

## COALITION ON RICHER DIVERSITY [CORD]

### A Newfoundland & Labrador Diversity and Immigration Umbrella Organization

## Solutions Group D (SGD) – Solutions Structuring

Solutions Group D (SGD) includes the following areas:

Outreach – Research – Being a Resource – Support – Mediation – Retention – Culture.

SGD is a coming together of proactive and energetic people who have a passion for empowering people to function productively and participate fully in society and for promoting diversity.

The group's purpose is to devise *practical* ways to address diversity by

- ✓ Reaching out to relevant individuals/organizations/agencies to improve the life of newcomers
- ✓ Adding value and ease to the immigrant experience
- ✓ Identifying available research/further areas of study
- ✓ Finding new solutions to immigration challenges
- ✓ Identifying the most pressing needs in terms of support, the methods for mediating any conflicts that are preventing this support from being provided
- ✓ Identifying the organizations/ individuals that can provide solutions, mediation and/or support

Members will discuss and share information regarding outreach, research, being a resource, support, mediation, retention, and culture.

Members will develop *practical* strategies including but not limited to:

- Pool resources – organizing groups to act together
- Find solutions to immigrant challenges
- Be a resource: (orientation to the community, answer questions, networking techniques, transmit information (roadmaps), make referrals)
- Conduct research into needs & interests of people & organizations dealing with immigration
- Improve translation/interpretation services
- Provide input into the policy making process
- Create a safe haven for newcomers (listen to people coming in (urges, anxiety, values, etc.)
- Better supporting immigrant women (family & housing) example: Developing strategies for making shelters culturally receptive
- Improving inter-organizational harmony
- Encouraging the local population to embrace newcomers (awareness of the realities)
- Making NL a desirable place for newcomers
- Reach out to new & established organizations
- Access available resources (Identify gaps and successes/ resources)
- Identify barriers to retention (what is not being done well to retain people/find out what makes a place desirable (what is desirable vs. undesirable) and how to achieve it
- Collaborate with government, NGO's, business & other public & private organizations
- Provide culturally appropriate legal services
- Provide detailed information about available services
- Devising ways for newcomers to better understand the rules of Canada's social system
- Mediating services: establish a pool of advocates & negotiators
- Improving understanding of Canadian cultural norms (body language, subtlety, reading between the lines, etc.
- Making public services more understandable to the newcomer

*CORD wants your input.*

*CORD wants to benefit from your ideas and experiences.*