

All Newcomers are Welcomed & Supported



A community that welcomes and supports newcomers is a community where newcomers do not face implicit or explicit discrimination. Newcomers face many obstacles that prevent them from becoming full contributing members of society. Efforts to eliminate the root cause of these barriers will aid newcomers in developing a sense of belonging.

the facts: creating an inclusive community

United Way has identified three long term outcomes within this priority: newcomers are meaningfully employed, the community is inclusive and newcomers are free from discrimination, and newcomers are involved in and have a voice in the community. Through a combination of funds, research, and skilled staff and volunteers, United Way supports local programs and initiatives that create an inclusive and supportive community for newcomers.

Newcomers are meaningfully employed

One of the most difficult challenges that newcomers face is finding employment that matches their skills and training. Although 22% of Waterloo Region's population is made up of newcomers, this is not reflected in the Region's workplace. Language barriers account for the greatest concern among employers. By 2017, newcomers will account for 100% of work-force growth in Canada. United Way invests in a number of programs and services that provide newcomers with job search assistance and access to suitable employment, as well as ESL supports and opportunities for education and training.

The community is inclusive and newcomers are free from discrimination

As a community, it is essential that we provide a safe and inclusive community for all. Moreover, it is important that newcomers experience a sense of belonging and support as they join Canada and Waterloo Region. Newcomers need to know what programs and services are available, as well as how to access these supports. In Canada, it has been reported that almost 30% of newcomers accessing services experience some form of discrimination. United Way supports initiatives that assist newcomers and help local organizations develop an inclusive community for all that is free from discrimination.

Newcomers are involved in and have a voice in community settings

Being an active member of your community is an important part of feeling connected and empowered, creating a community where you are proud to live. In 2001, newcomers represented 53% of Canada's population growth. This figure is expected to reach 100% by 2026. Newcomers often face barriers when attempting to get involved in a new community. United Way promotes newcomer participation in this community by supporting various programs that help ethno-cultural groups and associations connect with mainstream funders, provide cultural interpreters, and offer subsidies to support newcomers' participation in other programs and services.



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