



Strategic Plan | 2024 - 2029

Located in Mi'kma'ki, the ancestral and unceded territory of the Mi'kmaq, the Atlantic Region Association of Immigrant Serving Agencies (ARAISA) is a non-profit umbrella organization that supports organizations in Nova Scotia, Prince Edward Island, New Brunswick, and Newfoundland and Labrador with the important work of helping to settle and integrate newcomers into our communities.

As residents of Mi'kma'ki and subjects to the Peace and Friendship Treaties, we recognize the urgency of truth and reconciliation. In this spirit, ARAISA affirms the Truth and Reconciliation Commission's Calls to Action. Truth and reconciliation is an ongoing, collaborative process that involves building and maintaining respectful relations between Indigenous peoples and settler society. It is rooted in the fact that everyone living in Canada – including Indigenous peoples, non-Indigenous Canadians, as well as newcomers – are treaty people. While much work remains to be done, we hope our initiatives can facilitate integration by establishing respectful, reciprocal, and accountable relationships between Indigenous peoples and newcomers.



Vision Statement

Member organizations are more effective as a result of ARAISA's initiatives to support the sector and its contributions to regional and national forums.

Mission Statement

ARAISA is an umbrella association which serves as a collective voice and forum for members who are committed to the settlement and integration of immigrants and refugees in the Atlantic region.

Equity, Diversity, and Inclusion Statement

ARAISA recognizes its strength as an organization—both as an employer and an umbrella organization—lies in its diversity. ARAISA endeavors to create a work environment that is free from bias and where everyone feels that they are valued and belong, whatever their gender identity and expression, race, ethnicity, religious belief, national origin, age, sexual orientation or identity, education, disability, language, or socio-economic status.

As a regional settlement sector umbrella organization, ARAISA is uniquely positioned to provide guidance and support to member agencies and other settlement sector organizations in the region, with the integration and incorporation of EDI into their work. In doing so, ARAISA aims to champion the consideration and inclusion of diverse and intersectional social identities within the settlement sector in the Atlantic region and to challenge barriers to service and program delivery for newcomers.

These commitments to the principles of equity, diversity, and inclusion, as well as truth and reconciliation, inform and guide all the work that ARAISA does as an organization, including its Strategic Values and Directions.

Values

Collaboration

We create community, connection, and partnerships by engaging, convening, and building bridges between our members, the broader settlement sector, and other stakeholders in Atlantic Canada and nationally.



Accountability

We are accountable to our members, partners, funders, and the settlement sector in Atlantic Canada. We solicit, include, and amplify the diverse voices of the settlement sector and newcomers, ensuring that our work is representative of these needs and priorities.



Continuous Learning

We foster a culture of excellence through knowledge exchange and capacity building. We promote the sustainable and ongoing transformation of the settlement sector as it continually innovates, iterates, and adapts to meet the needs of newcomers in Atlantic Canada.

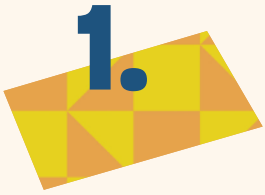


Leadership

We lead with integrity, transparency, and respect and act in ways that engage, support, and empower those we work with and those we serve.



Strategic Directions



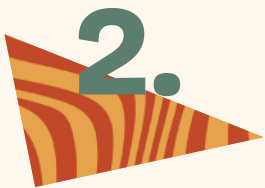
Strengthen Capacity

Expected Outcome:

The capacity of organizations to meet diverse newcomer needs in Atlantic Canada is enhanced through ARAISA's training and professional development initiatives.

Major Initiatives:

1. Provide opportunities and develop tools to assist organizations to assess their capacity, establish standards, and identify areas of improvement.
2. Develop and implement structured training to strengthen organizational capacities and program delivery and offer resources on topics of importance to Francophone and Anglophone organizations in the sector.
3. Identify, develop, and share knowledge that supports effective service delivery and organizational strengthening.



Coordinate & Engage

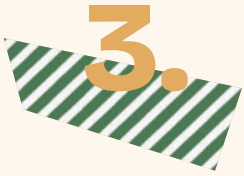
Expected Outcome:

The settlement sector and other stakeholders in Atlantic Canada are better informed and supported through ARAISA's regular convening, coordination, and engagement efforts.

Major Initiatives:

1. Create regular opportunities for organizations to share updates and innovative solutions to common challenges by organizing conferences, and other events.
2. Convene working groups and communities of practice and create/support other opportunities for knowledge sharing and exchange of best practices within the sector.
3. Foster connections and create opportunities for dialogue between members, the broader settlement sector, federal and provincial funders, and other stakeholders.
4. Increase collaboration and coordination among organizations implementing regional programs and with organizations delivering services that support the Francophone Integration Pathway.
5. Identify, develop, and share information that promotes and assists in delivering settlement services and facilitates coordination.

Strategic Directions (cont.)



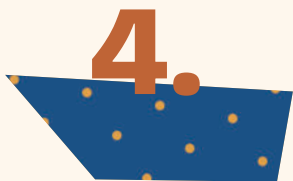
Collaborate & Represent

Expected Outcome:

Enhanced ability to respond with a collective voice to emerging and critical issues of relevance to the sector, and improved access to data, information, and knowledge to influence decisions and inform action.

Major Initiatives:

1. Represent the sector at national and regional advisory tables and committees.
2. Liaise with other coordinating bodies regionally and nationally.
3. Strengthen and support processes to identify and respond to issues relevant to settlement sector organizations and the newcomers they serve.
4. Support and generate evidence-based research to inform policy and programming.
5. Develop a knowledge mobilization strategy to engage and exchange knowledge with the sector, government partners, and other stakeholders.



Strengthen Our Organization

Expected Outcome:

Our capacity, innovation, and responsiveness to support and be accountable to our members and the sector at large are strengthened.

Major Initiatives:

1. Develop a communication strategy to increase our visibility and grow awareness of our role within the settlement sector regionally and nationally.
2. Promote ARAISA to potential new members and retain existing members by demonstrating our value and remaining responsive to the needs of Francophone and Anglophone members.
3. Develop and strengthen practices that support strong board governance.
4. Attract, retain, and develop talented people who share our values and strive to achieve our vision while benefiting from and contributing to an inclusive and psychologically healthy organizational culture.
5. Improve operational processes, ensure financial health, and strengthen policies and commitment to principles and practices of equity, diversity, and inclusion, and reconciliation.
6. Develop and implement an evaluation framework to measure ARAISA's impact, ensure continuous improvement, and remain accountable to our members and other stakeholders.