

Welcoming City Implementation Plan 2022-2023						
Included in this implementation plan are all items in the Welcoming City Action Plan that are to be started in the first two years of the Plan. This implementation plan is meant to be a living document. Anything 2-3 years or later in the Welcoming City Action Plan should be added when this plan is reviewed in July 2023 so any additional resources can be added in the 2024 budget.						
Government Leadership						
Action	Timeline in Plan	Already Underway? (Y/N)	Resources Required	Lead	Support	Next Steps
1.1 City Council to implement comprehensive Equity, Diversity, Inclusion and Anti-Racism policies aimed at changing systemic practices and processes across local government and agencies.	1-2 Years	(Y) Equity Framework, Revised Engagement Strategy (N) Anti-racism policies aimed at changing systemic practices	TBD, likely additional consultant support for City policy review through anti-racism lens	City (consultant) – “across local government”	ICA, VIRCS, Here Magazine, GVPL, IDPAD Advisory Committee, Welcoming City Strategy Implementation Advisory Committee “anti-racism work across agencies”	Report to Council with a scope of work and request for the resources required to undertake actions that have not yet been started.
1.2 City Council to implement a policy that ensures municipal services, programs and supports are available and accessible to all newcomers without fear, regardless of their immigration status, and everyone is treated with respect and dignity.	1-2 Years	N	TBD, likely additional consultant support to review/audit City policies and practices through a lens of welcoming and access without fear and make recommendations for policy and practice improvements	City (consultant)	Welcoming City Strategy Implementation Advisory Committee	Report to Council with a scope of work and request for the resources required to undertake this action.
1.3 The City to include Indigenous leaders and communities in all welcoming activities, events, and programs to ensure greater education and understanding of Indigenous rights, history, traditions, and culture amongst newcomers	< 1 year	Y	Staff to ensure that Indigenous leaders and community members are included	City	Songhees and Esquimalt Nations	Ongoing
1.4 Transition the Welcoming City Task Force into an advisory body to Council and City staff for the first three years of the Welcoming City Strategy implementation	< 1 Year	YComplete	Ongoing staff resources for meeting preparation, community member volunteer time	City	Advisory Committee members	Ongoing meetings to support implementation of plan to make Victoria a Welcoming City
Equitable Access						
Action	Timeline in Plan	Already Underway? (Y/N)	Resources Required	Lead	Support	Next Steps
2.2 In partnership, the City to coordinate, develop and support Welcome Programs that educate newcomers on City Bylaw and law enforcement practices, the justice and legal systems, access to legal services, social services and supports, worker rights and issues, local government and political systems including elections, public programs, facilities, services, and events, etc.	1-2 Years	(Y) “local government and political systems including elections” (N) All other actions	TBD, likely additional consultant support to undertake gap analysis and develop programs. Support from Welcoming City Implementation Advisory Committee to promote election info events	City and Welcoming City Implementation Advisory Committee member agencies	Welcoming City Implementation Advisory Committee members.	Report to Council with a scope of work and request for the resources required to undertake this action.
Civic Engagement						
Action	Timeline in Plan	Already Underway? (Y/N)	Resources Required	Lead	Support	Next Steps
3.1 All Council advisory committees to include newcomers to ensure diverse perspectives in civic engagement, increase access for newcomers to city leaders and encourage newcomer participation in civic life.	< 1 Year	Y	Staff time in Engagement and Legislative Services to committee vacancy postings read a wide and inclusive audience	Council	Welcoming City Implementation Advisory Committee members and member agencies.	Ongoing
3.2 The City to host or support an annual Welcoming Event for newcomers to promote and celebrate the social, economic, and cultural benefits and contributions that newcomers bring to the city and welcome those who came within the previous year.	< 1 Year	Y Canada Day 2022 to be multicultural street festival as a pilot project, Here Magazine Event in October?	Mayor’s Office staff time and resources, Engagement Staff resources	Canada Day Submcommitte, Here Magazine	City, Welcoming City Implementation Advisory Committee members and member agencies.	Confirm Here Magazine’s Annual Welcome Event will happen this fall.
Connected Communities						
Action	Timeline in Plan	Already Underway? (Y/N)	Resources Required	Lead	Support	Next Steps

4.3 In partnership, the City to develop and support mentorship programs that pair newcomers and long-time residents to create community connections that help with settlement concerns and provide opportunities to learn about each other and share life experiences.	1-2 Years	N	TBD, likely additional consultant support to undertake gap analysis of mentorship programs and potentially develop mentorship program in partnership with local agencies	City (consultant) ICA, VIRCS, Here Magazine	Welcoming City Implementation Advisory Committee members and member agencies, GVPL (Library Champion Program)	Report to Council with an analysis and request for the resources required to undertake this action.
Education						
Action	Timeline in Plan	Already Underway? (Y/N)	Resources Required	Lead	Support	Next Steps
5.2 Parent Advisory Councils to establish Newcomer Support Committees in schools to address newcomer family needs and provide mentorship, advocate for systemic change at the school and with the Ministry of Education, create safe spaces for children in school, and form connections across schools (PAC to PAC) to address shared issues.	1-2 Years	N	TBD	Parent Advisory Councils	Welcoming City Implementation Advisory Committee members and member agencies, ICA.	Determine how best to make a link to the Parent Advisory Councils (PACs) in Victoria schools and who is best positioned to make initial outreach to the PACs
Economic Development						
Action	Timeline in Plan	Already Underway? (Y/N)	Resources Required	Lead	Support	Next Steps
6.1 In partnership, the City to develop or support a community partner program(s) to address employment readiness and employer readiness for foreign workers, international students, refugees, and undocumented persons.	1-2 Years	N	TBD	Chamber of Commerce, Here Magazine	City Business Hub, ICA, VIRCS	Determine resources required and roles and responsibilities.
Safe Communities						
Action	Timeline in Plan	Already Underway? (Y/N)	Resources Required	Lead	Support	Next Steps
7.1 Police and City By-law to create regular opportunities for informal connections and information sharing with racialized newcomers and those from countries where contact with enforcement personnel was traumatic.	1-2 Years	(Y) (Specifically with Muslim community through “Being Muslim in Victoria” working group)	TBD VicPD Cultural Liaison officer could undertake some of this work if that position is approved	Police, Fire, Bylaw	Mayor’s Office, Welcoming City Implementation Advisory Committee members and member agencies.	Convene meeting with VicPD and Bylaw to determine resources required to undertake this work. Report to Council requesting resources if necessary.