: Strategic planning to address service gaps and support newcomer integration.

Activity 2: Community Plan Development



Implement and evaluate a targeted action plan with measurable outcomes.  
 Delivery: Online & In-person  
 Annual Quantity: 1 (2025–2028)  
 Outcome: Monitor community impact and partner adherence to the plan.

Activity 3: Action Plan Implementation



Establish working groups (e.g., anti-racism, Indigenous-Newcomer connections).  
 Delivery: Online & In-person  
 Annual Quantity: 15 (2025–2028)  
 Outcome: Address specific community gaps and improve support for newcomers.

Activity 4: Ad-hoc Working Groups



Support inclusive service delivery through:  
 Sharing best practices and findings with other LIPs/ZIPs.  
 Organizing training (e.g., cultural awareness, anti-bias training, and community conversations).  
 Promoting IRCC priorities: Gender Equality, Anti-Racism, and Truth & Reconciliation.  
 Training on Gender-based Analysis Plus (GBA+) and intersectional approaches.  
 Delivery: Online & In-person  
 Community partners gain tools and knowledge to improve inclusivity and newcomer retention.

Activity 5: Community Partner Capacity Building – Knowledge Sharing & Training



Develop or identify tools to enhance service delivery, such as:  
 Partnership self-assessment tools  
 Collaboration metrics  
 Health indicators  
 Representation gap assessments  
 Annual Quantity: 6 (each year from 2025–2028)  
 Outcome: Strengthened tools for inclusive service planning and delivery.

Activity 6: Community Partner Capacity Building – Tools Development



Build community capacity to respond to emerging needs by:  
 Aligning local actors  
 Coordinating with direct service providers  
 Participating in cross-sector tables (e.g., housing, mental health)  
 Preparing for large-scale humanitarian arrival  
 Annual Quantity: 6 (each year from 2025–2028)  
 Improved local coordination and surge capacity for newcomer support.

Activity 7: Community Surge Capacity & Coordination










Join a Community of Practice (CoP) to support zone development.  
 Share best practices and nominate a Dedicated NAARS Service Provider (DNS).  
 Sign an MOU to support settlement plan portability.  
 2025–2026: 2. 2026–2027: 4. 2027–2028: 4  
 Outcome:  
 • Improved NAARS service management and efficiency.

Activity 8: NAARS Collaboration & DNS Transition



## A Spoon Full of Sugar - A New Westminster's WINS-LIP Approach - Actionable Opportunities

| From Wishes Restaurant   | Actionable Opportunity  | Description  |
|--|---|--|
|  <b>Newcomer Delight Salad</b>      | 1. Welcome Pop-Up: Community Connection Tables  | Temporary, informal spaces where residents can connect with local services and each other in welcoming, low-barrier settings.  |
|  <b>Belonging Omelet</b>            | 2. Belonging Initiatives - Conversation Circles Plus: From Small Talk to Community Action | Facilitated dialogue groups that evolve from casual conversations into collaborative community initiatives.  |
|  <b>Partnership Pasta</b>           | 3. Mentorship Circle Model  | A collaborative mentorship initiative where larger organizations informally support smaller ones through shared events, orientation sessions, and co-hosting opportunities. The model includes identifying and compensating local community connectors from diverse backgrounds (small ethnic organizations) to facilitate communication and resource sharing. It also involves creating a shared, accessible directory of services (via website and QR codes) categorized by community needs. LIP members rotate hosting orientation sessions, with a light commitment of 2–3 extra hours per event annually. |
|  <b>Collaboration Crostini</b>      | 4. Annual “Around the Table” LIP Member Tour  | A yearly event where LIP members visit each other’s organizations to build relationships and understand each other’s work.   |
|  <b>Capacity Building Casserole</b> | 5. Community-Led Learning Inventory & Workshop Series                                     | A series of workshops led by community members, based on a shared inventory of local knowledge and lived experience.   |
|  <b>Service Delivery Stir-Fry</b> | 6. Service Delivery Adaptation (including Survival Resource Guide Enhancement)            |  |
|  <b>Equality Éclair</b>           | 7. Implementation of the WINS-LIP Anti Racism Community Program 2025-28                   |  |

## Newcomer Delight Salad

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### **Welcome Pop-Up: Community Connection Tables**

A mobile outreach initiative to meet newcomers where they are—offering information, support, and a warm invitation to the Welcome Centre.

Frequency: 2-3 times per year

Duration: 2–3 hours per event

Locations: Rotate between

- Public libraries
- Parks or recreation centres
- Community festivals or farmers markets
- Shopping malls (if permitted)

#### **What It Includes**

- Multilingual staff or volunteers from at least two partner organizations
- Culturally relevant materials and translated resource guides from all partners
- QR codes linking to service directories, event calendars, and newcomer supports
- On-the-spot support: brief needs assessments, referrals, and warm handoffs-

**Welcome Centre Passport:** newcomers receive a small prize or entry into a draw when they visit the Welcome Centre after attending the pop-up

#### **What's Needed**

- Partner coordination: Confirm 2–3 orgs per event (e.g. ISSofBC, MOSAIC, Purpose Society)
- Volunteer support: Multilingual greeters or cultural ambassadors
- Materials: Printed flyers, QR code signage, small giveaways (e.g. tote bags, snacks)
- Space booking: Library/community centre permissions or event partnerships
- Tracking: Simple sign-in sheet or digital check-in to track engagement and referrals
- Promotion: Social media, posters, and outreach through community networks

## Belonging Omelet

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### Conversation Circles Plus: From Small Talk to Community Action

A two-part model where volunteers from conversation circles co-host larger community activities—building confidence, leadership, and connection.

#### Step 1: Conversation Circles (Already Ongoing)

- Held weekly at the library
- Focus on English practice, cultural exchange, and building trust
- Volunteers (newcomers or community members) facilitate

#### Step 2: Community Activity Days (Quarterly or two times a year)

- Volunteers from the circles co-design with some Conversation Circle participants and co-host a particular, cultural activity with a much larger group – how to enjoy success?

#### Could include:

- Cultural storytelling or food recipes sharing
- Intergenerational games or crafts
- “Ask Me Anything” newcomer panels
- Held in the library’s larger meeting space or nearby rec centre
- Promoted as a celebration of newcomer voices and leadership

#### What’s Needed

- Library partnership for space and promotion
- Volunteer support and light training (e.g. how to host or co-lead)
- Translated materials and signage
- Simple planning tools (activity templates, sign-up sheets)

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## Partnership Pasta

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### Create a “Mentorship Circle” Model

A collaborative mentorship initiative where larger organizations informally support smaller ones through shared events, orientation sessions, and co-hosting opportunities. These could involve:

- Identify, connect and establish a bank of local community connectors representing different cultural backgrounds and languages who can facilitate communication and resource sharing. DRAFT
- LIP members rotate and host at least one orientation session for these groups to familiarize them with the available resources and services.
- With table members and identified groups, develop a shared directory of services accessible via website and QR codes, categorizing supports by needs (housing, mental health, language, etc.).
- Inviting smaller orgs to co-present or co-host larger organizations event

**Commitment:** 2–3 hours extra per event per year.

Frequency: 2–3 mentorship events per year

Duration: 2–3 hours per event

Locations: Rotating host organizations

#### What It Includes

Informal mentorship pairings between large and small orgs

Community connectors from diverse backgrounds to facilitate communication

Shared service directory categorized by needs (housing, mental health, etc.)

Co-hosted events and orientation sessions

#### What’s Needed

Identify larger organizations with capacity to mentor

Recruit and compensate community connectors (e.g., passes, vouchers)

Develop and maintain a shared directory (QR code access)

Light commitment from LIP members to host orientation sessions

Promotion and coordination support from WINS LIP

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## Collaboration Crostini

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### Annual “Around the Table” LIP Member Tour

Host a once-a-year, two-day tour for LIP members to visit and learn firsthand about each other’s services and teams.

Schedule visits to 6–8 member organizations in New Westminster and nearby areas, focusing on diverse sectors (settlement, health, cultural groups, and municipal services).

Use this tour to strengthen relationships, improve referrals, and share resources in person.

Encourage participants to engage in “meet the team” sessions, resource swaps, and reflective discussions to foster collaboration.

Use low-cost logistics such as shared transportation, light refreshments hosted by participating organizations, and volunteer documentation.

Measure success through participant feedback, new connections formed, and shared community stories.

**Frequency: Once per year**

**Duration: Two-day tour**

**Locations: 6–8 member organizations across New Westminster and nearby areas**

#### **What It Includes**

“Meet the team” sessions and resource swaps

Reflective discussions and experience sharing

Shared transportation and light refreshments

Information sharing (posters, brochures)

Feedback collection

#### **What’s Needed**

Scheduling and coordination of site visits

Participation from diverse sectors (settlement, health, cultural, municipal)

Low-cost logistics (transport, food, documentation)

Surveys to measure success

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## Capacity Building Casserole

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### Community-Led Learning Inventory & Workshop Series

A collaborative initiative where:

- WINS LIP member organizations present workshops to the table based on their unique expertise.
- Smaller ethnic organizations are invited and supported to present or co-facilitate, building visibility and connections in a safe, welcoming space.

Frequency: Flexible — as many workshops as feasible over 3 years

Duration: 1–2 hours per workshop

Locations: After WINS LIP meetings, partner spaces, or community centres

#### What It Includes

- Member-Led Workshops: Each WINS LIP member offers a session on their own area of expertise (e.g., housing, mental health, employment, cultural programming).
- Support for Smaller Organizations: WINS LIP provides a platform and light support (e.g., interpretation, honoraria) for small ethnic organizations to present or co-lead.
- Skills & Story Inventory: A simple intake tool to identify potential presenters and topics, and included in a Workshop List.
- Facilitator Support: Honoraria, transit, and in-kind contributions (e.g., food, printing) for smaller organization with limited capacity.
- Potential Partnerships: AMSSA, other LIPs, and cultural associations for mentorship and co-facilitation.

#### What's Needed

Intake forms or interview guides to identify presenters and topics.

Sources of funding to support smaller organizations when needed.

In-kind support from LIP members (space, printing, interpretation).

Outreach to small organizations to encourage participation.

Coordination and scheduling support from WINS LIP.

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## Service Delivery Stir-Fry

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### Enhanced Survival Resource Guide & Shared Tools

A coordinated effort to improve emergency service delivery through multilingual guides, shared tools, and umbrella partnerships.

Frequency: Ongoing updates and translation efforts

Duration: As needed during emergencies or seasonal reviews

Locations: Online and distributed through partner organizations

#### What It Includes

- Translated Survival Resource Guide
- Shared calendar of newcomer events (like Kids New West)
- Service Provider Spotlight profiles for WINS website
- Coordination with umbrella organizations (MAP, MOSAIC, 811)
- Support for climate and emergency preparedness

#### What's Needed

- WINS LIP support for funding and coordination
- Partner contributions to guide updates and translations
- Web support for calendar and spotlight uploads

## Equality Éclair

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Support the SPOKE New Westminster Anti- Racism Plan 2025-2028



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## Monitoring and Evaluation

| Activity/Opportunity                              | Description   | Frequency                    | Key Indicators   | Baseline  | Targets                                 | Next Steps                             | Lead                          |
|---|---|------------------------------|--|---|---|--|-------------------------------|
| <b>Activity 1: Community Partner Engagement</b>   | Maintain an inclusive, representative partnership council.  | Bi-monthly meetings (6/year) | Attendance %, # new partnerships, partner survey results       | 80% avg attendance, 3 new partnerships          | ≥75% attendance; ≥80% positive survey   | Schedule next meetings, send reminders | Partnership Table Coordinator |
| <b>Collaboration Crostini</b>                     | A yearly event where LIP members visit each other's organizations to build relationships and understand each other's work.                  | Annually                     | # of agencies visited, survey completions, referral tool usage | 1 tour, 60% survey completion                   | 1 tour/year, ≥80% survey completion     | Plan next tour, update contact list    | Partnership Table Coordinator |
| <b>Activity 2: Community Plan Development</b>     | Develop/strengthen a Community Plan based on needs and asset mapping.   | One-time (2025)              | Plan completion, stakeholder inputs, service gap closures      | Draft completed; at least 12 stakeholder inputs | 100% plan completion; 3+ gaps addressed | Collect feedback, finalize plan        | Community Planner Lead        |
| <b>New West WINS-LIP Community Plan 2025–2028</b> | A client-centered and responsive plan, informed by the WINS-LIP Wishes Restaurant Activity and collaboratively designed with input from the | One-time (2025)              | Plan completion, stakeholder inputs, service gap closures      | Draft completed, 12 stakeholder inputs          | 100% plan completion, 3+ gaps addressed | Finalize plan, collect feedback        | Community Planner Lead        |

| Activity/Opportunity  | Description   | Frequency                                  | Key Indicators  | Baseline   | Targets                                       | Next Steps                                | Lead                       |
|---|---|--|---|--|---|---|----------------------------|
|   | Strategic Planning Group.   |  |   |  |   |   |                            |
| <b>Activity 3: Action Plan Implementation</b>   | Implement and evaluate a targeted action plan with measurable outcomes.                       | Annual implementation (Dec), review (June) | Newcomer satisfaction %, program participation                  | 70% satisfaction, 200 participants               | ≥75% satisfaction; increase participation 10% | Collect survey data, adjust programs      | Action Plan Manager        |
|  <b>Equality Éclair</b>  | A multi-year anti-racism program with community education, storytelling, and systemic action. | Bi-annually                                | # of anti-racism initiatives, community feedback, equity impact | 1 initiative, 70% satisfaction                   | 3 initiatives/year, ≥80% satisfaction         | Launch next initiative, report outcomes   | Action Plan Manager        |
|  <b>Belonging Omelet</b> | Supports thematic and emergent working groups through inclusive community engagement.         | Bi-monthly                                 | # of sessions/events, participant diversity, feedback scores    | 6 sessions/year, 60% positive feedback           | 12 sessions/year, ≥80% positive feedback      | Train facilitators, plan inclusive events | Working Group Facilitators |
| <b>Activity 4: Ad-hoc Working Groups</b>  | Establish working groups (e.g., anti-racism, Indigenous-Newcomer connections).                | Monthly (15/year)                          | Meeting attendance, initiatives launched, feedback scores       | Avg attendance 60%, 5 initiatives launched       | ≥75% attendance; 80% positive feedback        | Plan next initiatives, engage members     | Working Group Facilitators |
| <b>5 Working Groups</b>   | Responsive, theme-based groups that address evolving community needs.                         | Monthly (15/year)                          | Meeting attendance, initiatives launched,                       | #members<br>Avg attendance 60%,<br># initiatives | ≥75% attendance, ≥80% positive feedback       | Plan next initiatives, engage members     | Working Group Facilitators |

| Activity/Opportunity   | Description  | Frequency                    | Key Indicators  | Baseline                                  | Targets                          | Next Steps                            | Lead                   |
|--|--|------------------------------|---|---|----------------------------------|---------------------------------------|------------------------|
|  |  |                              | feedback scores   |   |                                  |                                       |                        |
| <b>Activity 5: Capacity Building – Knowledge Sharing &amp; Training</b>  | Organize training and promote inclusive service delivery.  | Quarterly trainings (4/year) | Training attendance, competency improvement, feedback       | 40 attendees/training, 15% knowledge gain | 50 attendees; 20% knowledge gain | Plan next training topics             | Training Coordinator   |
|  <b>Capacity Building Casserole &amp; Partnership Pasta</b> | Peer-led workshops and informal mentorship between organizations to share lived experience and build capacity. | Quarterly                    | Training attendance, mentorship participation, satisfaction | 40 attendees/training, 15% knowledge gain | 50 attendees, 20% knowledge gain | Finalize topics, coordinate logistics | Training Coordinator   |
| <b>Activity 6: Tools Development</b>   | Develop tools to enhance service delivery (e.g., collaboration metrics, gap assessments).                      | Bi-monthly (6/year)          | Number of tools developed, partner adoption %               | 4 tools developed, 65% adoption           | 6 tools; ≥70% adoption           | Develop new tools, promote usage      | Tools Development Lead |
|  <b>Service Delivery Stir-Fry</b>                         | Includes shared service directories, QR codes, and updated resource guides to improve access and coordination. | Bi-monthly                   | # of tools developed, guide downloads, partner adoption     | 4 tools, 500 downloads, 65% adoption      | 6 tools, ≥70% adoption           | Update guides, promote usage          | Tools Development Lead |



## WINS-LIP MEMBERSHIP 2025

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### Non-Profit (14)

Am Enough Society  
 Aunt Leahs  
 Back in Motion  
 Elizabeth Fry  
 FFCB  
 Fraserworks  
 ISS of BC  
 ISSofBC  
 Lower Mainland Purpose Society  
 MOSAIC  
 NW Homelessness Coalition Society  
 PIRS  
 The Lower Mainland Purpose Society  
 Umbrella Multicultural Health Co-op  
 VAST BC  
 Le Relais Francophone

### Government (10)

City of New Westminster  
 – Parks, Culture and Recreation  
 – Youth Centre  
 – Climate Action, Planning and Development  
 – City of New Westminster, Community Planning  
 Development Department  
 – New Westminster Public Library  
 Fraser Health Authority  
 Metis Nation of BC

### Faith-Based (1)

Holy Eucharist Cathedral

### Educational (2)

Douglas College  
 NWSD 40

DRAFT **Other (2)**

NWSD40 Welcome Centre  
 Empower Me

### Email Only Members:

#### Government (3)

MLA  
 MLA  
 MP's Office  
 Surrey & Delta Housing First Collaborative Team and  
 Integrated Transitional & Release Planning

#### Non-Profit (3)






PeaceGeeks  
 S.U.C.C.E.S.S.  
 Spirit of the Children Society  
 New Westminster Family Place



#### Community-Based (3)

Literacy New West

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## APPENDIX

| IRCC Activity   | Description  | WINS-LIP Opportunity   | Description  |
|---|--|--|--|
| <b>Activity 1: Community Partner Engagement</b>                         | Maintain an inclusive, representative partnership council.                     |  <b>Collaboration Crostini</b><br><i>Annual "Around the Table" LIP Member Tour</i> <small>DRAFT</small>   | A yearly event where LIP members visit each other's organizations to build relationships and understand each other's work.   |
| <b>Activity 2: Community Plan Development</b>                           | Develop/strengthen a Community Plan based on needs and asset mapping.          | <b>New West WINS-LIP Community Plan 2025–2028</b>  | A client-centered and responsive plan, informed by the WINS-LIP Wishes Restaurant Activity and collaboratively designed with input from the Strategic Planning Group.                    |
| <b>Activity 3: Action Plan Implementation</b>                           | Implement and evaluate a targeted action plan with measurable outcomes.        |  <b>Equality Éclair</b><br><i>WINS-LIP Anti-Racism Plan 2025–2028</i><br> <b>Belonging Omelet</b><br><i>Conversation Circles Plus</i>      | A multi-year anti-racism program with community education, storytelling, and systemic action. Also supports thematic and emergent working groups through inclusive community engagement. |
| <b>Activity 4: Ad-hoc Working Groups</b>                                | Establish working groups (e.g., anti-racism, Indigenous-Newcomer connections). | <b>5 Working Groups</b><br><i>Strategic Planning, Employment, Belonging, SPOKES, Emergent Issues</i>   | Responsive, theme-based groups that address evolving community needs.  |
| <b>Activity 5: Capacity Building – Knowledge Sharing &amp; Training</b> | Organize training and promote inclusive service delivery.                      |  <b>Capacity Building Casserole</b><br> <b>Partnership Pasta</b><br><i>Mentorship Circle Model &amp; Community-Led Learning Series</i> | Peer-led workshops and informal mentorship between organizations to share lived experience and build capacity.   |

| IRCC Activity  | Description   | WINS-LIP Opportunity  | Description  |
|--|---|---|--|
| <b>Activity 6: Tools Development</b>                           | Develop tools to enhance service delivery (e.g., collaboration metrics, gap assessments). |  <b>Service Delivery Stir-Fry</b><br><i>Survival Resource Guide Enhancement</i>      | Includes shared service directories, QR codes, and updated resource guides to improve access and coordination.                               |
| <b>Activity 7: Community Surge Capacity &amp; Coordination</b> | Build capacity to respond to emerging needs and coordinate with service providers.        |  <b>Newcomer Delight Salad</b><br><i>Welcome Pop-Up: Community Connection Tables</i> | Temporary, informal spaces where residents can connect with services. Also includes alignment with global equity and resilience initiatives. |
| <b>Activity 8: NAARS Collaboration &amp; DNS Transition</b>    | Join a Community of Practice and support settlement plan portability.                     | <b>Participation in CoP and Feedback</b>  | Attend 2–4 CoP meetings annually, contribute insights, and represent New Westminster’s service landscape. <sup>1</sup>                       |

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