



ANNUAL REPORT

2022/2023



THANK YOU

MEMBERS



Cape Breton
Regional
Library



Centre
communautaire
Sainte-Anne
Liaison
communautaire
pour les nouveaux
arrivants



Centre d'accueil et d'accompagnement
francophone des immigrants
du Sud-Est du Nouveau-Brunswick



CIF
La Coopérative
d'intégration francophone
de l'Île-du-Prince-Édouard



District scolaire
francophone Sud
Apprendre. Grandir. Devenir.



IMMIGRATION FRANCOPHONE
NOUVELLE-ÉCOSSE
ACCUEIL · ÉTABLISSEMENT · INTÉGRATION



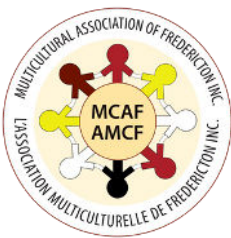
Immigrant Services
Association of Nova Scotia



inclusionNS



Stephen Jarislowsky Chair
Cultural and Economic Transformation



MAGMA
Multicultural Association
of the Greater Moncton Area



AMGM
Association multiculturelle
du Grand Moncton



NEW BRUNSWICK
MULTICULTURAL
COUNCIL
CONSEIL
MULTICULTUREL DU
NOUVEAU-BRUNSWICK



Nouveau-Brunswick



NOUVELLE-ÉCOSSE



YMCA of
Greater Halifax/Dartmouth



YMCA of
Greater Saint John



HELPING YOU BUILD IMPACT



EXECUTIVE REPORT

It's exciting to see immigration on the rise in Atlantic Canada, turning the tide on a previously declining population and aging demographic. Our member agencies are actively engaged in helping to settle and integrate these new arrivals and contribute to creating welcoming communities where all can belong. ARAISA has been there to support the sector in this work through coordination, collaboration, and building sector capacity. Hosting our first regional summit in over a decade was a highlight of the year's activities and we were delighted to welcome more than 350 attendees to Summit 2022, held in Moncton, NB. After the restrictions placed upon us during the pandemic, the opportunity to learn together and network in person was highly appreciated.

Throughout the year, we also provided opportunities for professional development and information exchange, engaged with stakeholders, and offered regional perspectives at national forums. None of this work would be possible without the efforts of our growing staff team, dedicated board of directors, engaged membership, and supportive funders. Thank you!



Carolyn Whiteway, Executive Director



Megan Morris, Co Chair



Jennifer Watts, Co Chair



ENGAGE &
SUPPORT OUR
MEMBERSHIP



Connecting minds

We engaged settlement and integration professionals from member organizations to connect, share and exchange promising practices in our 4 regular working groups throughout the year:

- Portfolio-Based Language Assessment - 6 meetings
- English as an Additional Language-Literacy - 7 meetings
- Regional Support to Vulnerable Clients - 7 meetings
- Communications Hub - 8 meetings

These participant-led groups provided a space for sharing knowledge and tangible tips to enable better service delivery.



Inside the sector

More subscribers (326 by March 31, 2023) received the weekly newsletter that included funding opportunities, reports, events and articles. On multiple occasions, subscribers deemed the newsletter helpful for their work. We sent 47 newsletters for a 43% open rate!

Not subscribed yet? [Click here!](#)



Valuable insights

Every year, we gather members' feedback through a survey. It helps us assess how we are doing in supporting you and what we could be doing to help you even more. This year, we got some excellent news: everyone who took our survey said they find it valuable to be a member of ARAISA.

To view the results, [click here!](#)

One of our priorities is to help our member organizations continuously improve their skills through professional development opportunities. We held several trainings this year, and were thrilled to finally resume in-person events!

Foundations of Evaluation and Performance Measurement

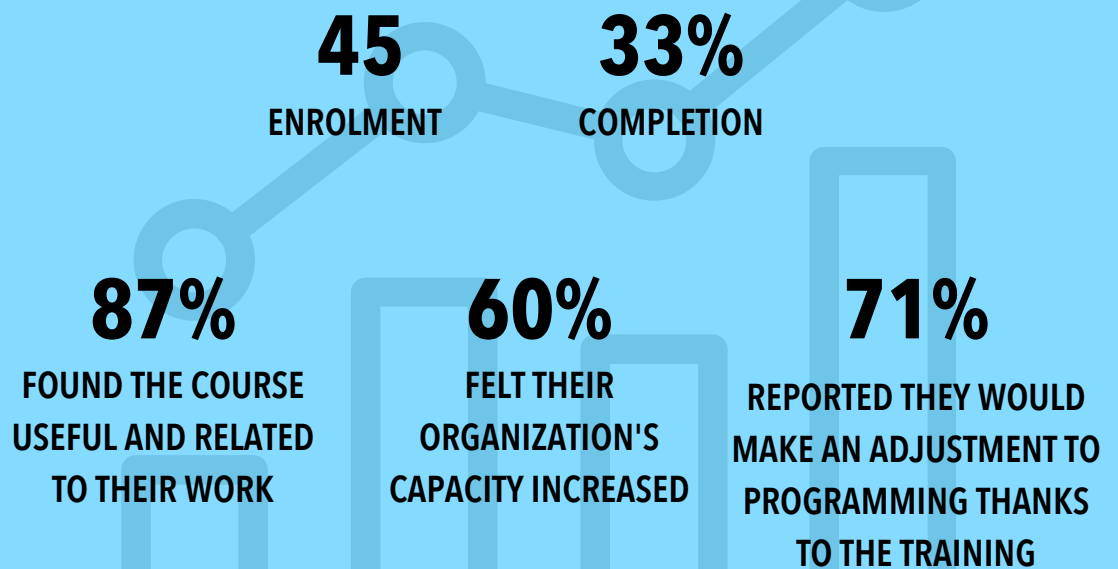
Principes de base de l'évaluation et de la mesure du rendement



Funded by: Immigration, Refugees and Citizenship Canada
Financé par: Immigration, Réfugiés et Citoyenneté Canada

This introductory, self-paced, five-module online course on the Foundations of Evaluation and Performance Measurement was developed for settlement and integration practitioners in Atlantic Canada. Participants gained practical

understanding of key evaluation concepts and the necessary skills to develop and work with standard evaluation frameworks and tools. Available in English and in French for 10 weeks, the course also included 3 live Q&A sessions led by a facilitator.



IMDB Interactive Workshop for the Atlantic Region: Building the Data Capacity of SPOs

Zoom Workshop | 1:00 - 3:00 pm (ADT) Oct. 7th, 2022

CYRRC
Child and Youth Refugee Research Coalition

isans
Immigrant Services Association of Nova Scotia

araisa
Association of Refugées, Immigrants and Citizens of Canada

On October 7th, 2022, ARAISA partnered with the Child and Youth Refugee Research Coalition (CYRRC) and the Immigrant Services Association of Nova Scotia (ISANS) to host a workshop aimed at building the capacity of

Service Provider Organizations to access and use data from the Longitudinal Immigration Database (IMDB) to answer questions about refugee retention and economic outcomes. You can watch the recording [here](#).

35

ATTENDEES

57%

FOUND LEARNING TO
EXTRACT DATA FROM THE
IMDB MOST VALUABLE

71%

ARE VERY LIKELY TO USE
THE INFO PROVIDED IN
THE WORKSHOP



Risk Management in the Settlement Sector

Nov 30 - Dec 1, 2022
Halifax, NS

Gestion des risques
dans le secteur de l'établissement

araisa



Immigration, Refugees and Citizenship Canada

Immigration, Réfugiés et Citoyenneté Canada

With this member professional development event held in Halifax in November 2022, ARAISA's goal was to equip organizations with the knowledge and tools needed to manage risks.

31

ATTENDEES

93%

FELT THEIR
ORGANIZATION'S
CAPACITY INCREASED

86%

REPORTED THEY WOULD
MAKE AN ADJUSTMENT TO
PROGRAMMING THANKS
TO THE TRAINING



Towards a healthy work environment in the Settlement Sector!

AN ARAISA MEMBER PROFESSIONAL DEVELOPMENT OPPORTUNITY

February 22-24 2023

Chocolate Lake Hotel, Halifax

Directed at managers and project leads, this February 2023 professional development opportunity was about managing people effectively and developing leadership skills to contribute to a healthy and productive work

environment in organizations. Over three days, participants learned about their leadership styles, how to recognize burnout, how to have difficult conversations, be inclusive, and more.

100%

WILL BE ABLE TO SHARE THEIR LEARNING IN THEIR ORGANIZATIONS

100%

FELT THEIR KNOWLEDGE OF EFFECTIVE COMMUNICATION INCREASED

90%

WOULD RECOMMEND THIS TRAINING TO THEIR COLLEAGUES



De-escalating Potentially Violent Situations™

Training for the Settlement and Integration Sector

araisa
Immigration, Refugees and Citizenship Canada
Immigration, Refugees and Citizenship Canada

The goal of this workshop was to teach people to de-escalate potentially violent situations through assertiveness and interpersonal communication. The training explored how anger and violence interplay and allowed participants to assess their

own communication styles. Two dates were available for participants.

75

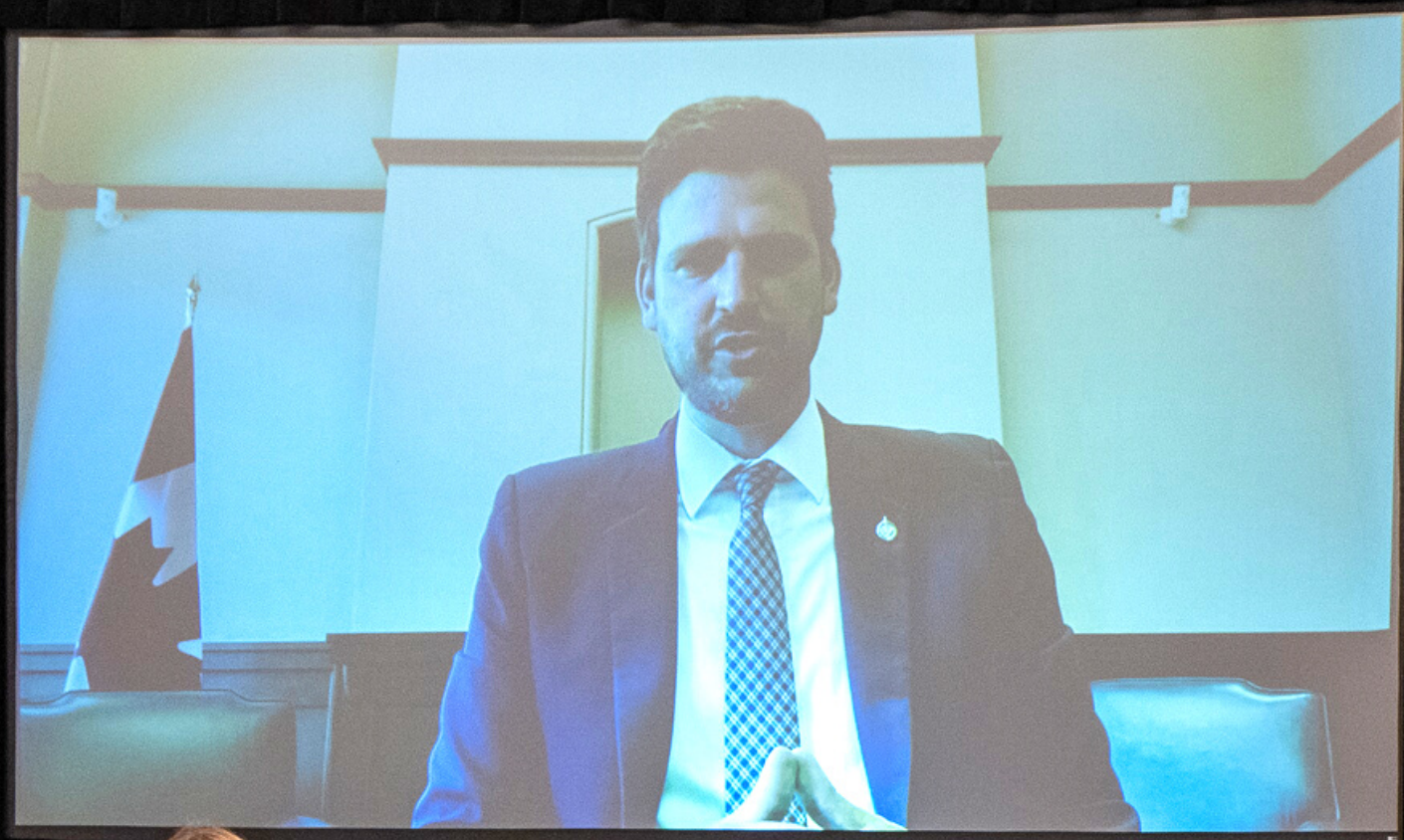
ATTENDEES

93%

AGREED THAT THE TRAINING MET THEIR EXPECTATIONS

94%

AGREED THAT THE TRAINING WAS USEFUL FOR THEIR WORK



STRENGTHEN OUR
CONTRIBUTION
TO THE SECTOR

Regional Sector Meetings



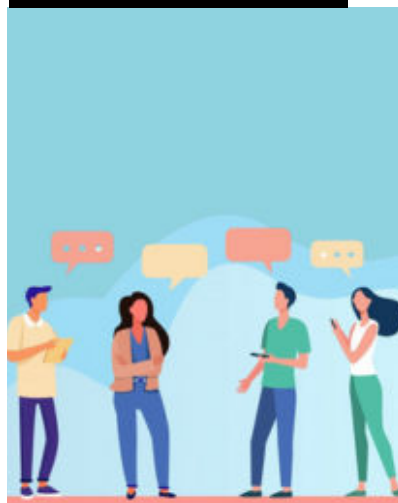
On behalf of IRCC, ARAISA convened three regional sector meetings with representatives of organizations receiving funding from the Department for the delivery of settlement, resettlement, and integration services. Each meeting counted 64 participants on average. Through these meetings, IRCC was able to share information while organizations had the opportunity to ask questions and provide insight into issues happening on the ground.

The Summit



ARAISA successfully organized this event in Moncton, NB and online in the spring of 2022. For three days, 358 people (269 in-person, 89 online) considered ways forward for the settlement sector, envisioning a promising outlook for the future. There were many session formats: 2 keynotes, 20 workshops, 2 panels and 5 roundtables. Over 90% of those who answered the post-summit evaluation survey indicated they would attend a similar event in the future. Over 95% thought the Summit was well planned and ran smoothly.

Innovating for Impact



The Innovating for Impact (I2) project is a 3-year, IRCC-funded SDI (Service Delivery Improvement) project aiming to increase newcomer integration into their new communities and build the capacity of the settlement sector to apply social R&D approaches and outcomes measurement to programming. In this year of the project, staff from participating organizations received training and support to prepare them to plan, initiate, and run prototype projects to help build their expertise and capacity.

Atlantic Immigration Program



ARAISA created the aipsettlementsupport.ca bilingual website for AIP service providers and AIP employers. The website includes a mapping tool to help pre-arrival organizations find settlement services for AIP candidates; trainings and training material for Intercultural Competency Training (ICT) facilitators; courses for employers and links to useful resources. This year, over 2,000 certificates were issued to employers seeking AIP designation who completed a course in ICT.

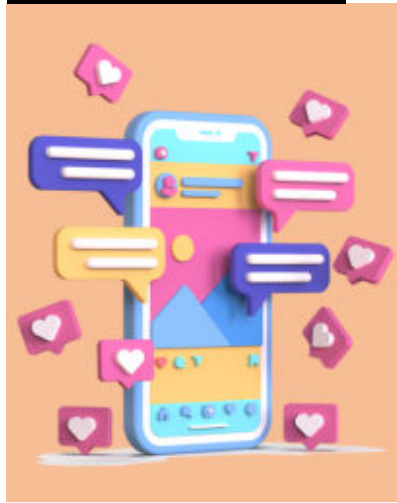
Better Together



The Better Together project is funded by the Government of Canada's Migrant Worker Support Program. The program provides migrant workers with information, support to access available services and assists them in learning about and exercising their rights while in Canada. ARAISA held a stakeholder meeting, distributed funds to 4 organizations supporting workers in NS, NB, and PEI, and released a [mapping and gap analysis report](#) to understand better the need for information and services for migrant workers in the Maritimes.

- National Settlement and Integration Council
- CISSA-ACSEI
- Pathways to Prosperity
- OUSH National Steering Committee
- National Afghan Refugee Resettlement Steering Committee
- [SettleNet.org](#) National Advisory Committee

Virtual Bridge Project



ARAISA is partnering with the Canada Excellence Research Chair in Migration and Integration at Toronto Metropolitan University to study how newcomers in Canada use social media. The project aims to help organizations provide services through these platforms. ARAISA participated in a workshop on Content Creation and Strategy Building in June 2022 and shared highlights with the Communications Hub. Results of the study, which gathered over 2,000 responses from newcomers, will be shared soon.

Youth Employment Skills Strategy Project



The Youth Employment and Skills Strategy research project identified employment-related needs of newcomer youth ages 15-30 in Atlantic Canada and how these needs are met through existing programming. With the help of an advisory committee and a partnership with Dr. Tony Fang, 70 youth and 15 service providers provided insights that were compiled into a [final report](#) of research findings and proposed recommendations.

Sharing Information



ARAISA sent out 47 newsletters on a weekly basis and opened subscriptions to non-members. On average, the open rate was 43%, while the click-to-open rate was 31%, which confirmed the relevance of the content and subscribers' interest. ARAISA also provided regular updates to the sector on national efforts related to Afghan and Ukrainian arrivals.

SECTOR REPRESENTATION

ARAISA provided representation on national bodies, contributed as a member of several advisory committees, organizations, and networks, and made presentations at conferences, including:

- National Newcomer Navigation Network
- Atlantic Local Immigration Partnerships
- Canadian Council for Refugees
- 25th Metropolis Canada Conference



STRENGTHEN OUR
ORGANIZATION

New Space

Our office received a makeover! With a return to the office and to accommodate a growing team, we needed to expand. In December 2022, we were happy to showcase our newly renovated space, and our work, with an open house event.



Francophone Engagement

We understand the importance of engaging with all members in their preferred language. That's why we make sure to provide content in both official

languages. One-third of our members are Francophone organizations, highlighting the significant role of Francophone immigration in the region. To better serve our members, we offer simultaneous interpretation during virtual meetings, webinars, and in-person events, bilingual emails and newsletters, as well as bilingual reports and surveys. We want all our members to feel heard and understood, so we also offer French-only consultations and training opportunities.

Increased Membership

8 new members joined ARAISA in 2022-2023. Overall that's a 25% increase!

- Centre d'accueil et d'accompagnement francophone des immigrants du Sud-Est du Nouveau-Brunswick
- Réseau de développement économique et d'employabilité du Nouveau-Brunswick
- Cape Breton Island Centre for Immigration
- District scolaire francophone sud
- Inclusion Nova Scotia (Nova Scotia Inclusive Employment Collaborators)
- Memorial University of Newfoundland (Stephen Jarislowsky Chair in Economic and Cultural Transformation)
- PEI Community

Navigators

- Multicultural Association Chaleur Region



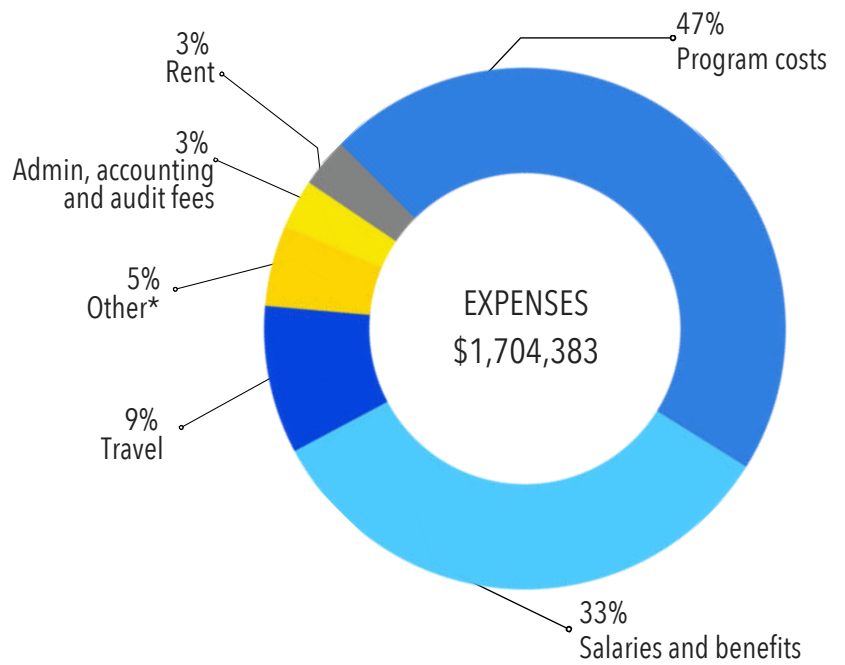
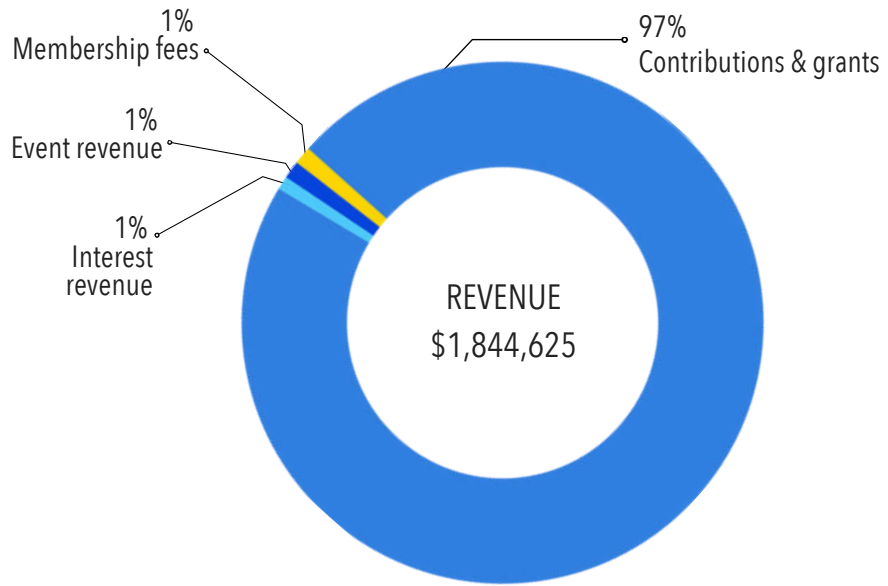
Staff Professional Development

We are dedicated to improving our service quality by investing in our staff's knowledge and skills. Our goal is to benefit both our

members and employees by helping them reach their full potential and contribute to our organization's growth. Some of the trainings staff participated in:

- Personality Dimensions Workshop
- Indigenous Canada Course
- Research Methods for Social Impact
- Community Building Youth Futures
- Risk Management in the Settlement Sector
- Toward a Healthy Work Environment
- Unconscious & Implicit Bias Workshop
- Micro-Aggressions Workshop

FINANCIAL HIGHLIGHTS



For the complete financial statements:

<https://bit.ly/ARAIISA-2023FS>

*Other: Amortization, Bank and other service charges, Insurance, Meetings and events, Office and computer expenses

ARAIISA.CA

INFO@ARAIISA.CA



Funded by the Government of Canada
Financé par le gouvernement du Canada

