



Community and Health Services Department
Office of the Commissioner

Memorandum

TO: Members of Committee of the Whole
FROM: Adelina Urbanski
Commissioner, Community and Health Services
DATE: April 7, 2016
RE: **Immigration Settlement Strategy Update**

This memo provides an update on the 2012-2015 *York Region Immigration Settlement Strategy* (the Strategy) and the new appointments to the Community Partnership Council.

York Region receives approximately 10,000 to 12,000 newcomers every year. Fifty per cent of those arrive with a university degree and over 60 per cent are of working age. It is estimated that by 2031, 55 per cent of York Region's population will be immigrants and 62 per cent will be visible minorities.

In 2009, The Regional Municipality of York was selected by the federal government to lead the York Region Local Immigration Partnership initiative. York Region is one of approximately forty-five Local Immigration Partnership projects across Ontario charged with establishing multi-sectoral Community Partnership Councils and developing local settlement strategies. These strategies seek to increase coordination of settlement services, improve labour market integration, and increase regional capacity to successfully integrate immigrants.

Regional Council appointed the Community Partnership Council in 2011 to develop a strategy and create a community that is both welcoming and inclusive. Achievements of the Strategy have been reported to Regional Council annually.

The Community Partnership Council consists of leaders from sectors including the settlement, language and skills training, economic development, education and health sectors, police services, local municipalities and all three levels of government. It is co-chaired by Mayor Frank Scarpitti, City of Markham. The first term of the Community Partnership Council was co-chaired by Stephen Lam Director of Immigrant Services and Community Programs, Catholic Community Services of York Region, which ended in December, 2015.

The Community Partnership Council has delivered concrete results

The Community Partnership Council provided a forum for organizations to plan together and implement actions to improve newcomer integration. The Strategy focused on helping newcomers be economically, socially, culturally and civically integrated.

The Community Partnership Council identified and completed ten collective actions. Additionally 115 individual actions were implemented by individual member organizations. The scope of these individual actions was broad and addressed key areas of newcomer integration such as access to employment, education, health, and housing services.

Leading Change, Building Community: York Region Immigration Settlement Strategy Final Report (Attachment 1) details the work and accomplishments of the first term of the Community Partnership Council.

Over the past three years, the Community Partnership Council has made a difference in York Region by leveraging funding, changing attitudes and strengthening linkages between sectors. For example:

- Between 2011 and 2015, provincial and corporate sources contributed \$552,684 for special projects.
- In 2012, 56% of residents surveyed thought immigration had a negative effect on York Region. By 2014, this number dropped to 36%. (EnviroNics Research Group, Focus GTA Survey, 2012 and 2014)
- The Community Partnership Council has helped create thirty-three formal partnerships between members. For example, six organizations partnered to deliver more help for at risk-risk newcomer youth at the Immigrant Youth Centre. This partnership led to the Immigrant Youth Service Providers Network, a forum to mobilize resources to support immigrant youth.

Through these established relationships, the Region was also able to respond quickly to address the Syrian refugee situation when it unexpectedly emerged last year. It is the strength of these relationships that has helped move the Strategy from 'talk to action'.

The next phase of planning for newcomers builds on the success of the Community Partnership Council

Next steps for the Community Partnership Council include an expanded membership for the 2016 – 2018 term, (as outlined in Attachment 2). Existing results and indicators will be reviewed and revised and an updated strategy and action plan will be developed and presented to Council in early 2017.

The Region recognizes that by continuing to work together, there will be additional opportunities to make sure York Region remains and is strengthened as a welcoming and inclusive community for all residents.

Adelina Urbanski
Commissioner, Community and Health Services

AU/km

Attachments (2)

#6583997

Leading Change. Building Community.

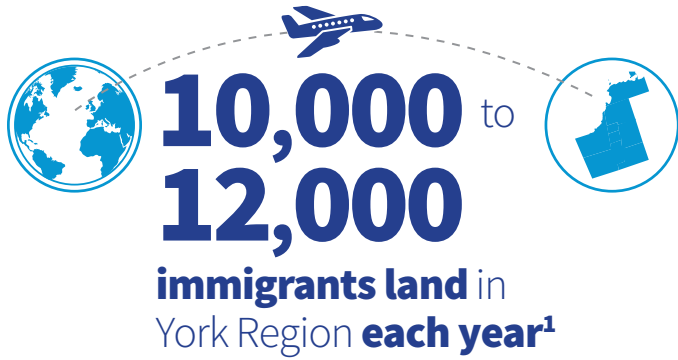
York Region Immigration Settlement Strategy Final Report



York Region Local Immigration
PARTNERSHIP
LEADING CHANGE FOR A STRONGER COMMUNITY


York Region

York Region: A Destination of Choice



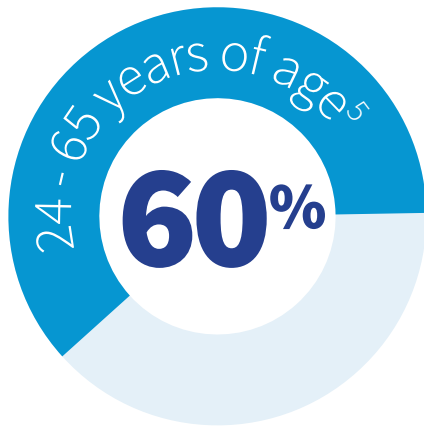
45% of York Region residents are immigrants³

Newcomers are attracted to the Region's

- Safety/Security**
- Quality Education**
- Family Support**²

Between 2010 - 2014

50% of those who arrive have a **bachelor's degree or higher**⁵



The majority of immigrants to York Region come from⁴



WORKING TOGETHER WITH OUR COMMUNITY PARTNERS

No one organization alone can make the systemic change that is required to make a community more welcoming to newcomers. It takes collective action by many stakeholders to make a difference.

York Region has a history of collaborating on diversity initiatives. In 2010, with funding support from Immigration, Refugees and Citizenship Canada, the Region appointed community organization leaders to form the first Community Partnership Council (CPC). The purpose of the CPC is to develop strategies to successfully integrate newcomers. Its membership is diverse and includes:

- Settlement and language training providers
- School boards
- Employer planning tables
- Local municipalities
- Police services
- All three levels of government

The CPC is co-chaired by City of Markham Mayor Frank Scarpitti and Stephen Lam, Director, Catholic Community Services of York Region.

The CPC has grown to become a strong collaborative body driven by a shared agenda to help immigrants integrate within York Region.

“CPC continues ‘connecting the dots’ and brings together the synergies that allow people and projects to come together and build on each other’s momentum.”

- CPC Member Survey, 2015

A STRATEGY ROOTED IN RESULTS

In 2012, with the CPC's guidance, the Region engaged 2,000 stakeholders in developing the first *York Region Immigration Settlement Strategy* along with the CPC Collective Action Plan 2012-2015 called *Leading Change For A Stronger Community*. The Strategy is a community plan founded on the principle of shared responsibility and individual accountability. Approximately 50 organizations, including all nine local municipalities, have endorsed the Strategy and have contributed to the results.

The Strategy identifies five Community Results to define successful integration in York Region:

1. York Region is a community that is welcoming and inclusive
2. Newcomers are economically integrated
3. Newcomers are socially integrated
4. Newcomers are culturally integrated
5. Newcomers are civically and politically integrated

CPC IS LEADING CHANGE AND BUILDING COMMUNITY THROUGH ITS ACTIONS

The Action Plan was developed by members to help guide the accomplishment of these five Community Results. The CPC identified and completed **10 collective actions** where multiple organizations worked to advance each Community Result.

Additionally, **115 individual actions** were completed by single CPC member organizations to support the Strategy and move each Community Result in a positive direction. The scope of these individual actions was broad and addressed key areas of newcomer integration, including employment, education, health, housing and civic engagement.

CPC members have worked with each other and other community stakeholders to implement their actions.

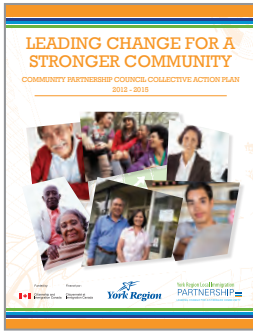
Our “Made-in-York Region” approach has brought recognition to the CPC and the Region:

- 2013 Local Municipal *Champions Award* was given by Ontario Municipal Social Services Association to the CPC for its leadership and innovative approach to newcomer integration.
- The Region was awarded the 2012 Toronto Star *Award for Excellence in Workplace Integration* from the Toronto Region Immigrant Employment Council.
- In recognition of leadership efforts at the local level on immigration and diversity, the Region was invited to sit on various intergovernmental committees and to present at provincial and national conferences.
- The *Let's Talk Inclusion* campaign engaged 550 residents across all local municipalities and was profiled by the Canadian Centre for Diversity and Inclusion.
- The Region was selected as one of Canada's Best Diversity Employers for 2015, which recognizes employers across Canada for exceptional workplace diversity and inclusive programs.

COLLECTIVE ACTIONS IMPLEMENTATION:

20%

2012



Launched **Leading Change For A Stronger Community: Community Partnership Council Collective Action Plan 2012-2015**

Established the **Municipal Multicultural Reference Group**

Held the first **The Gateway** conference for Internationally Educated Professionals (IEPs)



2013

Initiated **Building Connections with Diverse Communities** initiatives including Places of Worship Tours and Toolkit of Resources on cultural and faith organizations in York Region



Mentoring Partnerships for IEPs expanded among York Region employers

Established the **E-bulletin** to promote newcomer supports in York Region

Held a **Funders Roundtable** to create awareness of newcomer needs in York Region

Expanded the **settlement library partnership** to include all libraries in York Region

HIGHLIGHTS 2012-2015

80%

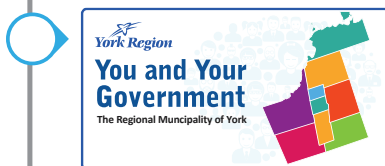
2014

Hosted the Building Bridges **Immigration Symposium**



Developed the **Strengthening Diversity Self-Assessment Tool** for organizations supporting newcomers

Launched online tools for **Newcomer Entrepreneurs** and **International Students**



Launched **You and Your Government**

Held Know York Sessions on **building connections** with faith and cultural communities in York Region

Conducted a **needs assessment** with newcomers and organizations that support newcomers

100%

2015

Launched the **Let's Talk Inclusion** awareness and engagement campaign



Hosted the second **The Gateway** conference with more than 500 IEPs



Established the **Newcomer Youth Service Providers Network**

Conducted a **review of Community Partnership Council's effectiveness** as a collaboration

Enhanced **YorkWelcome.ca** with a mapping tool to provide immigration-based municipal profiles



We want York Region to be a community that welcomes newcomers and facilitates their participation in all aspects of community life, the economy and society.

Collective Actions Implemented

Establishing a Municipal Multicultural Reference Group (MMRG)

The MMRG is the first region-wide collaborative planning group that engages community partner networks to promote and enhance existing diversity, equity and inclusion initiatives. This group led the development of *Strengthening Diversity in Your Organization: A Self-Assessment Tool*, which has been used extensively across York Region by organizations interested in becoming more inclusive. This tool was downloaded more than 6,500 times and more than 450 copies were shared with community organizations, municipalities, schools and hospitals to encourage inclusive services and programs.

The MMRG has evolved into a robust collaboration delivering initiatives that advance diversity and inclusion in York Region's public institutions.

Increasing Public Awareness of the Positive Impact of Immigration

The *Let's Talk Inclusion* campaign involved 550 stakeholders across York Region to discuss diversity and inclusion through face-to-face meetings and reached more than 12,000 people online and through social media. These forums provided a chance to interact with residents and organizations about immigration and cultural diversity. It also encouraged residents to foster more welcoming communities as 84 per cent of participants indicated they were more interested in the topics after participating in the session.

The *Let's Talk Inclusion* campaign received positive media coverage and was profiled by the Canadian Centre for Diversity and Inclusion. Moving forward, the results of the dialogues will inform the development of a Diversity and Inclusion Charter that will articulate a common vision and commitment towards a more inclusive Region.

CPC Individual Member Actions Highlights

- **The City of Markham** created an advisory committee and events to engage its diverse communities. The City has also started a Community Activation Framework and Model to reach out and engage more diverse groups.
- **York Region** developed YorkWelcome.ca as an online information hub for newcomers moving to York Region with information on living, working and learning. There have been many enhancements to the site, which now attracts approximately 50,000 views per year from around the world including the United States, India, Brazil and South Korea.



WHAT THE DATA SAYS:

In 2014,
36% of residents thought immigration had a negative effect on York Region, down from 56% in 2012.⁶

In 2013,
81% of immigrant-serving organizations surveyed in York Region involved newcomers in volunteer, leadership planning and decision-making roles.⁷

In 2013,
50% of organizations were unable to keep up with the demands of newcomer needs. In 2010, 44% of organizations identified as not being able to keep up.⁸

We want newcomers to be able to succeed in the labour market by finding employment that matches their skills and education and allows them to earn a livable household income.

Collective Actions Implemented

Hosting Internationally Educated Professionals Conference

York Region hosted two conferences, called *The Gateway*, for Internationally Educated Professionals (IEPs) in 2012 and 2015. These two conferences attracted more than 1,000 unemployed and underemployed IEPs, employers, professional associations, licensing bodies, educational institutions and settlement organizations. Both conferences offered skill-building workshops and labour market information to help with networking and job searching. Surveys showed that 83 per cent of IEPs found the conferences to be an effective tool to make their job search easier.

Engaging Employers

The Workforce Planning Board, with the support of the Ministry of Training, Colleges and Universities, established the Employer Leadership Council and four regional Employer Councils in York Region. The Employer Councils provide a forum for local employers to exchange ideas and discuss experiences in recruiting and retaining employees. The Council has launched a new initiative to gain insight from employers on the challenges of integrating newcomers in the workforce.

Enhancing Workforce Mentorship Partnership Program

This program is conducted by the Toronto Regional Immigrant Employment Council and connects skilled immigrants with established professionals in occupation-specific mentoring relationships. The program has expanded to

include employers such as the City of Markham, Town of Newmarket, York Region District School Board and York Regional Police.

CPC Individual Member Actions Highlights

- **Job Skills**, through its Self-Employment Pathways for Newcomers program, has conducted more than 130 sessions to serve approximately 600 clients and resulting in more than 30 new business start-ups.
- **York Region** (Corporate Services) placed 10 internationally-trained immigrants in engineering-related internships within Environmental Services. The interns gained the necessary work experience to obtain a license in their field. Five of the interns were hired full-time by the Region.

WHAT THE DATA SAYS:

In 2014, the unemployment rate of recent immigrants to the Greater Toronto Area was **11.7%**, a decrease from 17.1% in 2010.⁹

In 2014, **26%** of surveyed newcomers in York Region stated that the extent to which their jobs matched their skills and experience was “not much” to “not at all.” 33% of those surveyed were looking for work.¹⁰

In 2006, **35%** of recent immigrants to York Region spent over half their income on housing.¹¹

In 2011, **18%** of recent York Region immigrants had no knowledge of either official language.¹² In 2006, 14% of recent York Region immigrants had no knowledge of either official language.¹³

We want newcomers to be connected with the community, feel included and live safe and healthy lives.

Collective Actions Implemented

Enhancing Services Available at the Immigrant Youth Centre (IYC)

The Immigrant Youth Centre was partnered with six organizations to deliver their services through a central place. The IYC has resulted in at-risk newcomer youth getting more help. The Centre is recognized as a one-stop location for youth to access services, including language and counselling services.

This initiative has also spurred the development of an Immigrant Youth Service Providers Network. The network is a forum to share information, identify gaps and opportunities, and collectively mobilize resources to support immigrant youth.

Engaging Funders

The Region, in partnership with United Way Toronto and York Region, and the Ministry of Citizenship, Immigration and International Trades, hosted a

roundtable for funders. Funders were brought together to better understand the priorities of various funding programs and to help foster collaboration.

CPC Individual Member Actions Highlights:

- **York Region Public Health** developed the Health Equity Program to address the needs of priority populations, which includes newcomers. The program provides participants and staff with situational and needs assessment tools and evaluation, information and education resources for both participants and staff.
- **The York Region District School Board** engaged over 4,000 newcomer students to participate in their school environment through school clubs, workshops and activities. A mental health lead was also hired to provide support to newcomer students.
- **York Region Transportation Services** provided York Region Transit (YRT)/MIVA orientation sessions to more than 60 newcomer service providers.



WHAT THE DATA SAYS:

In 2014, more than **53%** of York Region newcomers surveyed, and who had been here for less than 12 months, felt connected in their community.¹⁴

In 2013, **53%** of newcomers who had been here for 10 years or less felt a reported feeling a “very strong” or “somewhat strong” sense of community belonging.¹⁵

In both 2014 and 2012, newcomers

indicated safety was the top reason to live in York Region.¹⁶

In 2013, **52%** of recent immigrants, who have been in York Region for 10 years or less, stated their mental health to be “very good” or “excellent.”¹⁷

We want newcomers to feel comfortable sharing, learning and interacting with other cultures in the community.

Collective Actions:

Building Connections with Diverse Communities

Together, the Catholic Community Services of York Region and the York Regional Police developed a resource tool kit for effectively reaching out to ethno-cultural and faith communities. This led to the Places of Worship Tour provided by York Regional Police. It provided a unique opportunity to learn about religious and spiritual diversity by visiting places of worship in York Region. The tour that was offered to new police recruits has expanded to include members of other service organizations and York Region staff.

Building Connections Between Libraries

The nine local library systems in York Region partnered to share best practices, resources and tools to support newcomers. This included expanding settlement programming, producing multilingual resources and training 100 staff in northern York Region to help build awareness in serving diverse communities.

CPC Individual Member Action Highlights:

- **Markham Recreation**, in partnership with the **Welcome Centre**, initiated the development of a Sport Leadership Program and Newcomer/Immigrant Recreation Awareness Strategy. The strategy aims to increase participation, building physical literacy as the foundation for life-long activity and strengthening the capacity of the sport and recreation sector to be inclusive.
- **The Town of Richmond Hill's Cultural Leadership Council**, comprised of diverse community members, held networking sessions attended by 180 people. It also holds an annual cultural summit with 225 people to improve connections and share information with cultural communities.

- **COSTI Immigrant Services** provides cultural education, celebration and engagement activities during events such as Canada Day, Diversity Day, open houses and a summer festival. More than 1,000 people participate each year, and business contributions to events continue to increase.



WHAT THE DATA SAYS:

In 2010, **58%** of newcomers reported being active or moderately active during leisure time, up from 2005, when only 40% indicated these levels of activity.¹⁸

In 2014, **33%** of newcomers surveyed received services/supports from faith centres and cultural groups.¹⁹

We want newcomers to understand and trust the Canadian government, policing services and the political and justice systems. We want newcomers to be empowered to take leadership roles in the community and be able to exercise their rights and responsibilities appropriately.

Collective Action:

Increasing York Region’s Capacity to Foster Civic Participation and Volunteerism

The Region, in partnership with the Maytree Foundation and the local municipalities, developed *You and Your Government*, a guide to the levels of government for newcomers to York Region. The guide is web-based and includes information and a video on the decision-making process in municipal government, the election process, and how to get involved with public boards or agencies. Since the guide’s launch before the municipal election in 2014, it has received over 3,500 visits.



CPC Individual Member Actions Highlight:

- Increasing diversity in governance positions had a positive impact for the City of Markham **Varley-McKay Art**

- Foundation.** Including more diverse board members helped the gallery build a relationship with Markham’s Chinese community, resulting in a larger audience and new sponsorship opportunities.
- The Centre for Immigrant and Community Services** provided civic education classes and citizenship preparedness classes to 261 newcomer clients. Approximately 75 per cent of the participants noted that they know more about their rights as residents in Canada.
- Housing York** identified the provision of culturally appropriate services to tenants as part of its *2012 to 2016 Strategic Plan*. Housing York worked with Scarborough Housing Help Centre to post links to information and resources on YorkWelcome.ca on the rights and responsibilities of tenants for newcomers.

WHAT THE DATA SAYS:

Newcomers surveyed in 2014 who voted in York Region.²⁰



In 2014, just over **35%** of surveyed respondents reported they volunteered in the community.²¹

In 2006, immigrant perception that York Regional Police ensure the safety of citizens **increased to 68%** from 65% in 2004.²²

LOOKING AHEAD: THE NEXT PHASE OF THE IMMIGRATION SETTLEMENT STRATEGY

The Region remains dedicated to the Strategy’s long-term vision of overall well-being and successful integration of our newcomer residents. Through the successful implementation of its Action Plan, the CPC has built a strong foundation for collective action now and in the future.

The CPC and the Region will work to sustain and build upon our successful collaboration across governments and with other community partners to support newcomer integration in York Region. We remain committed to ensuring newcomers are able to contribute to all aspects of life in a welcoming and inclusive York Region.

COMMUNITY PARTNERSHIP COUNCIL MEMBERS

Mayor Frank Scarpitti (Co-Chair)
City of Markham

Stephen Lam (Co-Chair)
Catholic Community Services of York Region

Wayne Emmerson
Chairman and CEO, The Regional Municipality of York

Mayor Tony Van Bynen
Town of Newmarket

Lina Bigioni
The Regional Municipality of York

Tricia Myatt
Town of Richmond Hill

Mirella Tersigni
City of Vaughan

Sandra Tam
City of Markham

May Wong-Tam
Centre for Immigrant and Community Services

Robert Cazzola
COSTI Immigrant Services

Patricia Cousins
Social Enterprise for Canada

Nella Iasci
Job Skills

Al Wilson
Workforce Planning Board

Ricky Veerapan
York Regional Police

Stav D’Andrea
Mackenzie Health

Leanne Rosteing
York Catholic District School Board

Cecil Roach
York Region District School Board

Suzanne Roy
Conseil Scolaire Viamonde

Beth Clarke
Toronto Regional Immigrant Employment Council

Denis Gravelle
Seneca College

Janice Chu
United Way Toronto and York Region

THANK YOU TO OUR FUNDING PARTNERS IN THE DEVELOPMENT AND IMPLEMENTATION OF THE IMMIGRATION SETTLEMENT STRATEGY:

- Immigration, Refugees and Citizenship Canada
- Ontario Ministry of Citizenship, Immigration and International Trade
- Ontario Ministry of Training Colleges and Universities

SOURCES

- ¹ Citizenship and Immigration Canada, RDM, Permanent Residents Facts and Figures, 2012 data extract
- ² York Region Local Immigration Partnership, Newcomer Survey, 2014
- ³ Statistics Canada. 2013. York, RM, Ontario (Code 3519) (table). National Household Survey, (NHS) Profile. 2011 National Housing Survey. Statistics Canada Catalogue no. 99-004-XWE
- ⁴ Ibid.
- ⁵ Ibid.
- ⁶ Environics Research Group, Focus GTA Survey, 2012 and 2014
- ⁷ York Region Local Immigration Partnership, Survey of New Immigrant Supports in York Region, 2013
- ⁸ York Region Local Immigration Partnership, Survey of New Immigrant Supports in York Region, 2010 and 2013.
- ⁹ Statistics Canada Cansim Table 282-0102 LFS
- ¹⁰ York Region Local Immigration Partnership, Newcomer Survey, 2014
- ¹¹ Statistics Canada, 2006 Census Custom Tabulation
- ¹² Statistics Canada, 2011 National Household Survey, Custom Tabulation
- ¹³ Statistics Canada 2006 Census Custom Tabulation
- ¹⁴ York Region Local Immigration Partnership, Newcomer Survey, 2014
- ¹⁵ Canadian Community Health Survey, 2005 - 2013, Statistics Canada, Ontario Share File, Ontario Ministry of Health and Long-Term Care
- ¹⁶ York Region Local Immigration Partnership Newcomer Survey, 2014; "Turning the Curve" Indicator Report, June 2012, CPC Member Observation;
- ¹⁷ Canadian Community Health Survey, 2005 – 2013, Statistics Canada, Ontario Share File, Ontario Ministry of Health and Long-Term Care
- ¹⁸ Canadian Community Health Survey, 2005 – 2013, Statistics Canada, Ontario Share File, Ontario Ministry of Health and Long-Term Care
- ¹⁹ York Region Local Immigration Partnership, Newcomer Survey, 2014
- ²⁰ York Region Local Immigration Partnership, Newcomer Survey, 2014
- ²¹ York Region Local Immigration Partnership, Newcomer Survey, 2014
- ²² Statistics Canada, General Social Survey, 2004 and 2009

YorkWelcome.ca
yrimmigrationpartnership@york.ca

Community Partnership Council Members

April 2016 – December 2018

Sector Representation	Name	Title
Regional Government	Wayne Emmerson	Chairman and Chief Executive Officer, York Region
	Mayor Frank Scarpitti (Co-Chair, CPC)	City of Markham
	Lina Bigioni	Director of Government Relations York Region
	Mayor Tony Van Bynen	Town of Newmarket
Municipal Government	* Angela Palermo	Manager of Cultural Services, City of Vaughan
	Sandra Tam	Senior Business Development Officer, City of Markham
	Tricia Myatt	Manager Policy and Intergovernmental Affairs, Town Of Richmond Hill
Welcome Centre Immigrant Service Delivery System	Nella Iasci (Co-Chair CPC)	Executive Director, Job Skills
	Robert Hickey	Executive Director, Catholic Community Services of York Region
	Moy Wong-Tam	Executive Director, Centre for Immigrant and Community Services of Ontario
	Robert Cazzola	Director, Education and Information Systems, COSTI Immigrant Services
	Patricia Cousins	Chief Executive Officer, Social Enterprise for Canada
Language Training	* Karen McNeil	Director, Language Services, York Region, Centre for Education and Training
Employment Skills and Training	* Joanne Jeffrey	Senior Manager Education, Training and Outreach Division, Toronto and Region Conservation Authority
	* Kim Coulter	Chief Executive Officer, Jewish Vocational Services
Labour Market Development	Al Wilson	Executive Director, Workforce Planning Board

Sector Representation	Name	Title
	Beth Clarke	Director, Employer Programs, Toronto Region Immigrant Employment Council
Academic	Denis Gravelle	Chair, Faculty of Continuing Education and Training, Seneca College
	* Professor Valerie Preston	York University
Police Services	Ricky Veerappan	Inspector, Office of Diversity, Equity and Inclusion, York Regional Police
Health Services	Stav D'Andrea	Chief Human Resources Officer, Mackenzie Health
	Rebecca Shields	Chief Executive Officer, Canadian Mental Health Association, York and South Simcoe
Education	Cecil Roach	Superintendent, Equity and Engagement, York Regional District School Board
	* Frances Bagley	Coordinating Superintendent York Region Catholic District School Board
Francophone Community	Suzanne Roy	Community Liaison Officer, Conseil scolaire de district du Centre-Sud-Ouest Centre de formation
Social Services	* Pedro Barata	Vice-president, Communications and Public Affairs United Way Toronto and York Region
	* Ian Nyman	General Manager, York Region Employment YMCA of Greater Toronto
Ex-officio Members	* Caitlin Andrews	Regional Advisor - Midhurst Office, Ontario Ministry of Citizenship and Immigration
	Lily Keoshkerian	Service Manager, Citizen Services and Program Development Branch - York/Durham Ministry of Citizenship and Immigration
	* Jackie Smith	Acting Operations Manager, Integration, Ontario Region, Immigration, Refugees and Citizenship Canada
	Sandy McMillan	Service Delivery Manager, Ontario Ministry of Training, and Universities
	Nancy Lum Wilson	Director, Healthy System Planning & Design, Central LHIN

* New Members