

Generating prosperity: By creating welcoming communities

Welcoming communities foster Canada's prosperity by removing barriers to integration and empowering newcomers to contribute economically, socially, and culturally.

WELCOMING COMMUNITIES PROGRAM

The Welcoming Communities program at the Immigrant Services Association of Canada (ISANS) creates welcoming communities in Nova Scotia by:

- Delivering intercultural competence training
- Delivering intercultural equity, diversity and inclusion (I-EDI) training
- Empowering organizations to support newcomers

BUILDING INTERCULTURAL COMPETENCE (BIC) WORKSHOP

This training:

- Raises awareness about settlement and integration challenges
- Provides practical strategies for building relationships with newcomers
- Teaches intercultural competence for engaging with immigrants
- Empowers communities to foster inclusive environments
- Creates networking opportunities

165

52

2823

Workshops delivered

Organizations

Participants

*Between Oct 2020 and Oct 2025

- Empowered Nova Scotia Health leaders to support Internationally Educated Nurses (IENs) that Nova Scotia recently welcomed.
- Supported IENs to succeed in Canada.



“Helped to build stronger relationships within our garden group...”

Engaging, replete with examples of challenges experienced by newcomers and refugees, and included a guided imagery to help students further develop empathy...

A treasure of information invaluable to anyone wishing to create a more welcoming community...

An immersive experience that gets you to put yourself in the shoes of another, creating compassion, connection and change... BIC workshop participants

INTERCULTURAL EQUITY, DIVERSITY AND INCLUSION (I-EDI) WORKSHOPS

Tailored I-EDI workshops include:

- Equity, Diversity & Inclusion (EDI) 101
- Unconscious & Implicit Bias
- Micro-Aggressions: They're not Small
- The Newcomer Immigrant Experience

99

53

2613

Workshops delivered

Organizations

Participants

*Between Oct 2020 and Oct 2025

- Power & Privilege
- Celebrating our Black Heritage: Uniting People of African Descent



“A reminder that what separates us as a people pales in comparison to what unites us and reaffirmation that, when we walk together, we can go the long haul on the road to holistic prosperity. - Ayo Aladejebi, Executive Director, Engagement, Equity and Belonging, Dept of Labour, Skills and Immigration

Created a safe space for open dialogue, helping us recognize biases and take meaningful steps toward a more inclusive workplace. – Stephen MacDonald, President & CEO, EfficiencyOne

There is not a Department within the Government that would not benefit from this training. - Shauna Fukes, Manager Finance Operations, Province of Nova Scotia

EMPOWERING ORGANIZATIONS

Tailored I-EDI workshops include:

- Participated in the Atlantic Region Association of Immigrant Serving Agencies (ARISA)'s Atlantic Immigration Program Intercultural Competence Training (AIP ICT) Working Group
- Resulted in the development of Immigration, Refugees and Citizenship Canada (IRCC)'s mandatory onboarding Intercultural Competence training for AIP Employer designation.
- Reduced barriers and improved sense of belonging for newcomer employees.
- Served on the Steering Committee for the creation of Recreation Nova Scotia's Anti-Racism Charter in Recreation.
- A tool for designing and maintaining spaces where newcomers find solace, value, and experience a sense of belonging.



“38 'change champions' ... all have more understanding and skills to be able to address situations of racism” “...and have more skills to be active in their allyship with colleagues, leadership and most importantly, the patients that they work with. - Rhea Farris, RSW, Health Services Lead, Primary Health Care, Western Zone, Nova Scotia Health

It was a safe space for sharing and the commitment to speak truths without harm. Gave opportunity to generate ideas and consider in all engagements and entanglements how we need each other to be our best and produce our best. - Sylvia Parris-Drummond PHD (candidate), Chief Executive Officer, DBDLI

These pathways for creating welcoming communities help to build community capacity, bridge differences and foster resilience. Newcomers are supported to reach their full potential, thereby resulting in prosperous outcomes for Canada.

Our Funders:



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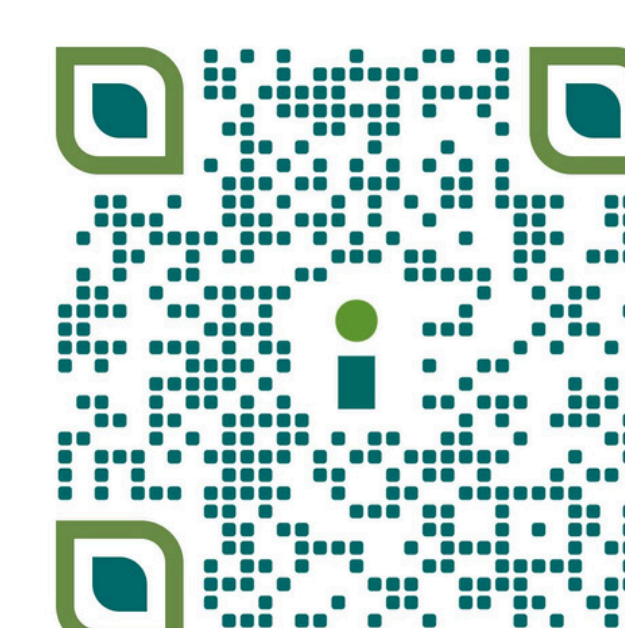
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