



For Immediate Release

## Welcoming Communities Paper Series

**FEB 15, 2022** – Achieving a prosperous Northern Ontario relies heavily on the ability of its regions to effectively attract, settle, and retain immigrants, refugees, and the existing population. Unfortunately, immigrants and diverse groups still face significant barriers to success and are ultimately falling behind their non-immigrant counterparts. Ideally, a welcoming community should provide adequate housing, accessible transit, employment, language, cultural supports, and services that are essential to providing every opportunity for immigrants and diverse groups to succeed.

Greater Sudbury, and many other Northern Ontario communities, are facing demographic shifts, including an aging labour force, youth out-migration, and low birth rates. Efforts to promote retention and reconciliation in Sudbury, and on a broader scale, other Northern Ontario communities, are necessary to mitigate labour market challenges that will emerge due to the changing demographic composition.

Ultimately, looking to other communities to understand best practices in creating communities that are anti-racism and welcoming to all diverse groups is important for steering the direction of Greater Sudbury and Northern Ontario communities in an effort to be more welcoming, not just for immigrants and diverse groups, but for all members of the community.

The studies identify recommendations that a welcoming community should employ:

1. **Dialogue** needs to be made a priority in anti-racism programming and initiatives.
2. Anti-racism policies need to be continuously developed and reviewed.
3. Program development needs to occur with **participation from Indigenous peoples and others who identify as marginalized groups.**
4. **Retention** and **reconciliation** efforts need to occur side by side.
5. Instances of racism need to be dealt with and victims supported.
6. Anti-racism initiatives and programming must be accompanied by larger institutional change.

The findings of this series will be used by Sudbury's Local Immigration Partnership (SLIP) to be applied to their decision-making regarding programming and initiatives focused on creating a more welcoming community.



Media Interviews: Author, Larissa Yantha, NPI Research Manager, Rachel Rizzuto, and SLIP Chair Bela Ravi are available for comment. To arrange an interview, please contact:

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**About the Author**

Larissa Yantha is a prior policy analyst/NOHFC intern at Northern Policy Institute. During her BA in Global Studies and MA in Religion, Culture and Global Justice, she became interested in Indigenous capacity and innovation, immigration and community-driven approaches to anti-racism. Larissa currently acts as the Special Projects Coordinator at the Municipality of West Nipissing where she applies her interdisciplinary knowledge and intersectional research approaches. When not buried in research, Larissa can be found in her hometown of Englehart, volunteering with local initiatives, and roaming Northern Ontario.

**About the Partner**

The Sudbury Local Immigration Partnership (SLIP) focuses on the development of different initiatives to ensure that Greater Sudbury continues to be a welcoming community for newcomers of all walks of life. The SLIP fosters an inclusive, engaging and collaborative environment with local stakeholders to identify issues, share solutions, build capacity and preserve collective memory for the purpose of ensuring the attraction, settlement, inclusion and retention of newcomers in the City of Greater Sudbury.

**About Northern Policy Institute**

*Northern Policy Institute is Northern Ontario's independent think tank. We perform research, collect evidence, and disseminate ideas. We seek to identify policy opportunities to support the sustainable growth of Northern Ontario communities. Our offices are located in Thunder Bay, Sudbury, and Kirkland Lake. We seek to enhance Northern Ontario's capacity to take the lead position on socioeconomic policy that impacts Northern Ontario, Ontario, and Canada as a whole.*

**About Northern Analyst Collective**

The Northern Analyst Collective, a project of Northern Policy Institute, allows members to “time share” a professional policy analyst. By merging our collective resources, we can ensure that the smallest municipality or local charity can access high-end skills at an affordable price.

