

The

# Citizen

DURHAM REGION'S  
DIVERSITY FOCUSED NEWSLETTER  
Issue 16 2013

**LOCAL DIVERSITY  
AND IMMIGRATION**  
*Partnership Council*

## Camping! What could be more Canadian?

Summer is here and Canadians like to spend as much time outdoors as they can while the sun is shining. Many people in Ontario have cottages (watch out for cottage traffic on Friday afternoons!) or trailers or boats for **weekend get aways**. Some people are ardent campers. For others, gardening, visiting local parks, walking or cycling the trails along the waterfront, or attending outdoor festivals and concerts are what summer is all about.



Have you always wanted to go camping but have been too nervous to try? Are you wondering how to pitch a tent, make a fire or what on earth **bear bells** are for? Do you know the difference between a ground sheet and a tarpaulin? Have you ever tried a **s'more**? Do you know how to avoid tick and mosquito

bites? Parks Ontario would love to explain it all to you. You can participate in a guided overnight camping trip where they provide all the equipment or you can attend a free in-person information session led by Parks Ontario experts. For more information about how to register or for answers online to your camping questions, visit [www.ontarioparks.com/learntocamp](http://www.ontarioparks.com/learntocamp). For more on camping locally, you can also visit [www.campinginontario.ca](http://www.campinginontario.ca)



The signs of summer are all around us, the birds are back, the geese are nesting, the temperatures are rising and everything is green again! But there are other signs that you may be less familiar with and frankly some of them can be quite comical. We've included a few of them here to help you out as you explore the great Canadian outdoors over the next few months.

Words in **red** throughout the newsletter are defined in the glossary on page 10.

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## Building our settlement capacity: Here we grow again

The best way to meet the needs of a community is through investment. Every organization needs funding to operate. The Local Diversity and Immigration Partnership Council (LDIPC) works to enhance Durham's service capacity. On April 29, the LDIPC hosted a funders' forum with 10 funders including foundations, private organizations, and the federal and provincial levels of government. More than 100 participants attended.



This Meet the Funders event complements the Funding Opportunities Update (a quarterly e-newsletter) that alerts the community when there are funding opportunities available. Don't let your organization miss out, subscribe at

[www.durhamimmigration.ca/about/Pages/SubscribeFunding.aspx](http://www.durhamimmigration.ca/about/Pages/SubscribeFunding.aspx)



## Creating a culture of inclusion: An art show on Lake Ontario's shores

July 6 and 7 are the Saturday and Sunday to find yourself enjoying the wafting breezes from Lake Ontario as you wander between the displays of arts and crafts. Over 55 creators have their products available for you at this art and craft show. In addition there are up to 8 student artists "the next generation" who have this opportunity to promote themselves and their work.

Head to Bond Head Parkette in Newcastle for the sixth year of this event. Not only are you able to dip your toes in the lake, but you can sit and enjoy the music played throughout the



day by local musicians. There is a food court with light lunches and snacks provided by local churches.

As the art show closes on Saturday evening, there will be a musical spectacular with Jake Vanhaverbeke's Band starting at 4 p.m. followed closely by Diane Williamson Rock and to close the night off on a great note, The Stellas.

For more information check out A Gift of Art on Facebook or [www.agiftof-art.com](http://www.agiftof-art.com)





## Creating welcoming communities: Summer programming at the WCIS

The summer months bring with them a welcome change of pace. More hours of daylight and warmer temperatures, children and young adults out of school, and seasonal recreational sites open. So too, at the Welcome Centres, where there are some seasonal offerings and changes to check out. While both Ajax and Pickering will continue with the core programming including language assessments, language classes (a modified summer program), employment and settlement supports, here's a list of some seasonal programming changes:

### Ajax Welcome Centre:

Hours of operation: 8:30 a.m. to 4:30 p.m.

Language Assessments will take place on alternating Wednesdays from 8:30 to 9 a.m. June 26 to Sept. 4.

Toastmasters will take place on Tuesdays from 8:30 to 9 a.m. all summer. Toastmasters Youth Leadership Program will run from 8:30 to 9 a.m. on Thursdays in June and July.

Youth drop-in program (Northern Lights) runs on Thursdays from 3 to 6 p.m. all summer.



Community garden meets at 1 p.m. Tuesdays.

Community kitchen meets at 1 p.m. on alternating Thursdays (July 11 to Aug. 22).

Women's Group meets at 1 p.m. on alternating Wednesdays (July 3 to Aug. 14).

ESL/LINC fall registration will be on Aug. 26 from 9 to 11 a.m. ONLY for students needing childcare. Registration for all others will be held on Aug. 29 from 9 to 11 a.m.; Sept. 4

and 6 from 10 a.m. to 1 p.m. and on Sept. 10 from 6 to 7 p.m.

The Ajax Welcome Centre is a "Welcome Cyclists" site. Come by on bike and check it out!

### Pickering Welcome Centre:

Hours of operation: 8:30 - 4:30 pm

#### LINC/ESL SUMMER SCHOOL:

Morning LINC/ESL Classes are running Monday to Thursday 9 a.m. to 12:30 p.m.



Afternoon Conversation / Computer Assisted Language Learning (CALL) Class is running Monday to Thursday from 1 to 3 p.m.

**\*\*NEW\*\*** Child minding provided to LINC students for preschoolers and toddlers.

Registration for Fall LINC/ESL classes will be held Sept. 3 to 5 from 9 a.m. to 12 p.m. Don't forget to bring your residency documents to register!

Safety Strategies for Newcomers: join Settlement Workers In Schools (SWIS) and the Durham Regional Police Services (DRPS) for this informative session on Wednesday, July 10 at 1 p.m. Please call to register.

The Mentoring Partnership (TMP) connects skilled newcomers with Canadian professionals in occupation-specific mentoring relationships. Attend an information session to learn more on Wednesday, July 17 at 10 a.m. or Tuesday, Aug. 20 at 11 a.m.

For more information on these programs and more, visit [www.welcomecentre.ca](http://www.welcomecentre.ca).



## Brock Youth Centre: Celebrating youth in North Durham

The Brock Youth Centre (BYC) has been an integral part of the community of the Township of Brock since 2001. BYC serves youth, 29 years of age and younger with employment services, arts and recreational opportunities, life-skills development and various youth events.

This summer, the BYC has many exciting programs. In partnership with the Bunkland Boys Click, BYC will be organizing and launching this year's Skatefest 2013 –one of the largest outdoor music festivals in Durham Region that celebrates youth culture with music, skateboarding, vendors and performances. BYC will also be launching a 1-year Youth Entrepreneurship Program to help youth turn their business ideas into reality.

Just this year, BYC embarked on two more entertainment initiatives with the Brock Youth Connection (a youth-led, youth-run group). The first is regular Open Mic Nights where youth can come and sing, play and entertain at the Holy Grounds Café and Eatery as well as Youth Dances which will be happening every 3 months.



BYC is always looking for youth to come and participate and help out with their activities. They encourage diversity, participation and community involvement to make the Township of Brock a great place to live for youth. For more information, visit [www.facebook.com/BrockYouthCentre](http://www.facebook.com/BrockYouthCentre)

## Creating a culture of inclusion: Durham Tamil Association

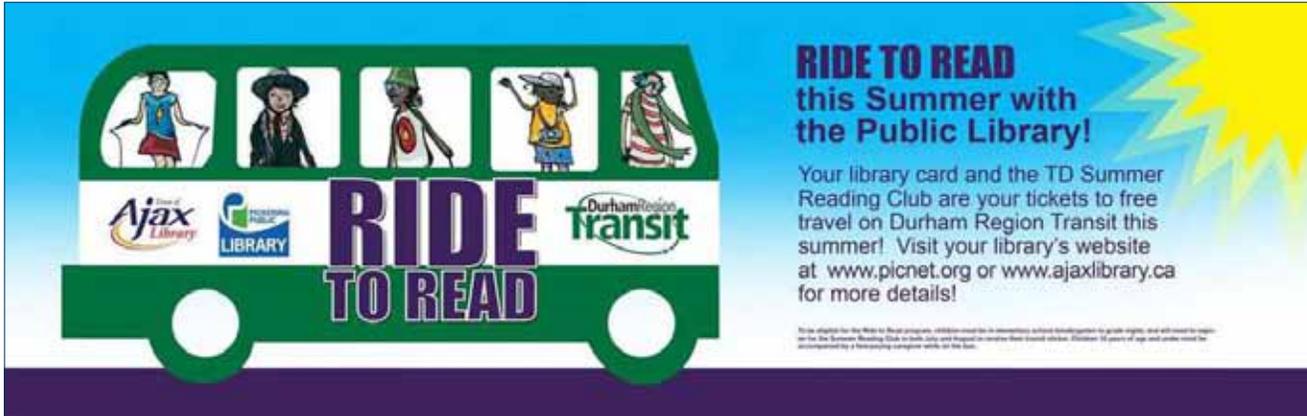
Durham Tamil Association is an organization formed in 2000 with the goals of enhancing language and culture, conducting programs focused on improving lives and mentorship initiatives so our youth become socially responsible leaders of tomorrow regardless of their chosen careers.

Durham Tamil Association hosts extra-curricular activities that enable our youth to acquire important **soft skills** critical and programs to enhance heritage language and culture. Durham Tamil Association also partners with other community organizations to celebrate events. The organization empowers and helps youth with community focused extra-curricular activities as well.

The Durham Tamil Association gathers support and appreciation from all communities in Durham Region and utilizes these strengths to help create a stronger, vibrant Durham Region. On Jan. 21, 2013, Durham District School Board declared January Month as Tamil Heritage Month. Durham Tamil Association is the proud recipient of City of Pickering's 2013 Cultural Diversity Award. It is the testament for the service to Durham Community. For more information and to take part in our free programs, please call Uma Suresh at 905-428-7007.



## Enhancing Durham's settlement capacity: Durham libraries' reading club



It's that time of year again! Children across Durham Region can visit any local library branch to register for the TD Summer Reading Club. This year's theme is "Go!" and libraries have an enormous variety of books for all ages in many different languages. Don't hesitate to ask one of the library staff if your local library branch doesn't have children's books in your home language as they may be able to get them for you through inter-library loan.

Children who register for the TD Summer Reading Club will receive a free activity book and stickers with secret codes for every week they visit the library during the summer. There are nine stickers to collect, and the secret codes will unlock reading rewards on the website at [www.tdsummerreadingclub.ca](http://www.tdsummerreadingclub.ca)

To ensure that everyone has access to their local library and all the programs that they offer over the summer, Durham Region Transit (DRT) has teamed up with the Durham libraries for the Ride to Read program. Children in grade 8 and younger who sign up for "Ride to Read" get special stickers on their library cards giving them free travel on DRT buses in July and August. People travelling with children registering in the program pay the regular fare. A child with a special library pass may use the pass to travel to the library, recreation facilities and anywhere else they need to go in Durham. The DRT stickers are available through staff at your local public library.

## Building Healthy Lifestyles: Finding your inner chef!

The Region of Durham Health Department provides useful tools for healthy living. Visit [durham.ca/foodbudgetkit](http://durham.ca/foodbudgetkit) to find out how you can find your inner chef!



## Celebrating Canada Day: And preparing to become a Canadian Citizen

Canada Day, celebrated every July 1, is a nationwide celebration of Canada. It is a day where all Canadians celebrate our country together. Canada Day is held on July 1 because on July 1, 1867 the British North America Act was enacted, uniting three colonies into one country, Canada. For Canadian citizens this is a day of pride, joy, and fun!

Celebrations will take place across Durham Region. The majority will feature outdoor festivals with food vendors, live entertainment, carnival games and firework displays at night. For more information on the closest celebration to you, visit your municipality's website (these can be found on [www.durhamimmigration.ca](http://www.durhamimmigration.ca)).

Celebrating all that is good about Canada will hopefully lead you to start planning your journey to becoming a Canadian Citizen. There are many benefits to being a Canadian citizen. The most important benefit to being

a citizen is gaining the right to vote. Participating in Canada's democratic process is important for every citizen because it is through voting that our leaders are chosen.



Both the Durham Catholic District School Board and the Durham District School Board offer citizenship preparation courses. These courses help to prepare immigrants as they move towards becoming Canadian citizens. They cover topics such as Canada's history, geography and government. To register for citizenship preparation courses or to find out more information, please visit [www.con-ed.ca/citizenship.html](http://www.con-ed.ca/citizenship.html) or <http://dce.ddsbschools.ca>

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## Creating a culture of inclusion: Do you have your Culture Access Pass yet?

Are you over the age of 18? Did you receive your Canadian citizenship within the last 365 days? If the answer to both of these questions is yes then you qualify to join the Culture Access Pass (CAP) program. Note that children under the age of 17 are ineligible for their own cards but can participate in the program by accompanying a CAP member. The Cultural Access Pass is valid for one year, beginning on the day that you received citizenship.

CAP is a program aimed at increasing accessibility for newcomers to experience Canadian culture. By joining CAP you will receive free general admission to participating attractions as well as discounts on travel. In Durham Region you will gain admission to the Robert McLaughlin Art Gallery in Oshawa and the Station Gallery in Whitby. A short distance outside of Durham, CAP members receive admission to several attractions in Toronto, such as the Ontario Science Centre, the Royal Ontario Museum, Black Creek Pioneer Village, and the Art Gallery of Ontario.

To register online for your Culture Access Pass, visit [www.icc-icc.ca/en/cap](http://www.icc-icc.ca/en/cap). To find out more you can also email [CAP@icc-icc.ca](mailto:CAP@icc-icc.ca).



## Enhancing settlement outcomes: Participate in a community garden

Avid gardeners abound in Durham Region. We care deeply about our gardens, gaining great pride from the flowers, vegetables, fruit and herbs that we grow. Gardening is a passion for all cross-sections of our communities, from children growing their first row of peas, to seniors cultivating the latest bulbs for fall fairs. Several organizations and churches in Durham's northern townships (Uxbridge, Scugog and Brock) have reached out to gardening experts and novices alike to get community gardens up and running.



Where else can you see seniors with years of experience sharing and passing on their love of gardening and **preserving** to young moms, teens, families, and those who face housing insecurity, poverty and social isolation? Gardens get us out in the summer sunshine, get us to work our bodies physically, remind us of the results of hard work and determination, and get us sharing and growing with people we might not otherwise meet. Good for the soul and really good for the body!

North House and St. Paul's Church in Leaskdale support the Garden of Eatin'. The Nourish and Develop Foundation (TNDF) in Cannington supports the Maple Tree Community Garden. Gardeners and food banks benefit from the bounty. We'd love to share more of our experiences. Join Table Talks – a series of monthly meetings in north Durham sponsored by DIG (Durham Integrated Growers), Durham Sustainability, North House and TNDF. Call 705-432-2444 or visit [www.tndf.ca](http://www.tndf.ca) for dates and topics. Everyone is welcome!

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## Children's summer camps: What you need to know

There are many programs available to children during the summer. Often referred to as summer camps, programs usually focus on specific areas, such as art, science or sports. This allows all children to find a program that interests them.

Programs can be day programs (during the day) or overnight camps (children sleep over at the camp with meals provided). Day programs usually run from 8:30 to 4:30 p.m. Some programs offer extended care outside of these hours. In some programs children will be provided with transportation, but often children will need to be dropped off and picked up at the appropriate location. Most day programs require children to bring their own lunch, snack, and drink.

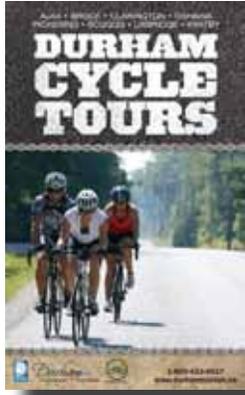


Overnight programs provide children with an opportunity to spend more extended periods of time at camp, with supervision provided all the time and organized activities provided during the day and at night. Camps offering overnight programs usually have a special day where parents can take their children to visit the camp to decide if they want to spend time there for a program.

Some families are eligible for a reduction in costs based on household income (ask specific program organizers about potential reductions). Visit the recreation section of your municipality's website for more information (these can be found on [www.durhamimmigration.ca](http://www.durhamimmigration.ca)).



## Settling in Durham: Putting cycling on the map in Durham Region



Ever considered exploring Durham Region's picturesque waterfronts, rolling hills and tourist destinations via bicycle? Durham Tourism recently released the Durham Cycle Tours map, which offers 10 distinct routes that guide individuals through charming urban and rural areas, while outlining cycling-specific services available along the way.

Durham Cycle Tours was designed to highlight unique tourist destinations and attractions that can be accessed by bike, within all eight area municipalities, covering almost 500 kilometres.

Designed specifically for those travelling on two wheels, the map includes a list of almost 80 cycling-specific services and amenities that are available en route. This means that

accommodations, attractions, cafés and restaurants, bike rental and repair shops, and other points of interest offer secure bike storage facilities, healthy food options, etc.

Copies of the map are available online at [www.durhamtourism.ca](http://www.durhamtourism.ca) or by calling the Economic Development and Tourism Division at 1-800-413-0017. An electronic version of the map, for use on hand-held devices, is also being developed.

The Durham Cycle Tours map was developed in partnership with the Welcome Cyclists Network, local businesses, area municipal partners, cycling clubs and other stakeholders. The Welcome Cyclists Network is offered by Transportation Options, a non-profit organization that certifies and promotes bicycle-friendly businesses and cycle tourism in regions across Ontario. To learn more, visit [www.welcomecyclists.ca](http://www.welcomecyclists.ca).

## Settling in Durham: Physical Activity Planner

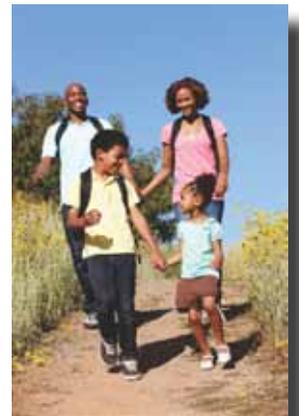
It takes a lot of time and energy to settle in a new community. It can be easy to forget to look after yourself. Did you know that being physically active has many benefits such as giving you more energy to tackle your day, helping to relieve stress, helping you to feel good about yourself and helping you to keep a healthy weight?

According to the Canadian Physical Activity Guidelines, adults need a minimum of two and a half hours of activity each week. This should include activities that make your heart beat faster and cause you to sweat a little. Unfortunately, statistics show that 85 percent of adults and 93 percent of children and youth are not meeting this recommendation.

To help you meet the recommendation and to achieve your physical activity goal, Durham Region Health Department is offering you a free physical activity planner.

Setting a goal to be more active, planning an activity and tracking your progress, can help you to be more successful in increasing your level of physical activity and enjoy the health benefits. Planning helps you keep at it!

To try the free physical activity planner or to get ideas to help you keep active, visit [www.durham.ca/physicalactivity](http://www.durham.ca/physicalactivity) or call Durham Health Connection Line at 905-666-6241 or 1-800-841-2729.



## Improving labour market outcomes: Want to start your own business?

The Business Advisory Centre of Durham (BACD) can help you! We help you navigate the road to opening your own business. Whether you need to register your business, create a marketing plan or connect with an accountant, we are here to help you.



Our recently launched website was created with you in mind. The website has three main focuses – About BACD & it's Programs, Thinking, Starting or Growing Your Business and our Events Calendar. Our goal is to provide clients and would-be entrepreneurs with a comprehensive information portal on typical business questions and information on the business life cycle.

We hold seminars throughout Durham Region to educate and advise businesses on how to start and grow. To help those who cannot always attend our seminars in person we have partnered with the Canadian owned Small Business Solver to give access to over 200 books, guides and webinars for only a \$10.00 investment for each subscription. For more information visit [www.smallbusinesssolver.com](http://www.smallbusinesssolver.com). To purchase a one year subscription contact BACD at (905) 668-4949

Please check out our new website at [www.bacd.ca](http://www.bacd.ca) and sign up to join our newsletter. Please contact BACD for more information [www.bacd.ca](http://www.bacd.ca).



## Labour Shed Survey: Understanding Durham's labour force

Community planning takes work and a lot of research. The Durham Workforce Authority (DWA) is responsible for providing up-to-date, accurate labour market information to policy makers and community members. In June, the DWA will launch its groundbreaking community survey, Labour Shed.

The pilot online survey will be conducted with Durham Region's residents to analyze employment lifestyles. You will be asked questions about employment status, skill sets, desired wages, and commuting patterns. This study will provide general results for analysis and will be further used as a tool to develop a more in-depth and precise telephone survey to be conducted at a later date.

A second pilot online survey will be used to

gather the experiences and perceptions of Durham Region employers. Questions will enquire about methods employers use to recruit workers, their perceptions of worker availability and quality, and the skill sets and qualifications employers desire from potential employees. This part of the survey will shed light on how current resident skill sets and characteristics intersect with the skills sets and qualifications desired by employers.

To participate in the survey, please visit [www.durhamwa.ca](http://www.durhamwa.ca). Your participation will help to provide valuable information to the community on labour force characteristics.



## Celebrating a culture of inclusion: PFLAG celebrates Pride!

The month of May marked a number of important milestones for PFLAG Durham, the LGBTQ community, and their allies in our region. With the momentum of the previous month's 'An Evening of Glamour' gala fundraiser still going strong, Durham once again demonstrated its strength and diversity with memorable pride flag-raising ceremonies for International Day Against Homophobia and Transphobia on May 17 in the municipalities of Oshawa, Whitby, Ajax, Pickering, Clarington and Scugog, along with the Durham District School Board. These ceremonies included a number of thoughtful speeches from the mayors and councils of Durham on the importance of diversity, and taking a stance against discrimination of any kind in our communities.



PFLAG Durham's community of LGBTQ individuals and allies have once again demonstrated their solidarity in our region, celebrating June's Pride Durham festivities with dozens of special events including a complimentary Pride barbecue at noon before the Durham Pride Parade on June 9. PFLAG Durham, the AIDS Committee of Durham Region, and The Youth Centre are also excited to once again be working together to host their highly motivational LGBTQA (i.e. LGBT and allies!) Youth Summer Leadership Camp in July. Applications are available online for youth aged 13-17 at [www.pflagdurhamregion.com/camp.html](http://www.pflagdurhamregion.com/camp.html).

### GLOSSARY

**Allies** - Friends and supporters who work with people of a particular group towards a common cause or goal

**Bear bells** - These are quite literally small bells that you would attach to your backpack or rucksack to scare away bears. Bears are naturally shy and will stay away from you if you stay away from them!

**Homophobia** - Negative attitudes and behaviours aimed at people who are lesbian, gay or bisexual (or who are perceived to be lesbian, gay or bisexual)

**LGBTQ** - An acronym for the lesbian, gay, bisexual, transgender and queer (or questioning) community, sometimes this acronym is longer and includes other marginalized groups. The LGBTQ acronym is the most commonly used in Durham

**PFLAG** - A national support, education and advocacy organization for lesbian, gay, bisexual and transgender (LGBT) people, their families, friends and allies

**Preserving** - In this context this means taking the raw vegetables and fruit from the field and in some way cooking them so that they can be eaten later in the year (e.g. pickling, canning, making jam or chutneys)

**S'mores** - The best part of camping! You need two graham crackers, a piece of chocolate and a marshmallow. Put the chocolate on top of one of the crackers, roast the marshmallow (on a wooden stick) over a campfire until it's perfectly brown on all sides (i.e. melted just enough) then squash the marshmallow between the two graham crackers (and don't drop the chocolate)

**Soft skills** - These are the hard to learn cultural skills, the norms that help you to feel like part of the group

**Transphobia** - Negative attitudes and behaviours aimed at people who are transgendered (or who are perceived to be transgendered)

**Weekend get aways** - Leaving home for a weekend somewhere else, VERY popular in the summer, beware Highway 401 at 4pm on a Friday!

## Creating welcoming communities: OTF is recruiting for Grant Review Team members



As a member of the local Grant Review Team of the Ontario Trillium Foundation (OTF), Durham's Muttukumaru Chandrakumaran uses both his business and personal experiences to benefit those around him.

Together, he and fellow volunteers review dozens of local grant applications. The result? The Foundation last year allocated \$6.41 million in grants to 72 not-for-profit organizations in the OTF catchment of Durham Haliburton Kawartha Pine Ridge.

The Ontario Trillium Foundation is Canada's largest grant-making organization. It relies on volunteers like Muttukumaru to help build healthy and vibrant communities through investments in community initiatives.

Our volunteers don't provide a direct service or raise money. Working with staff, they help decide where to allocate millions of dollars each year to achieve the greatest impact. Who volunteers with OTF? People from all backgrounds and interests who have a little, or a lot, of experience volunteering in their community.

Why do they do it? They say they find themselves among a network of smart and connected people who care about their community. They see how local grants support some really innovative work – and they like representing the Foundation at public events.

Learn more about the volunteer appointment process, the commitment required, and how to apply. Read our Frequently Asked Questions at [www.otf.ca](http://www.otf.ca).

## Creating a culture of inclusion: Whitby's Ethno-cultural and Diversity Advisory Committee

Whitby is growing and the Ethno-cultural and Diversity Advisory Committee of Council (EDAC) is committed to eliminating barriers for diverse populations within our community and fostering a greater understanding of ethno-cultural and diversity issues.

The following are some of the initiatives EDAC is engaging in this year:

**Leadership in Diversity and Social Justice Award:** EDAC provides this award to graduating Whitby Secondary School students who demonstrate leadership in the areas of diversity and social justice, including equity and inclusivity within their school and/or the Whitby community. The deadline for applications is typically in early June.

**Community Events:** members of the EDAC participate in many community events throughout the year, hosting information booths to engage members of the community

in conversation, receive their feedback and increase community awareness of the work of the committee.



**Elementary School Cultural Programs:** EDAC sponsors programs that promote a positive message of diversity within our community through school assemblies or classroom workshops.

EDAC is very excited to be undertaking these projects and initiatives that create a positive impact in our community and celebrate our diversity. For further information, please visit [www.whitby.ca/diversity](http://www.whitby.ca/diversity).



## Durham's Diversity & Immigration Report Card: Reporting on year one

Our success story this issue is about you, the Durham community. The Durham community tasked itself with creating a Diversity & Immigration Community Plan a number of years ago. The Plan has become a framework for community action and the newly released Community Report Card is the tool through which we are measuring that action.

It's important to note that the priorities in the Plan come from the broad Durham community. The language used, the goals identified and the call for a tool to measure progress against those goals came from community stakeholders.

In collecting the data for the Community Report Card, we had an enormous amount of cooperation from all 8 local area municipalities. Municipal leaders were more than generous with their time and their insights. In developing the report card, we adopted an outcomes-based framework called Results-based Accountability. It suits the community's need for a simple, clear tool for telling the Durham Story. When reading the Community Report Card, what success looks like is called a result and how a result is measured is called an indicator. There are 11 results and 33 indicators.

In reading the Community Report Card, data is included for each of the indicators but there is also a 'story behind the curve' – what's happening behind the numbers, the context. "What works" or community best practices are included as well as a listing of key community partners and our strategy for moving the work forward.

So, as a community, how did we do? Is Durham creating a culture of inclusion? Yes. Across the entire region there are new and more initiatives aimed at creating a more welcoming Durham. Progress is being made by an ever

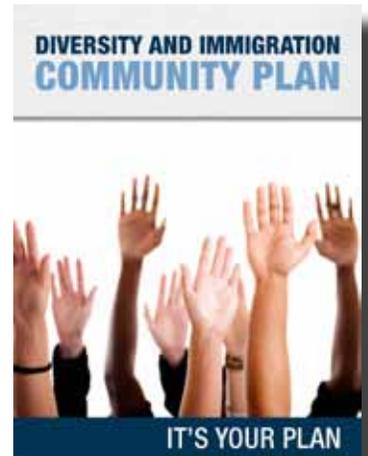
growing number of organizations, institutions and individuals.

Is Durham improving labour market outcomes for newcomers? This is a key area of priority. The economy and economic conditions continue to change quickly. As the initial results and indicators were explored, it was determined that a different data gathering approach would provide greater clarity. Work is underway, so stay tuned.

Is Durham attracting and retaining newcomers? Yes. There is a growing understanding around the need to attract and retain newcomers. Tools are being created to share information and deepen understanding.

Has Durham increased its settlement capacity? Yes. The community continues to celebrate the creation of new services and new funding, including new Welcome Centres. Durham's settlement capacity will continue to grow.

Visit the LDIPC section of the Durham Immigration Portal for a copy of the Community Report Card. For more information about the LDIPC or the report card, please email us at [ldipc@durham.ca](mailto:ldipc@durham.ca).



We look forward to hearing your stories and feedback. If you would like to subscribe or contribute to The Citizen, please contact us:

**Email:** [diversitynewsletter@durham.ca](mailto:diversitynewsletter@durham.ca) | **Portal:** [www.durhamimmigration.ca](http://www.durhamimmigration.ca)

**Back issues:** Visit [www.durhamimmigration.ca](http://www.durhamimmigration.ca) for back issues of The Citizen by clicking on the Creating Community tab, and then clicking on the Diversity Newsletter heading. You can also sign up for the newsletter online. Please feel free to forward The Citizen to others.

