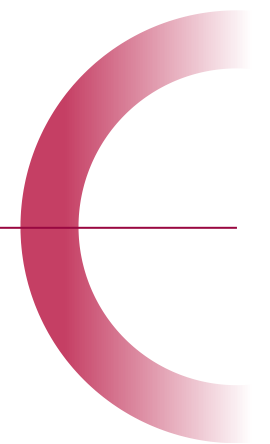


IMPAKT FOUNDATION FOR SOCIAL CHANGE THEORY OF CHANGE

Vision, Mission and 5-Year Road Map



TIMELINE

2019

Established in 2019, the Impakt Foundation for Social Change is inspired by Canada's historic initiatives, such as the 1949 Garment Workers' Scheme, which facilitated the integration of displaced individuals into the workforce.

2020

Gained Charitable Status

2021

Established relationships with some employers to hire newcomers (mainly in the apparel industry)

2022

Helping employers to meet their recruitment, corporate social responsibility and diversity objectives by hiring qualified people who are new to Canada.

2023

Comprehensive Research to understand the needs, gaps, and values of the community

A NEW DIRECTION > OUR SHIFT OF FOCUS

Our old Strategies

Vision: A society where all newcomers have success obtaining safe, equitable, inclusive jobs.

Mission: Creating opportunities for businesses to meet hiring needs and contribute to the success of newcomer employment through research, advocacy and measurement.

Our New Strategies

Vision: We envision a diverse, inclusive Canada where newcomers are empowered and actively involved in every community.

Mission: Creating collaborative connections between newcomer communities and trusted organizations, with a shared mission to simplify the integration journey into Canada, fostering pathways to meaningful opportunities and success.

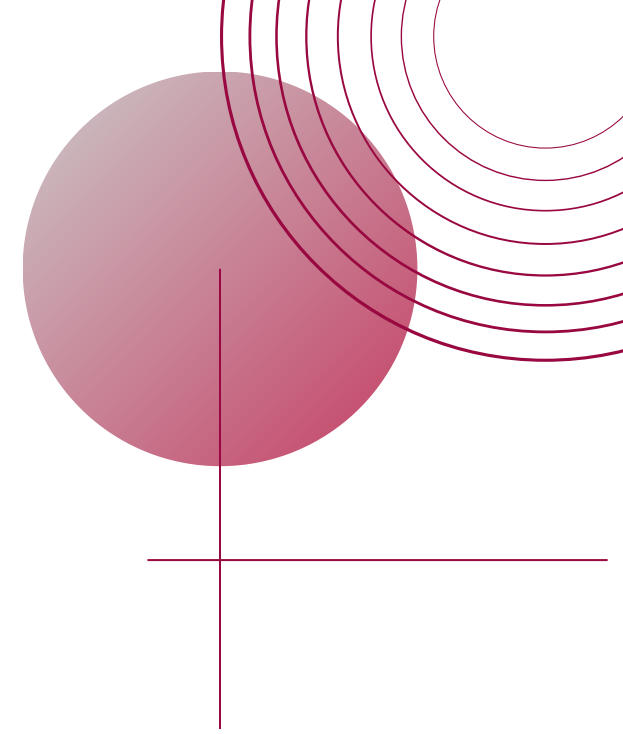
PROBLEMS

Newcomers face significant barriers in:

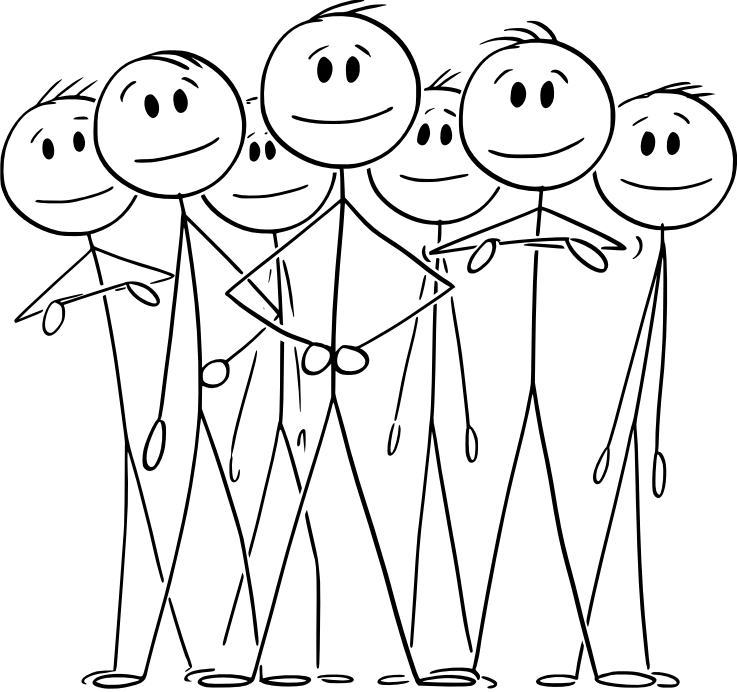
- Navigating the settlement system
- Establishing a sense of belonging in new communities
- Securing employment

The support system for newcomers is flawed due to:

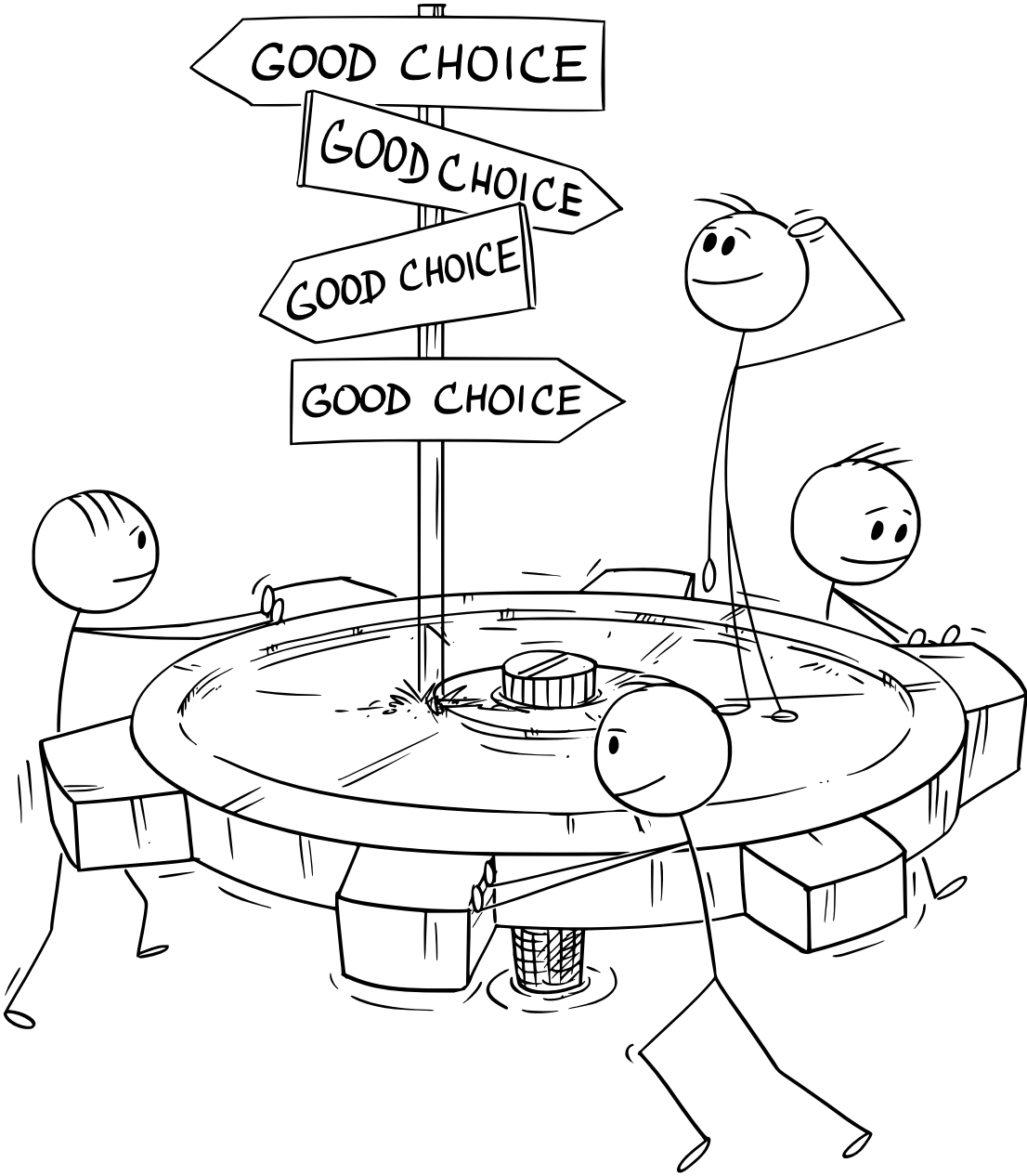
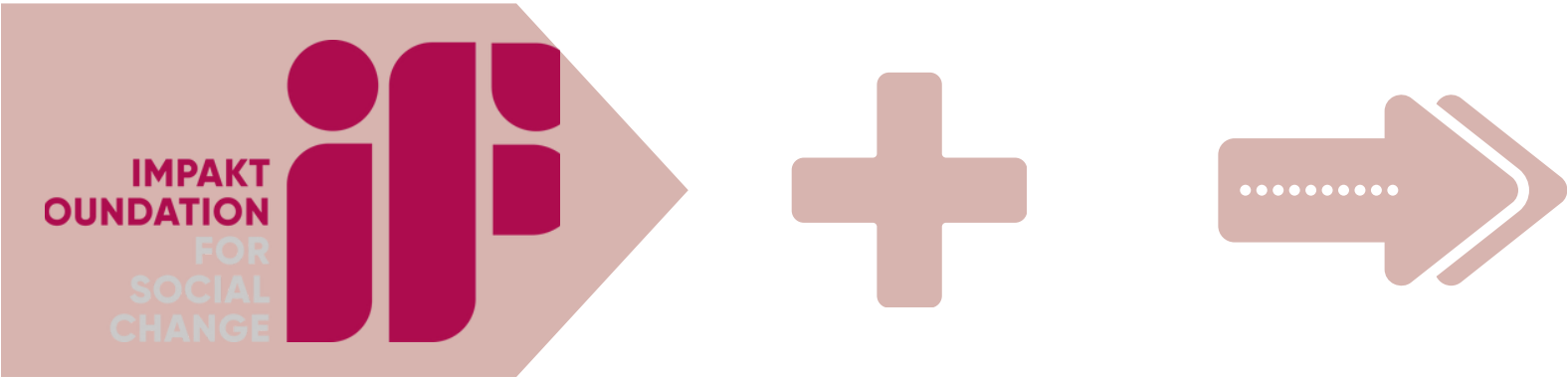
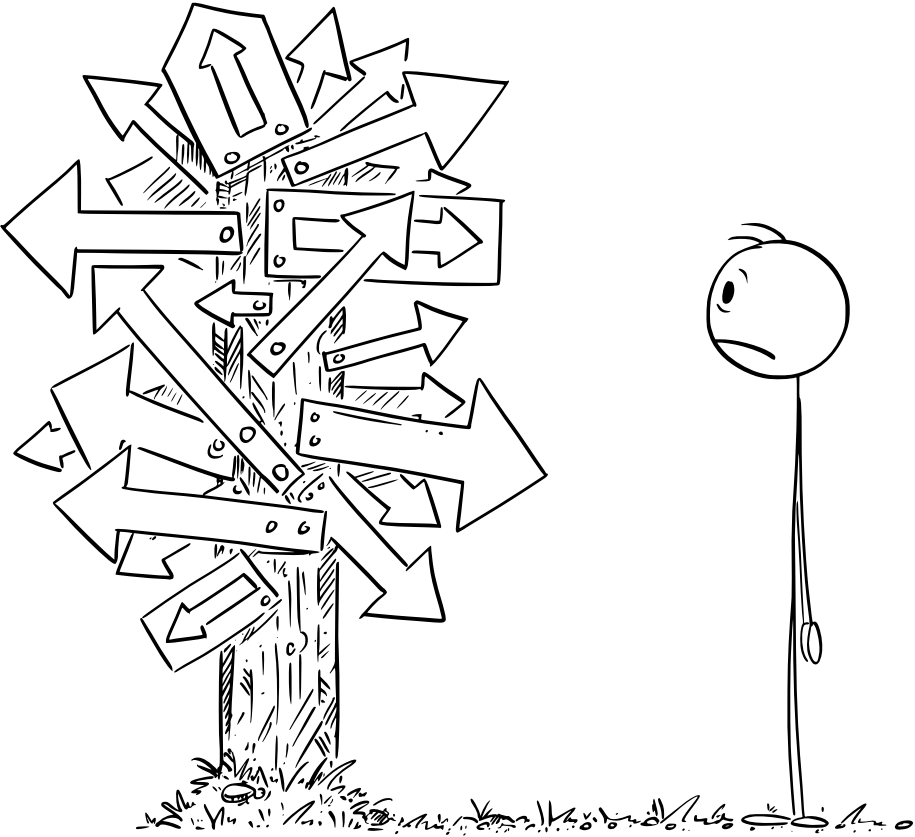
- Lack of genuine collaboration among organizations
- Fragmented services
- Inefficient use of resources
- Many newcomers remain uninformed or unable to access services



Trust and Community building



Newcomers' lived experience

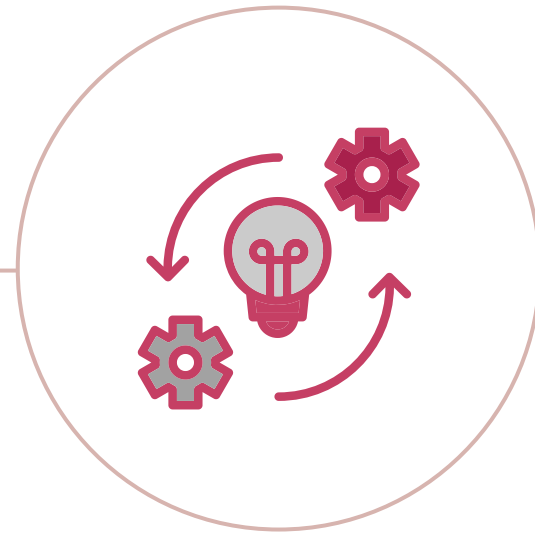


OUR WAY



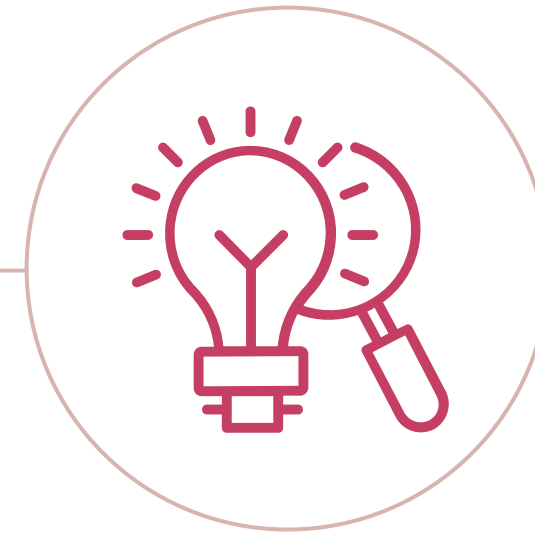
Newcomers Front and Center

At the Impakt Foundation, we place newcomers at the heart of everything we do. They are actively involved in various capacities, from the initial stages of program design right through to the assessment phase. This inclusive approach ensures that our initiatives are genuinely reflective of their needs and aspirations, fostering a sense of ownership and empowerment among those we aim to assist.



Collaboration is Key

We believe that providing comprehensive support requires leveraging the diverse resources and expertise available within the community. Our partnerships extend beyond mere referrals; we are committed to fostering deep, long-term relationships with a wide range of organizations. By combining our strengths, we can develop innovative programs specifically tailored to meet the unique needs of different newcomer groups, ensuring no one is left behind.



Committed to Research and Evidence

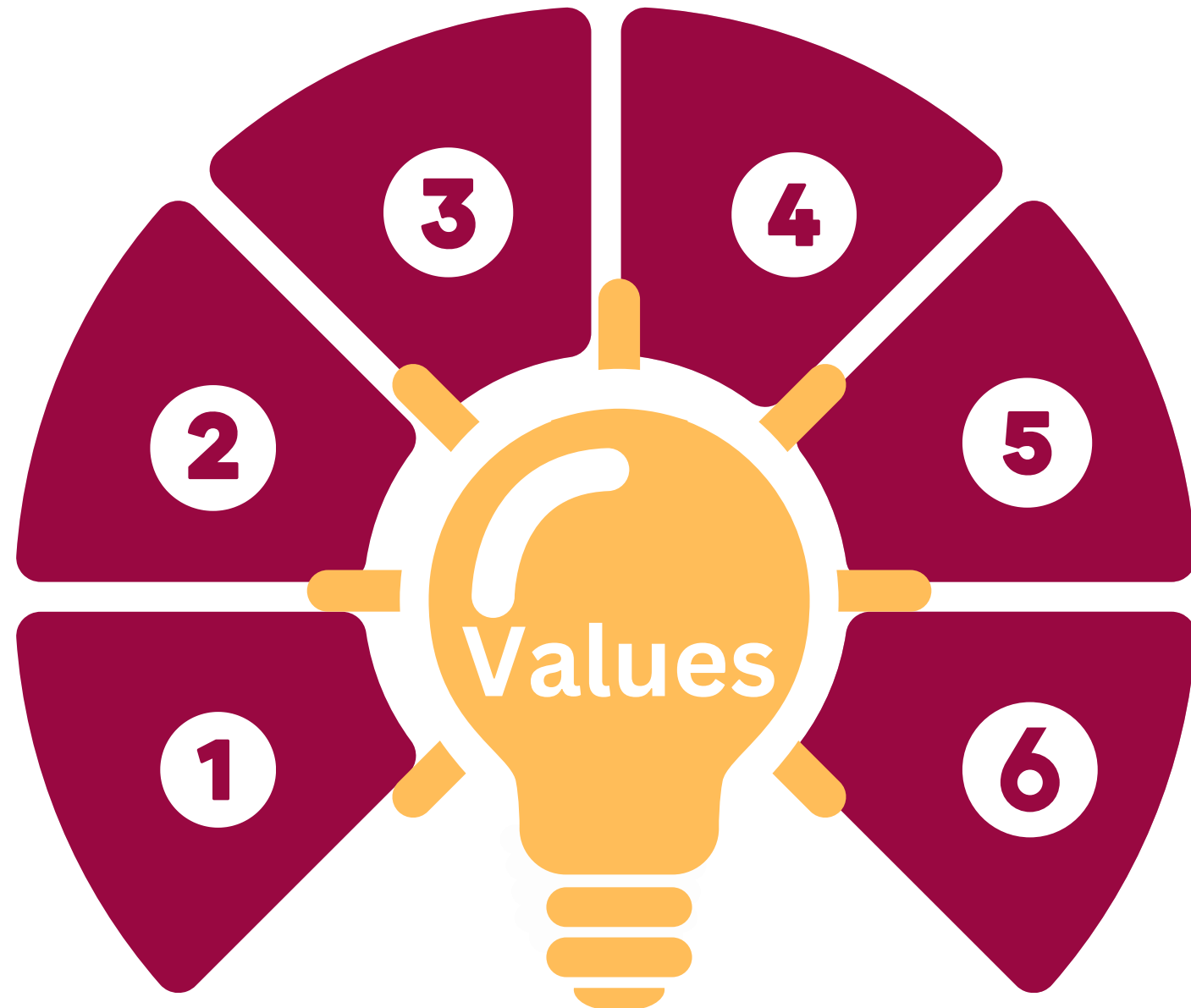
At the core of our approach is a rigorous commitment to research and evidence. We continually seek out the latest findings and best practices to inform our programs, ensuring our interventions are both effective and relevant. This evidence-based approach allows us to adapt and evolve our strategies to meet the changing needs of the communities we serve.



Strength-Based Narratives

We champion strength-based narratives in all our communications and programs. Recognizing and highlighting the inherent strengths, resilience, and potential of newcomers not only empowers them but also challenges and shifts public perceptions. By focusing on capabilities rather than deficits, we foster a more positive and constructive dialogue around migration and integration.

CORE VALUES



1

Inclusivity

Promoting an environment that embraces diversity and ensures the active involvement of newcomers in all aspects of our community engagement, with programs designed by newcomers for newcomers.

2

Empowerment

Empowering newcomers by providing them with the tools, resources, and support necessary to navigate the integration journey successfully.

3

Collaboration

Emphasizing the importance of collaborative efforts between newcomer communities and trusted organizations.

4

Transparency

Committing to transparent processes in all activities, to build trust and credibility with stakeholders, primarily newcomers.

5

Flexibility

Being flexible and adaptive to the evolving needs of newcomers, ensuring programs remain relevant.

6

Trustworthiness

Ensuring that the organization is consistently reliable and trustworthy in all its interactions, fostering a sense of confidence and assurance among newcomers and stakeholders alike.

OUR NORTH STAR

Newcomer Integration Hub

Center for Belonging and Community

Center for Belonging and Community

A welcoming and accessible space, incorporating communal spaces designed specifically for community-building activities. The hub aims to provide newcomers with a centralized location to access a wide range of services bringing together settlement agencies, and various community organizations. This hub provides integrated resources, and holistic support, fostering a sense of community and belonging.



ROADMAP

2024

Research, Planning, and Partnership Formation

- Market Research and Needs Assessment
- Identify potential partners and funders.
- Develop a detailed business plan.
- pilot with NewCircles

Design and Initial Funding

- Secure initial funding and finalize partnerships.
- Begin the development of physical and digital infrastructure.
- Program Development and Pilot Testing
- Community Engagement

2025

2026

Location, Design, and Initial Setup

- Location Selection and Facility Design
- Partnership and Funding

Strategic Marketing and Outreach

- Accessibility and Inclusivity
- Second Pilot

2027

LAUNCH

2028

