

## Attachment 2

### Kelowna Community Partnership Development Project (CPD Project)

## ***MEMORANDUM OF UNDERSTANDING (MOU)***

This Memorandum of Understanding (MOU) is an agreement among the undersigned representative cross-sectoral community stakeholders to ***support*** the continuing development of Kelowna, British Columbia as a ***WELCOMING AND INCLUSIVE COMMUNITY***.

### **COMMITMENT TO A COMMON GOAL AND SHARED VALUES**

Respecting the rights of all Canadians under the Canadian Charter of Rights and Freedoms and the Canadian Human Rights Act, we the undersigned, are committed to the further development of Kelowna as an inclusive, welcoming and vibrant community where immigrants can realize their full potential, racism is eliminated and cultural diversity is valued and celebrated. This common goal is supported by commitment to the following shared values:

- ❑ ***Diversity:*** We acknowledge and respect all ethnic, cultural, religious and linguistic groups that strengthen the social fabric of our community. In particular, we recognize the *First Nations indigenous* people for their history and their contribution and value to our community.
- ❑ ***Equality:*** We promote the protection of the rights of all individuals and groups to participate equally in our democratic society and to access opportunities for the optimal well-being and healthy development of all children, youth and adults.
- ❑ ***Social Justice:*** We encourage active citizenship in the social, economic, cultural and political life of our community. We reject all forms of violence, harassment and unlawful discrimination.
- ❑ ***Social Inclusion:*** We promote the sense of belonging, acceptance, recognition and being valued as a contributing member of society in Kelowna's economic, social, cultural and political life. We encourage attachment to workplace environments in our community where ***everyone*** can feel welcomed, supported and realize their full potential.
- ❑ ***Social Cohesion:*** We support building social cohesion through a reciprocal, two-way process, where ***everyone in the Kelowna*** community appreciates their similarities, learns about, adapts to and respects their differences. The social fabric of our community is strengthened by the contribution of all its members.

Based on our common goal and shared values, we the undersigned ***community partners support the Kelowna Community Partnership Development (CPD Project) in the following activities:***

- ❑ Building on current and future partnerships and the active involvement of cross-sectoral representation to form a broader based welcoming and inclusive community.
- ❑ Engaging cross-sectoral stakeholders from diverse groups in sharing ideas and perspectives in an open, respectful, and informed manner to identify ***potential initiatives, projects and activities***.
- ❑ Collaborating on innovative cross-sectoral community-based initiatives, ***projects and activities*** to address these priorities. Such initiatives, ***projects*** and activities may include knowledge development and exchange, public education and demonstration projects.

Each signatory to this Memorandum of Understanding (MOU) agrees to uphold the common goal and shared values contained herein.

This project is made possible through funding from the Province of British Columbia and the Government of Canada.

Draft Revised: March 13, 2009

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## COMMUNITY PARTNERSHIP DEVELOPMENT (CPD PROJECT)

### PROGRAM ELEMENT 2

#### KNOWLEDGE DEVELOPMENT AND EXCHANGE

- a) Knowledge development and exchange. Community partnership activities that promote learning and community-building by increasing awareness and knowledge and promoting knowledge sharing among community members/stakeholders through the organization of:
- Community forums;
  - Presentations;
  - Workshops;
  - Consultations; and/or
  - Conferences.

Examples of topics that could be focused on for knowledge development are:

- The social and economic benefits of multiculturalism and immigration;
  - Immigrant settlement, adaptation and integration;
  - Attracting and retaining immigrants;
  - Racism/anti – racism;
  - Cultural diversity/multiculturalism;
  - Cross cultural relations;
  - Social exclusion/social inclusion;
  - Workplace diversity/cultural competence;<sup>1</sup>
  - Welcoming and inclusive community;
  - What makes a welcoming community.
- b) Undertaking advanced asset mapping resulting in the identification of skills, strengths and resources that the community has to draw on as it moves forward in addressing local issues around welcoming and inclusive communities. This would lead to initiatives such as strategic planning, organizational development, a plan of action to develop strategies and effective ways to on how the community can be actively engaged in fostering a welcome environment.
- c) Carrying out community-base initiatives designed to facilitate cross-cultural understanding and mechanisms for sharing information within the community and across communities.
- d) Performing gap analysis/needs assessments to determine community context and needs around immigrant integration and diversity through research undertaken at the community level.
- e) Fostering leadership development and strategies to encourage community connection and a sense of belonging for community members.

#### ***Immediate Program Outcomes:***

- Participation in community consultation reflects diversity in the community.
- Community members have an increased awareness and understanding of contributions and needs of newcomers, immigrant settlement, multiculturalism, racism, workplace diversity, and building sustaining welcoming and inclusive communities.

***Potential Funding Available: Up to \$50,000 for up to one (1) year.***

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<sup>1</sup> Please Note: The workplace diversity/cultural competence component of the program is not intended to subsidize individual employers/businesses, or company based analysis

## COMMUNITY PARTNERSHIP DEVELOPMENT (CPD PROJECT)

### PROGRAM ELEMENT 3

#### PUBLIC EDUCATION

Preference will be given to applicants that demonstrate having previously undertaken activities that encourage development of knowledge, awareness, and the promotion of knowledge sharing among community members at large on topics of immigration, multiculturalism, and/or welcoming communities. Examples of activities that may be undertaken for Public Education include, but not limited to:

- a) The development and distribution of educational print materials, resources, and toolkits, etc.;
- b) Production of digital media (videos) and online and interactive materials and resources with educational content;
- c) Dissemination of research and promising practices; and/or
- d) Innovative use of visual and performing arts.

Examples of topics that could be focused on for on for Public Education activities are:

- The social and economic benefits of multiculturalism and immigration;
- Immigrant settlement, adaptation and integration;
- Attracting and retaining immigrants;
- Racism/anti – racism;
- Cultural diversity/multiculturalism;
- Cross cultural relations;
- Social exclusion/social inclusion;
- Workplace diversity/cultural competence;<sup>2</sup>
- Welcoming and inclusive community;
- What makes a welcoming community.

#### ***Immediate Program Outcomes:***

- Community members have an increased awareness and understanding of contributions and needs of newcomers, immigrant settlement, multiculturalism, racism, workplace diversity, and building sustaining welcoming and inclusive communities.
- Increased resources, and information are available for newcomer adaptation/integration that also support community awareness of immigrant and diversity issues.

***Potential Funding Available: Up to \$50,000 for up to one (1) year.***

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<sup>2</sup> Please Note: The workplace diversity/cultural competence component of the program is not intended to subsidize individual employers/businesses, or company based analysis

## COMMUNITY PARTNERSHIP DEVELOPMENT (CPD PROJECT)

### PROGRAM ELEMENT 4

#### DEMONSTRATION PROJECTS

Preference will be given to applicants that demonstrate having previously undertaken activities that encourage knowledge development, awareness building, knowledge sharing, resource development, and increasing public awareness and understanding on topics of immigration, multiculturalism, and/or welcoming communities. Projects and initiatives funded under the Demonstration Projects will involve extensive design, implementation, delivery, and evaluation of projects that focus on WICWP and explore innovative approaches and dimensions of welcoming and inclusive communities. The following activities should be undertaken for Demonstration Projects:

- a) Project planning- determining and assessing needs, engaging the community and undertaking consultations, and examining previous research;
- b) Project design – assembling resources, identifying project activities and desired outcomes;
- c) Project implementation – delivering the planned project;
- d) Accountability and evaluation – incorporating elements of project accountability and evaluation within the project development process.

Projects should include new and innovative strategies that address one of the following areas:

- Fostering welcoming and inclusive communities that incorporate both settlement and multiculturalism issues;
- Promoting successful integration of immigrants and refugees;
- Promoting multiculturalism and related issues;
- Undertaking, at the community level, social engagement and inclusion activities.

#### *Immediate Program Outcomes:*

- Increased community capacity to facilitate newcomer integration.
- Increased community capacity to facilitate and support welcoming and inclusive communities.
- Increased, improved, and strengthened collaboration, networking and capacity within the community around issues of immigration, settlement, multiculturalism, racism, workplace diversity and building and sustaining welcoming and inclusive communities.

*Potential Funding Available: Up to \$250,000 for up to two (2) years.*