



Hamilton Immigration  
Partnership Council

# ANNUAL REPORT

2024-2025



Photo Courtesy of The Hamilton Spectator



The Hamilton Immigration Partnership Council (HIPC) is a community table that seeks to create a seamless settlement experience for immigrants in Hamilton.

With partners from various sectors – including settlement, education, business, health, social services, municipal affairs – and strong representation of persons with lived immigration experience, we work together to create a welcoming community with relevant and accessible services for all.

HIPC was established in 2009 as one of Canada's first local immigration partnerships, a network that has now spread across the country and includes more than 80 similar local tables.



## Message from the Chair



This year, immigration has emerged as a central issue in Canada's national discourse. Our ongoing affordability crisis, which has been years in the making, has unfortunately led to the scapegoating of newcomers. In fact, for the first time in decades, we are seeing an unprecedented reduction in immigration levels, a significant shift in policy that stands in contrast to the values of openness and inclusion that have long defined this country.

In these challenging times, we cannot afford to be passive. It is the time to rise and speak up. The members of HIPC and our community partners have stepped forward, standing firm in our commitment to newcomers, offering tangible solutions through programming and innovative collaborations.

When an act of hate struck our community last fall, the response was swift and decisive. HIPC leadership rallied together and organized its first media conference to speak out in a unified voice against intolerance and hate. Our collective voice resonated powerfully, and the reception to our message was overwhelmingly positive. It is in these moments, when we face challenges, that we must stand even stronger for what we believe in.

With that same spirit, we are now launching our new 2025-2028 Community Plan. This plan, we hope, will inspire not only those within the HIPC network but everyone who believes in the power of community and collective action. I urge you to take time to reflect on this plan and think about how you can help move it forward. It has been shaped by a year of careful preparation and thoughtful consultation, and now it's time for us to act.

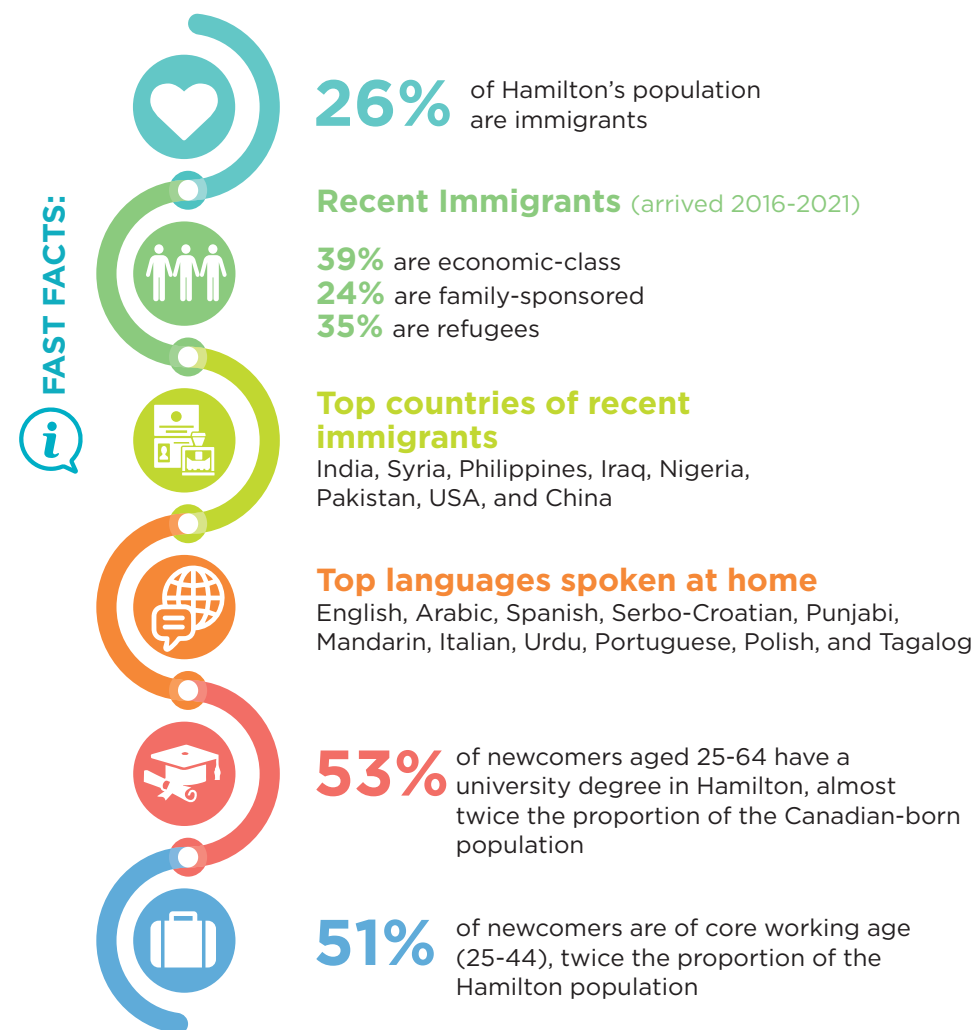
As I prepare to pass on the role of HIPC chair to my community friend and colleague, Grace Baldwin, I feel a deep sense of gratitude for the privilege of serving in this role. Thank you to the dedicated HIPC staff, Sarah, Araf and Natasha, and to all the organizations and community leaders who make our work impactful. I will continue to serve on our Steering Committee, Emerging Needs Working Group and other working groups.

Together, we have created a council that is responsive, effective, and accountable; and I am confident that through collective effort, we will achieve the goals we have set out in our new Community Plan!

Terri Bedminster  
Executive Director  
Refuge Newcomer Health

## Hamilton Immigration

Hamilton welcomed 5,770 immigrants in 2024. This is slightly lower than in 2023, but twice as many as in 2015.



For more in-depth facts and analysis of recent immigration trends, visit: [hamiltonimmigration.ca](https://hamiltonimmigration.ca)

### STRATEGIC PLAN (2021-2025)

HIPC's strategic plan for the period 2021-2025 works towards a collective impact goal: By 2025, 80% of newcomers will have a successful settlement experience and feel a sense of belonging in Hamilton. This plan ends March 31, 2025.

All strategic priorities are evaluated and measured by HIPC's Evaluation Committee.

#### Operating Principles

- Advocating for the basic needs of newcomers
- Leveraging immigrant leadership and the inclusion of newcomer voices
- Working through an anti-racism and anti-oppression lens

#### Strategic Priorities

- Economic Stability
- Social Inclusion
- Community Engagement

## HIPC MEMBERSHIP

HIPC is comprised of a Council led by a Chair and Vice Chair, four Committees each led by a Chair or Co-Chairs, and ad hoc Working Groups. A Secretariat of three staff supports the implementation of HIPC projects and events.

HIPC's membership includes a diversity of organizations and sectors, each with a vested interest in immigration and settlement in Hamilton.

**55+** Members

**15+** Sectors

**28** Organizations

**50%** of individual members have lived experience of immigration.

**Several Working Groups** created for specific HIPC projects and events.



# Engaging, Sharing, Empowering: A Year of Connection





# Five Years of Supporting Newcomers (2021-2025)



We are every colour, identity, ability and creed. And together, we make Hamilton better when it's...

**HAMILTONFORALL.ca**

\* HAMILTON IS SITUATED UPON THE TRADITIONAL TERRITORIES OF THE ERIE, NEUTRAL, HURON-WENDAT, HAMILTONSANDWEE AND MISSISSAUGAS.



Hamilton for All



As an inclusive table, HIPC engaged a diversity of sectors, organizations and community members:

**100** people have formally been part of HIPC

HIPC addressed newcomer needs, celebrated diversity, and acknowledged newcomer contributions to our community:

- 10+** major projects
- 10+** webinars/workshops
- 15** major events

HIPC built capacity and provided opportunities for newcomers, students, and entrepreneurs:

- 115+** newcomers volunteered at HIPC events
- 30+** immigrant owned/diverse restaurants featured in ImmPress
- 25+** students supported research projects
- 15+** newcomer and diverse vendors featured at events
- 30+** newcomer and other diverse artists, performers featured at HIPC events
- 5** summer students employed (2021-2024)



Citizenship Ceremony 2021



Newcomer Week 2022

HIPC shared knowledge and educated the public about immigration:

- 15+** research reports and resources
- 140+** ImmPress newsletter issues
- 20+** mentions in Hamilton media

HIPC conducted two partner surveys in 2022 and 2024 to evaluate the outcomes in its strategic plan. Comparisons across the two years show progress on several outcomes.

- 86%** of partners agreed diversity is more celebrated in Hamilton (up from 50% in 2022)
- 64%** agreed newcomer voices and contributions are more valued (up from 40% in 2022)
- 100%** agreed formal organizations better support newcomers' connection to services and information (up from 90% in 2022)
- 100%** agreed informal networks better support newcomers' connection to services and information (up from 70% in 2022)
- 59%** agreed newcomers better understand where to go in times of need (up from 35% in 2022)
- 69%** of newcomers described their settlement experience as "excellent" or "good" (HIPC immigrant survey 2023)
- 70%** of newcomers felt "somewhat strong" or "very strong" sense of belonging in Hamilton (HIPC immigrant survey 2023)

## HIPC Partner Survey Testimonials

"HIPC helped us build relationships with other service providers that share common goal[s] with any organization."

"The resources that HIPC produces, we make available, and they get shared at staff meetings and helps build capacity."

"Addressing the needs of newcomers' has made its way into our organization[al] plan due to HIPC; it has become a part of the way of thinking."

"HIPC allowed us to validate our work and empower each other and impact folks in the community."



Newcomer Day 2023



Newcomer Directory of Services



Newcomer Day 2024





# A Year of Voicing & Visioning

## Community Plan 2025-2028

As a collaborative community table, HIPC is in a unique position to focus on the collective impact of efforts to improve local settlement outcomes. To this end, in 2024 a small team of HIPC members began working with advisors from the Centre for Community Based Research. Meeting regularly from March 2024 to February 2025, with two Community Forum events, we drafted a new Community Plan to shape our focus until 2028.

HIPC's impact statement is tri-fold, focusing on making Hamilton a welcoming community where newcomers have a positive settlement experience and feel a sense of belonging.



Community Forum #1:  
March 1, 2024



Community Plan Reveal:  
February 26, 2025



Community Forum #2:  
November 22, 2024



Community Plan Implementation:  
April 1, 2025 to March 31, 2028



### Together, We Move Our Community Forward!

I, \_\_\_\_\_, endorse the Community Plan and commit to supporting our community by taking action toward our shared goals. I pledge to:

- ✓ Work within my professional and/or personal life to advance the plan.
- ✓ Actively participate in (choose one or more strategy areas):
  - ☐ Welcome ☐ Settle ☐ Belong

I commit to doing:



## Get Involved

Be part of making Hamilton a city for all, especially newcomers! By signing this pledge, you or your organization are committing to working towards our impact statement.

More details are shared on our website [hamiltonimmigration.ca](https://hamiltonimmigration.ca)

Graphic created by Tatiana Subbotina (Mohawk College Graphic Design student)



COMMUNICATIONS

HIPC stays highly active on several platforms to keep the newcomer and greater Hamilton community informed on all things immigration. Primary channels include HIPC’s email newsletter and HIPC social media marketing channels.


**200+** new followers


**100+** posts


**51k** people reached

NEW IMPRESS LOGO



**600+** new subscribers

**25+** issues

**49%** open rate

**SAYING GOODBYE**

HIPC left X (formerly Twitter) which was our first social media account opened in June 2016, with over 2K followers.



**STAY CONNECTED!**  
We are now on Facebook and LinkedIn.



**SUBSCRIBE** to ImmPress by visiting [hamiltonimmigration.ca](https://hamiltonimmigration.ca)



**@HIPCHamilton**

**HIPCImmigration**

**Hamilton Immigration Partnership Council**

2024 PUBLICATIONS



**A Demographic Profile of Immigrants in Hamilton**  
*(released June 2024)*



**Inclusion, Diversity, Equity, and Accessibility (IDEA) Checklist**  
*(released July 2024)*



**What “Belonging” Means to Newcomer Youth in Hamilton**  
*(released September 2024)*



**Mapping Immigration and Languages in Hamilton**  
*(released November 2024)*

[hamiltonimmigration.ca/hipc-reports/](https://hamiltonimmigration.ca/hipc-reports/)



**UPCOMING ACTIVITIES**

**NEWCOMER DAY**

This is an annual event held by HIPC in May that welcomes newcomers, helps them understand and access a wide range of services, and celebrates their contributions to Hamilton.

Learn more at: [www.hamiltonnewcomerday.ca](https://www.hamiltonnewcomerday.ca)

**We hope to see you there!**

**WELCOMING WEEK**

September 12 - 21, 2025

**IMMIGRANT SURVEY**

Launching on Newcomer Day

Acknowledgments

HIPC thanks our dedicated council, committee members, and working group members, without whom we could not accomplish anything. Our success is rooted in our collective efforts towards improving newcomer lives!

Abir Alsaid	YMCA of Hamilton/Burlington/Brantford	Luc Bonaventure Amoussou	Immigrants Working Centre
Adrienne Coletto	Hamilton-Wentworth Catholic District School Board	Matt Busnello	Hamilton Public Library
Aida Masuka	Goodwill Amity	Mary Crea-Arsenio	McMaster University
Amanda Sim	McMaster University	Medora Uppal	YWCA Hamilton
Amy Zhang	Workforce Planning Hamilton	Megan Tedesco	Hamilton Urban Core Community Health Centre
Anca Andronic	Mohawk College	Michelle Butcher	Workforce Planning Hamilton
Caitlin Craven	Hamilton Centre for Civic Inclusion	Michael Caudle	YMCA of Hamilton/Burlington/Brantford
Cheryl Stepan	Hamilton Spectator	Nabila Sissaoui	Réseau en immigration francophone du CSO
Clare Freeman	Hamilton Community Legal Clinic	Nancy Hu	Community Leader
Colleen Hynes	Service Canada	Nilofar Yousof	Halton Multicultural Council
David Hennick	Hamilton Police Service	Ning Wong	Hamilton Public Library
David Quezada	Community Leader	Noura Afify	speqtrum with YWCA
Deborah Schwientek	YWCA Hamilton	Olive Wahoush	McMaster University
Drina Omazic	Hamilton Chamber of Commerce	Paul Takala	Hamilton Public Library
Elham Bakri	Immigrants Working Centre	Rachelle Ihekwoaba	City of Hamilton - Healthy and Safe Communities Department
Elizabeth Webb	Hamilton Community Foundation	Rami Safi	Community Leader
Emily Keene	Hamilton Community Legal Clinic	Rana Aldibs	YWCA Hamilton
Erin Carr	Solidarity Place Workers Education Centre	Rashed Afif	Wesley
Genelle Pollydore	City of Hamilton - Public Health Service	Rosemary Aswani	Immigrants Working Centre
Grace Baldwin	Good Shepherd Family Centre	Sandra Scime	Hamilton-Wentworth Catholic District School Board
Hyelnaya Wuranti	RBC	Sandra Valeri	Hamilton-Wentworth District School Board
Jenna Nieman	Goodwill Amity	Sara Geday	RBC
Jennie Hamilton	Immigrants and Refugees Advisory Committee (IRAC)	Sara Mayo	Social Planning and Research Council of Hamilton
Jennifer Patterson	City of Hamilton - Economic Development Division	Shane Altenstad	Fedcap Canada
Joana Fejzaj	Empowerment Squared	Simon Lebrun	Community Leader
Kathy Savage	Fedcap	Stephanie Schreuders	Micah House Reception Services
Kim Martin	Social Planning and Research Council of Hamilton	Suad Badri	Community leader
Larry Huibers	Housing Help Centre for Hamilton and Area	Sue Connell	City of Hamilton - Hamilton Public Health Service
Liliane Masengo Kabamba	Rafiki Hamilton Centre	Tehreem Zafar	YWCA Hamilton
Lily Lumsden	YMCA of Hamilton/Burlington/Brantford	Terri Bedminster	Refuge Newcomer Health
Lina El Ali	Wesley	Tosin Ikotun	RBC
		Violetta Nikolskaya	YWCA Hamilton
		Wasan Mohamad	Immigrants Working Centre
		Yudara Bernard Weerakoon	Community Leader

HIPC thanks more than 60 event volunteers!






**HIPC SECRETARIAT:** Sarah Wayland, Mohammad Araf, Natasha Martinez, Aniq Mazumder (Summer-Program Assistant), Gurleen Chahal (Summer-Program Assistant)





## Hamilton Immigration Partnership Council

Hamilton City Hall (7th Floor)  
71 Main St. W., Hamilton, ON L8P 4Y5

 905.546.2424 x7565  
 [immigration.partnership@hamilton.ca](mailto:immigration.partnership@hamilton.ca)  
 HIPCIImmigration  
 Hamilton Immigration Partnership Council  
 @HipcHamilton  
[hamiltonimmigration.ca](http://hamiltonimmigration.ca)

  
 Hamilton Immigration  
Partnership Council

  
 Hamilton

Funded by:



Immigration, Refugees  
and Citizenship Canada

Financé par :

Immigration, Réfugiés  
et Citoyenneté Canada