

# Kingston Immigration and Settlement Community Plan

2026 – 2029

Stronger Sector, Stronger Services and Stronger Society



Developed by:



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and Citizenship Canada

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et Citoyenneté Canada

# Community Partnerships



# Land Acknowledgement

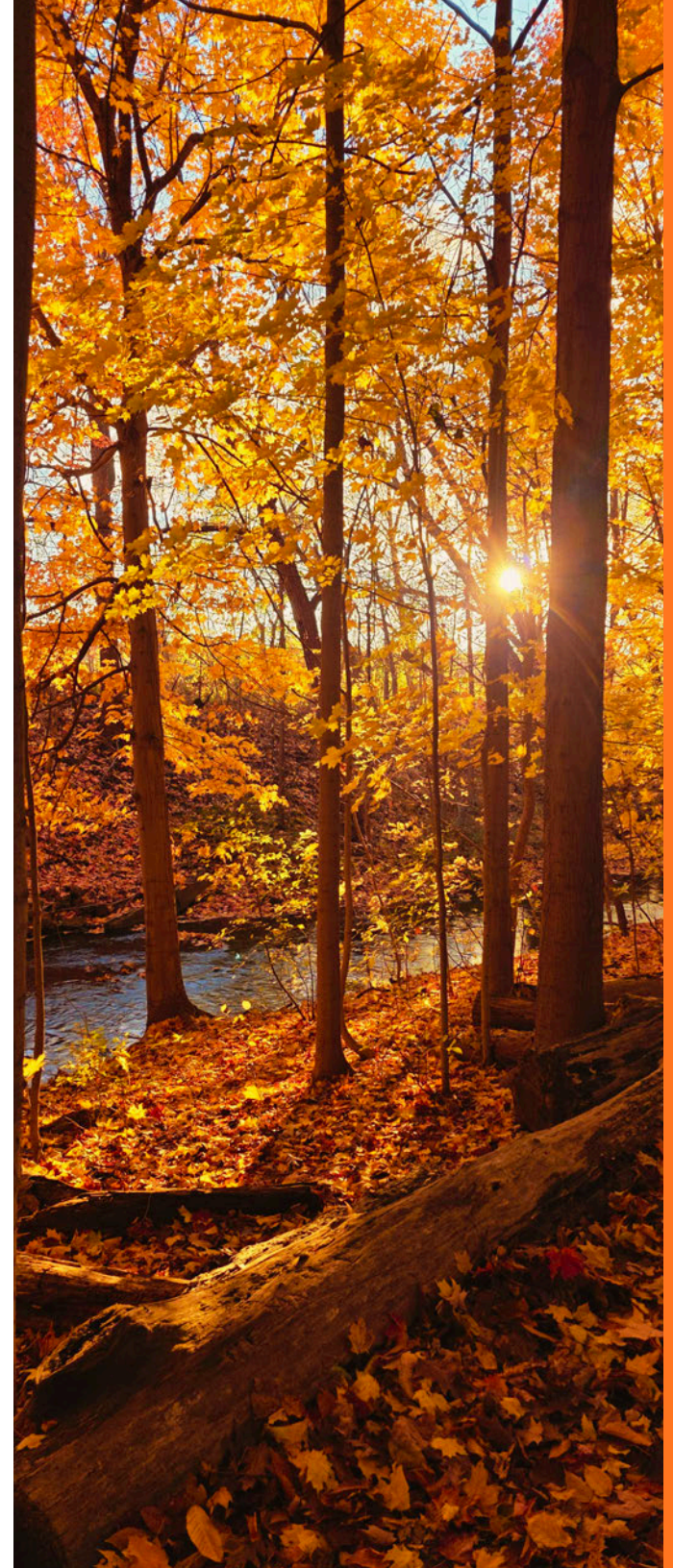
Kingston Immigration Partnership is situated on traditional Anishinaabe, Haudenosaunee and Huron-Wendat territory. We recognize the significance of this land and its resources for Indigenous Peoples who lived, continue to live and are sustained by this land.

It is our understanding that this territory is a part of the Dish With One Spoon, a living treaty between the Anishinaabe and Haudenosaunee to share this land and its resources. In the spirit of peace, friendship and respect, all subsequent First Nations and newcomers are invited into this treaty and hold collective responsibility to nurture this land.

“ Kingston Native Centre and Language Nest is proud to support a community plan that welcomes newcomers while honouring Indigenous presence, knowledge and responsibility to this land.”

Brandon Maracle  
Executive Director, Kingston Native Centre and Language Nest

As uninvited guests, settlers and newcomers, we acknowledge the historical and ongoing systems of injustices to Indigenous Peoples embedded in our institutions. We affirm our responsibility to engage and support the education of newcomers in areas of decolonization and reconciliation and commit to creating space for newcomers to build respectful, thoughtful and authentic relationships with Indigenous communities.



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# Grounded in Community Voice

Developed by the Kingston Immigration Partnership (KIP), the Kingston Immigration and Settlement Community Plan is a roadmap that brings together organizations, institutions and community members around a shared direction in support of newcomers to Canada. It identifies priorities, aligns efforts across and within sectors and establishes a foundation for coordinated action and accountability.

In recent years, Immigration, Refugees and Citizenship Canada (IRCC) directed Local Immigration Partnerships (LIPs) across Canada to support the development of regional community plans.

These plans ensure that systems supporting newcomers do not operate in isolation but instead work together to respond to evolving needs, reduce barriers and create conditions for stability and belonging. This approach recognizes that improving newcomer outcomes requires coordinated action across multiple partners, as no single organization or level of government can address these challenges alone.

“ A welcoming community is built by partners working together. These plans reflect our collective commitment to helping newcomers feel supported, connected and at home in Kingston.”

Amanda Morrison  
Interim Executive Director, Kingston Literacy & Skills

“ Every newcomer adds a unique voice to our community, helping to build a richer, more diverse and more inclusive place where many languages and cultures can flourish.”

Laurianne Montpetit  
Executive Director, ACFOMI



This plan was developed through an assessment of newcomer needs alongside an analysis of community assets and gaps, informed by surveys, reports and engagement with 35 community leaders, service providers and newcomers across Kingston, reflecting diverse perspectives across settlement, education, healthcare, employment, municipal leadership and community organizations.

### Development of the Community Plan



Across these conversations, consistent themes emerged. Newcomers bring valuable skills, experiences and resilience that contribute to the community, and Kingston has a strong history of collaboration in supporting newcomers, led by committed service providers and leaders. At the same time, conditions within the community are becoming increasingly complex, shaped by rising costs of living, housing and healthcare challenges, shifting public sentiment surrounding immigration and changes to immigration policies, programs and funding structures that affect the availability of services for newcomers.

This plan focuses on where coordinated action can create meaningful and sustained change, recognizing that progress will depend on continued collaboration, effective use of resources, shared accountability and the ability to respond to evolving conditions.

# Overview of the Kingston Immigration Partnership

The Kingston Immigration Partnership is a collaborative initiative that brings together local agencies, community leaders, businesses and residents to build a welcoming, inclusive and resilient community for newcomers in Kingston.

As one of more than 90 Local Immigration Partnerships across Canada, the KIP serves as the community planning table, providing leadership and supporting collaboration across sectors to advance the successful settlement and integration of newcomers in Kingston.

Established in 2009, the KIP was founded by three organizations:

- Kingston Community Health Centres,
- KEYS Employment and Newcomer Services and,
- Kingston Economic Development Corporation.

We are committed to working alongside newcomers to ensure voices and contributions are valued, respected and help shape our shared future.

## Vision

A community where services are responsive to the needs of newcomers, equity is embedded in institutional policies and practices and newcomers thrive and experience belonging.

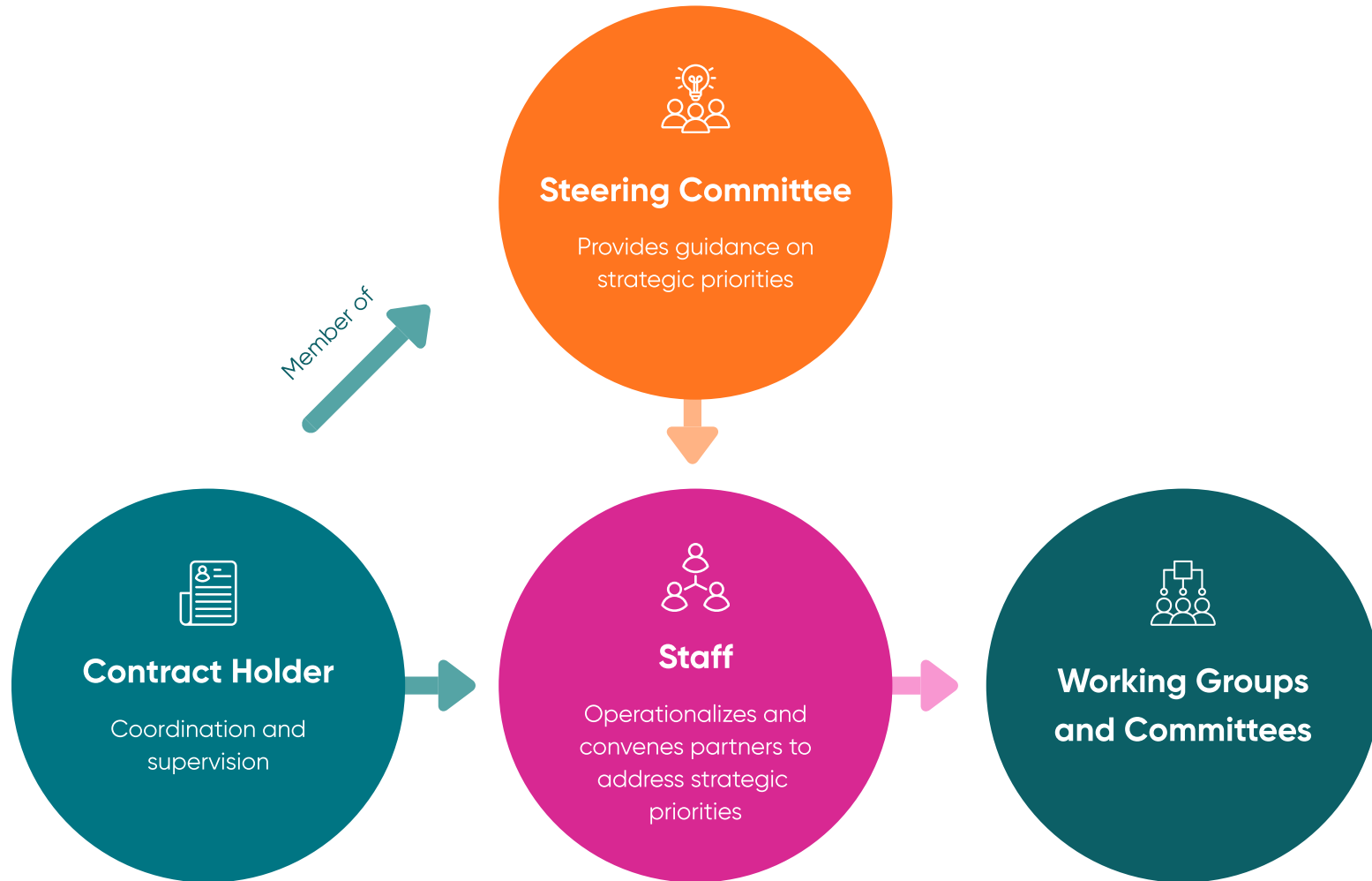
## Mission

The Kingston Immigration Partnership fosters a collaborative approach to newcomer settlement by strengthening partnerships, improving service coordination, building capacity to respond effectively to newcomer needs and advancing policies and practices that support newcomers while creating a more welcoming and inclusive community.

## Values

We believe collaboration and partnerships are essential to building a welcoming, inclusive and equitable Kingston. Newcomers play an invaluable role in strengthening our social fabric, contributing skills, perspectives and cultural richness that enhance the community's vibrancy.

# The Kingston Immigration Partnership Governance Model



# The Kingston Immigration Partnership Governance Model

## Contract Holder Organization

Kingston Community Health Centres holds the LIP contract with IRCC to provide administration for the KIP.



## KIP Steering Committee

The KIP Steering Committee plays a key role in setting strategic priorities for the KIP. Current members include representatives from:

- Kingston Community Health Centres
- KEYS Employment and Newcomer Services
- Kingston Economic Development Corporation
- ACFOMI
- Kingston Native Centre and Language Nest
- City of Kingston
- Ministry of Labour, Immigration, Training and Skills Development
- Kingston Literacy & Skills

## Working Groups and Advisory Committees

Committed community partners and members who support the advancement of priorities, coordinate action, share information and address emerging issues.

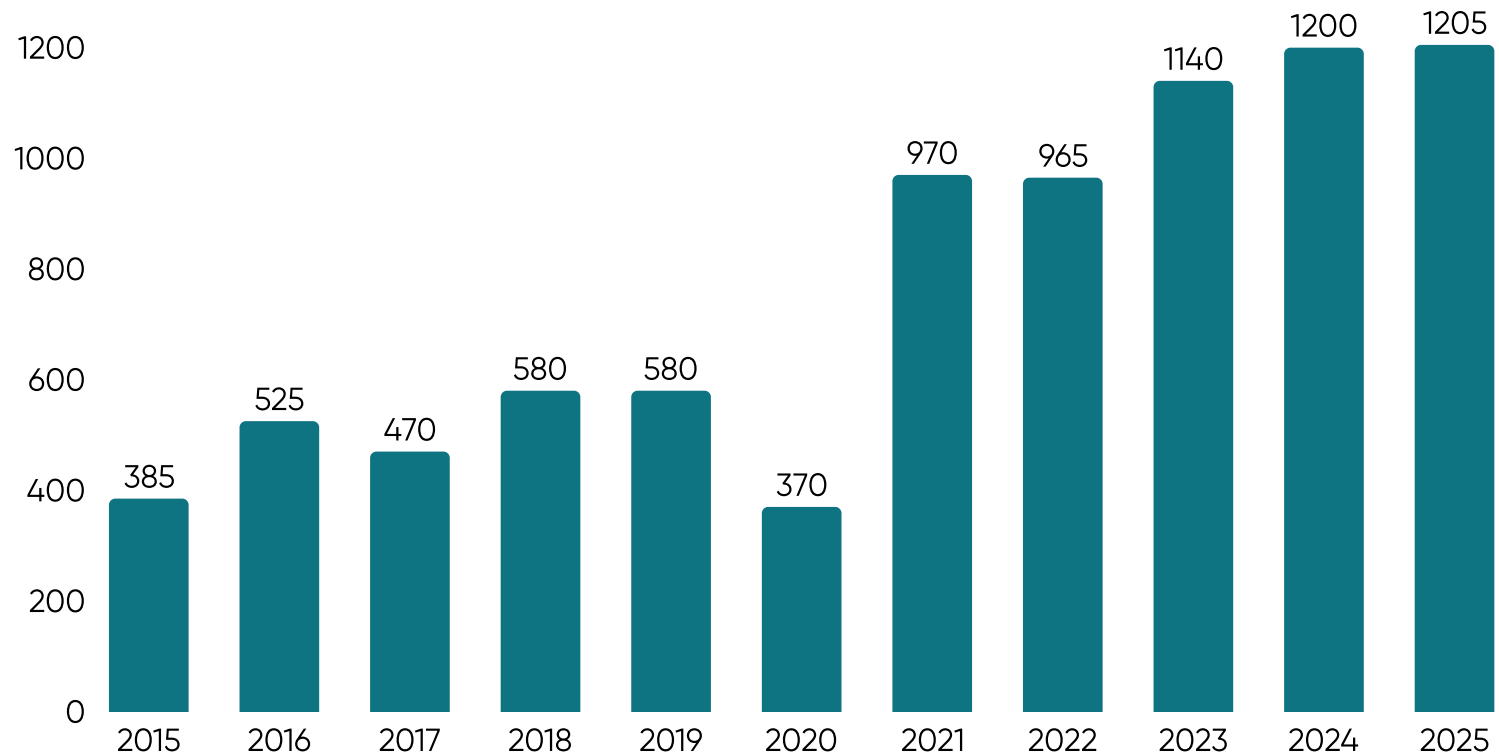
## KIP Staff Team

Operationalizes and provides administrative support for the coordination of efforts related to newcomer settlement and integration in Kingston.

# Immigration in Kingston

## Permanent Resident Levels

Admission of Permanent Residents to Kingston CMA, 2015–2025

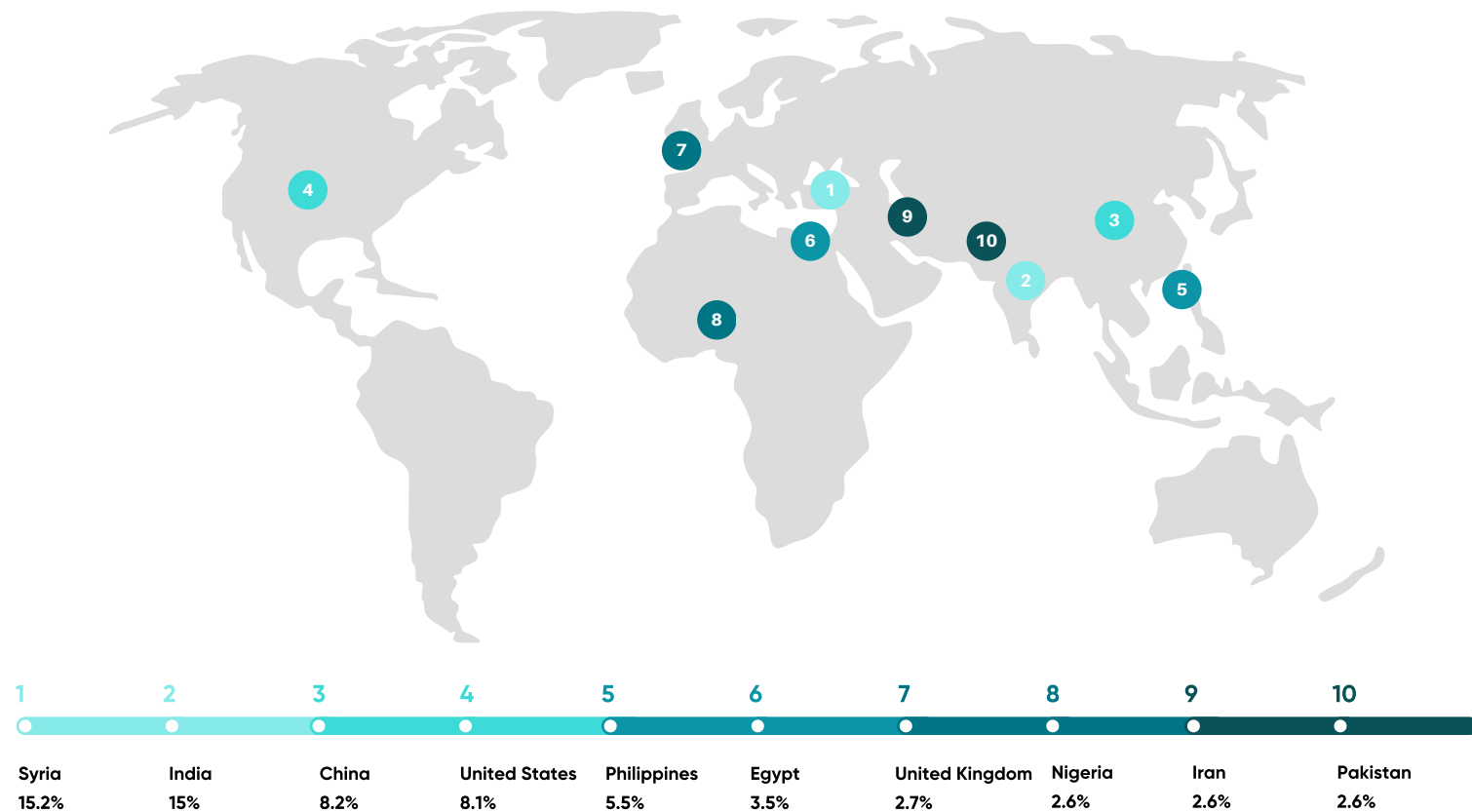


Immigration, Refugees and Citizenship Canada. Permanent Residents – Monthly IRCC Updates. Government of Canada, 12 Apr. 2017, [open.canada.ca/data/en/dataset/f7e5498e-0ad8-4417-85c9-9b8aff9b9eda](https://open.canada.ca/data/en/dataset/f7e5498e-0ad8-4417-85c9-9b8aff9b9eda). Accessed 20 May 2026.

# Immigration in Kingston

## Country of Origin for Recent Kingston Immigrants

Arrivals to Kingston CMA Between 2016-2021



Recent immigrants include persons who arrived between 2016-2021.

Statistics Canada. Census Profile, 2021 Census of Population. Government of Canada, 2023, <https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/index.cfm?Lang=E>. Accessed 20 May 2026.

14%

In 2021, immigrants and non-permanent residents accounted for nearly 14% of the Kingston CMA population.

3x

Between 2016 and 2021, population growth among immigrants and non-permanent residents in the Kingston CMA was 2.93 times faster than among non-immigrants, nearly 3 times faster.

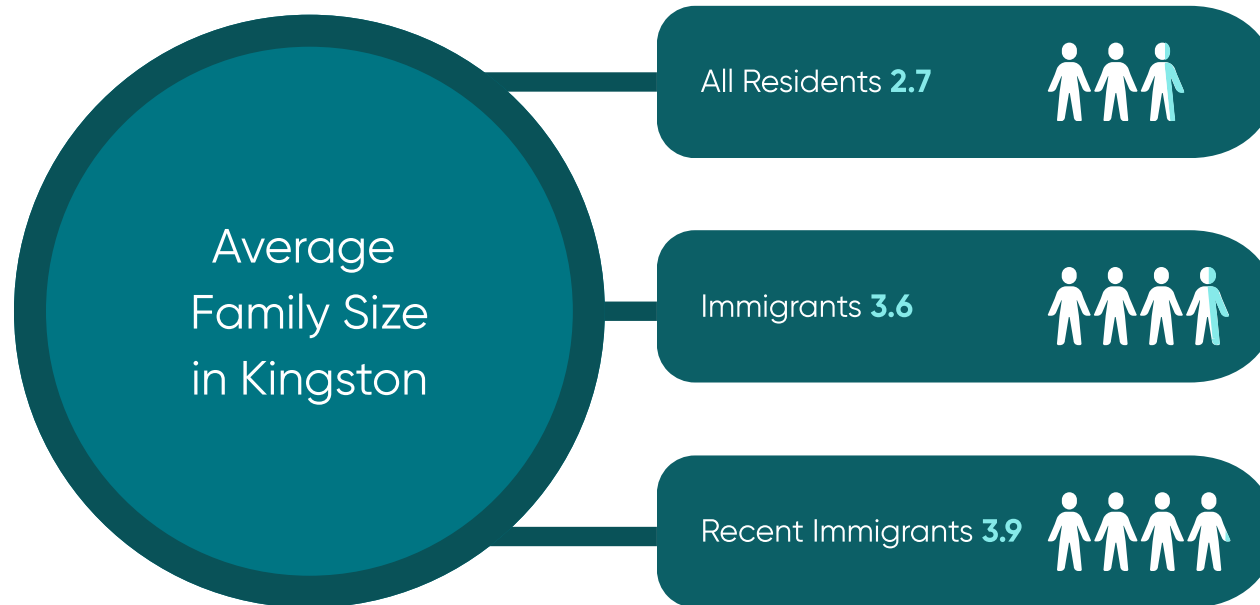
Immigrants include persons who are, or who have ever been, landed immigrants or permanent residents. Non-permanent residents' includes persons who have a work or study permit or who have claimed refugee status.

Statistics Canada, Census Profile, 2021 Census of Population. Government of Canada, 2023, <https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/index.cfm?Lang=E>. Accessed 20 May 2026.



# Immigration in Kingston

## Average Family Size in Kingston CMA 2021



Recent immigrants include persons who arrived between 2016-2021.

Statistics Canada. Census Profile, 2021 Census of Population. Government of Canada, 2023, <https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/index.cfm?Lang=E>. Accessed 20 May 2026.



# Shifting Landscapes Surrounding Immigration

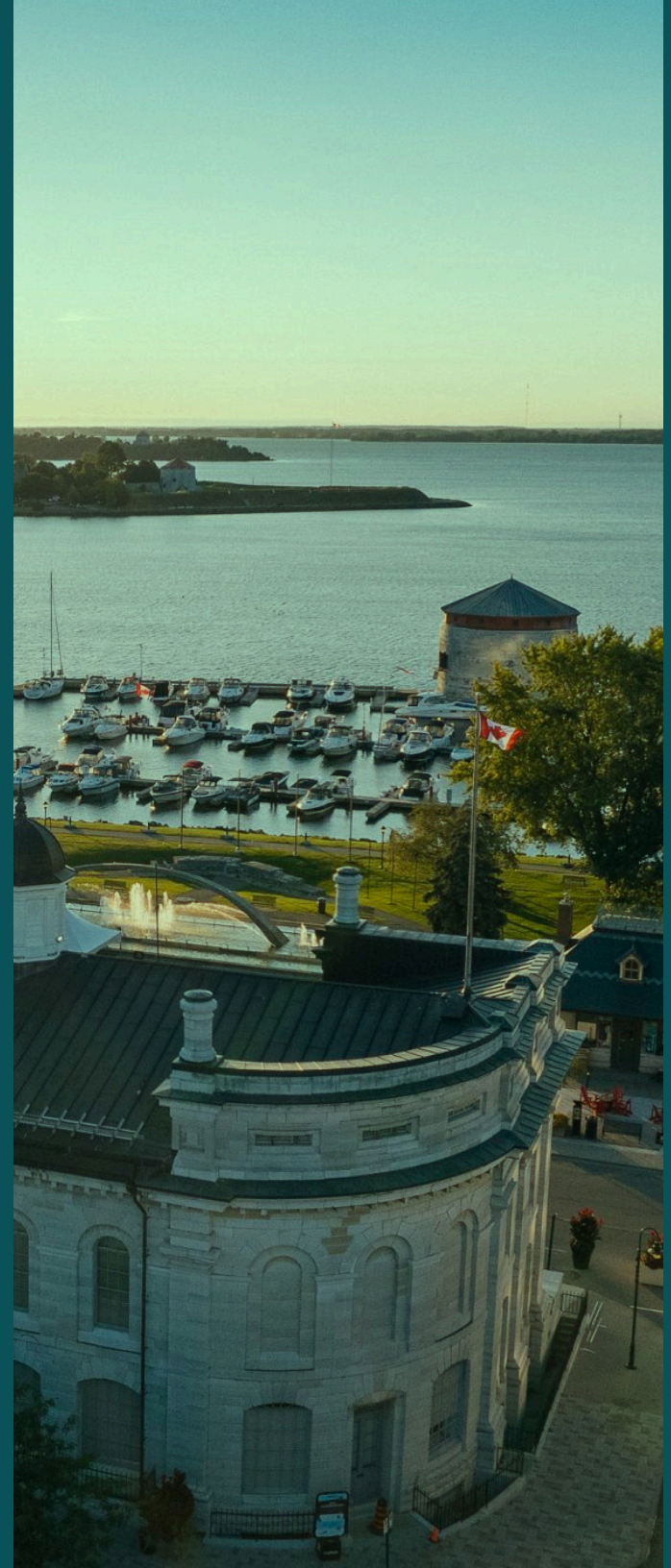
Immigration contributes to innovation, job creation and brings diversity of expertise. Communities that recognize and value this diversity are better positioned to draw on the full range of talent within the community.

At the same time, immigration policies are shifting alongside changing public sentiment, while global displacement remains high and humanitarian needs persist. Changes in immigration levels and pathways, combined with shifts in funding for settlement services, are creating additional challenges for newcomers as they settle.

Immigration plays a vital role in shaping Kingston today and will continue to influence the city's future. Strengthening the community's capacity to support economic, social and civic participation is essential to ensuring that newcomers are able to contribute their skills, knowledge and experiences. In doing so, Kingston can continue to grow as a more welcoming and connected community for all.

“ Immigration continues to shape Kingston in meaningful ways. Newcomers bring skills, experiences and perspectives that strengthen our community. When people feel welcomed and able to contribute, Kingston becomes a stronger and more vibrant place for everyone.”

Ruth Noordegraaf  
Director, Community Development, Wellbeing and IIDEA, City of Kingston



# Community Priorities



**Community Priority 1:**  
Enhance System  
Coordination and  
Collaboration



**Community Priority 2:**  
Improve Access to  
Stability for Newcomers



**Community Priority 3:**  
Advance Community  
Connection and  
Belonging

# 1

## Community Priority 1: Enhance System Coordination and Collaboration

### Key Insights

In Kingston, collaboration to support newcomers is well established, grounded in strong community partnerships and a shared commitment to this work. As the community enters a period of increased uncertainty with changes to immigration processes, policies, levels and funding structures, it becomes increasingly difficult for newcomers to navigate services, for service providers to keep pace and for institutions to respond effectively.

# Community Priority 1: Enhance System Coordination and Collaboration

## Areas of Focus

- 1 Convene community partners within and across sectors to strengthen coordination and shared planning by establishing a common vision and a collective path forward
- 2 Elevate the visibility and recognition of newcomer-serving agencies while strengthening their integration within the broader community through partnerships and collaboration
- 3 Build and maintain strong relationships with municipal and regional partners to advance newcomer-responsive services
- 4 Strengthen access to French-language services by increasing awareness across the community and improving coordination and tracking of service use across organizations
- 5 Enhance service provider capacity and knowledge to better respond to newcomer needs through information sharing, education and providing insights from communities with lived experience

# Community Priority 1: Enhance System Coordination and Collaboration

## What This Means in Practice

Newcomers will find support more easily and move through services with greater clarity. No matter where they enter, they are guided through a system that is connected and responsive. Referrals are timely and coordinated, and information is consistent across services. More agencies will operate with clearer roles and stronger connections to one another. Service providers will know who to contact when needs extend beyond their services, and collaboration will be more intentional. When pressures increase, such as policy or program changes, organizations will respond together rather than acting in isolation.



“ Newcomer-serving organizations in Kingston have a long history of collaboration. Through strong partnerships, we combine our expertise, resources and perspectives to better meet the diverse needs of immigrants and refugees in our community. Together, we advance a shared vision of Kingston as a welcoming and inclusive community where every newcomer has the opportunity to thrive.”

Madeleine Nerenberg  
Executive Director, KEYS Employment and Newcomer Services



# 2

## Community Priority 2: Improve Access to Stability for Newcomers

### Key Insights

Many of the challenges newcomers experience, including housing affordability and suitability, access to healthcare, employment and the rising cost of living, are shared across the broader community. However, these challenges may be amplified by barriers related to immigration status, language, unfamiliar systems and limited access to support.

# Community Priority 2: Improve Access to Stability for Newcomers

## Areas of Focus

- 1 Collaborate with cross-sector partners to advocate for access to affordable and suitable housing and housing support that reflect the needs of newcomer households
- 2 Strengthen access to employment and entrepreneurship opportunities by supporting programs that expand newcomer workforce participation and engage businesses and employers to promote equitable hiring and retention practices in workplaces
- 3 Improve access to healthcare, including mental health supports, by addressing barriers and supporting more responsive and inclusive healthcare systems
- 4 Expand how newcomer voices are collected and reflected through community consultations, surveys and other engagement processes to inform municipal and regional decisions
- 5 Strengthen access to educational opportunities across all levels by supporting language training, skills development and equitable access to schooling regardless of immigration status
- 6 Promote equitable neighbourhoods by supporting the balanced distribution of services, food access, community spaces and recreational opportunities

# Community Priority 2: Improve Access to Stability for Newcomers

## What This Means in Practice

Newcomers will have the support they need to build stability as they settle into a new community. Supports related to housing, employment and entrepreneurship, healthcare, mental healthcare, transportation and education will be more accessible with fewer barriers. This work will be advanced by working alongside partners across sectors. Through this approach, efforts will be more coordinated, resources will be used more effectively, and the overall system will be better positioned to support stability for more people.



“ We want to work, contribute, and build a life here. We are ready to do so. What is missing is that our skills, experience, and potential are not recognized.”

Newcomer



# 3

## Community Priority 3: Advance Community Connection and Belonging

### Key Insights

Feeling welcomed, seen, and included affects the ability to build relationships, contribute and engage in the community. While Kingston has strong foundations of connection, there are increasing concerns related to racism and experiences of marginalization. This impacts newcomers in their perception of safety and inclusion, limiting participation, reducing trust in institutions and undermining a sense of belonging.

# Community Priority 3: Advance Community Connection and Belonging

## Areas of Focus

- 1 Advance anti-racism and equity efforts across the community by supporting approaches that address barriers, promote participation and build awareness through sharing data and lived experience
- 2 Expand opportunities to form and join social and community networks by identifying and removing barriers to participation and creating pathways for newcomer leadership and advisory roles
- 3 Facilitate the development of accessible community spaces, activities and programs that foster connection and newcomer participation
- 4 Build and strengthen relationships with Indigenous communities by creating intentional opportunities for connection, including sharing a meal
- 5 Promote public awareness, address misinformation and increase representation of newcomer experiences and contributions across various platforms, with opportunities for targeted campaigns
- 6 Empower ethnocultural associations to strengthen their role as spaces for connection, identity and community building

# Community Priority 3: Advance Community Connection and Belonging

## What This Means in Practice

Newcomers will build relationships, connect to networks and participate in the community. They will see themselves reflected across institutions, public spaces and community narratives, with their contributions recognized. Relationships across communities will deepen, strengthening solidarity across diverse groups and fostering shared understanding. Public narratives and perceptions of immigration will shift through ongoing education and engagement.

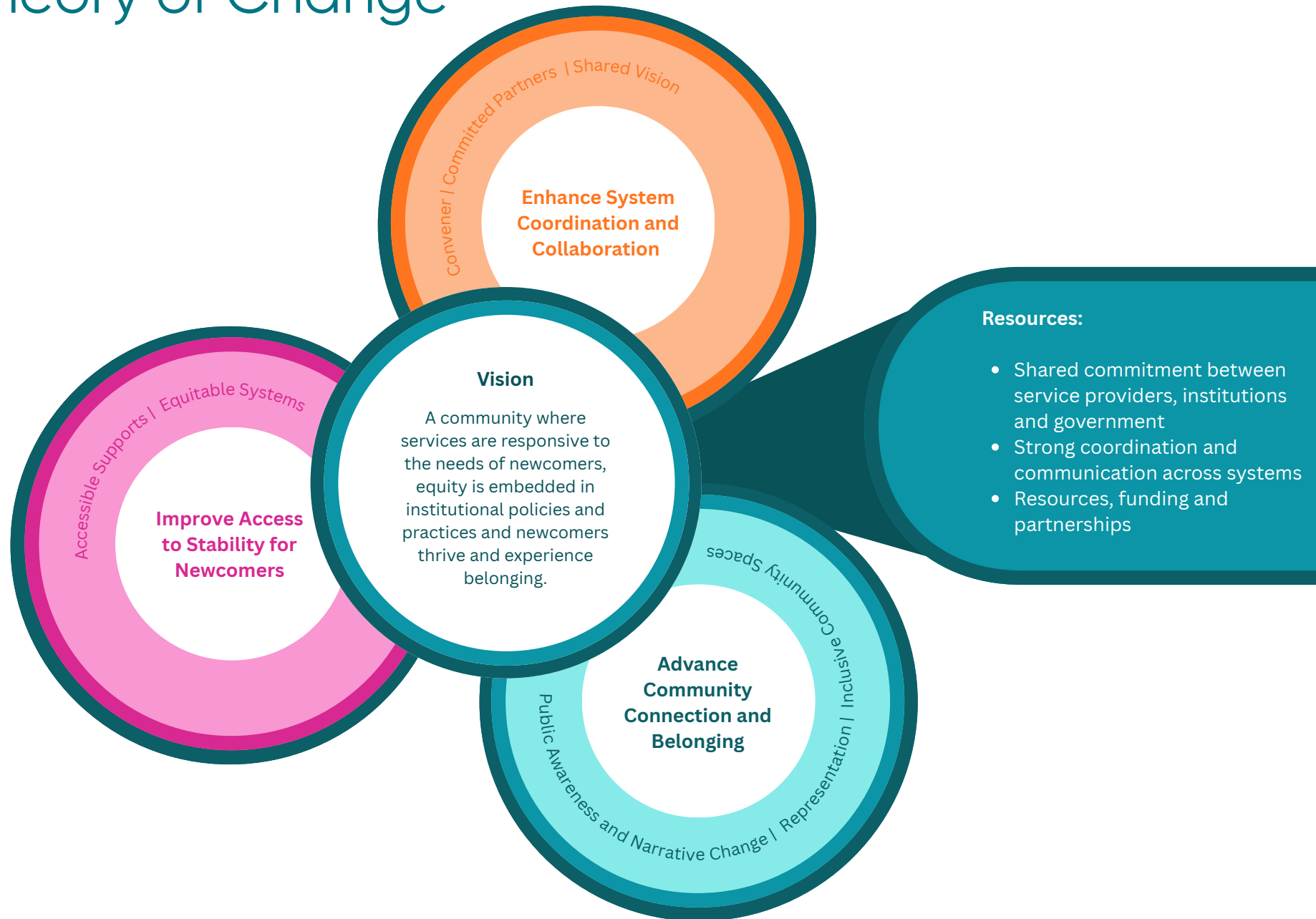


“ A sense of belonging does not happen by accident. It is built through intentional efforts to create meaningful connections, inclusive communities and opportunities for everyone to feel welcomed, respected and supported.”

Wendy Vuyk  
Director, Community Health, Kingston Community Health Centres



# Theory of Change



# Message from the KIP Steering Committee

This Community Plan reflects a shared commitment to strengthening a community that is welcoming, equitable and responsive, where all residents, including newcomers, are able to thrive.

Kingston continues to be shaped by people who have made this community their home. Newcomers play an important role across sectors as workers, entrepreneurs, students, neighbours and community leaders. Their contributions strengthen the local economy and enrich the social and cultural life of the community.

At the same time, the current context surrounding immigration is increasingly complex. Public conversations are shaped by uncertainty, with misinformation and confusion contributing to concern and, at times, division. Changes to immigration processes, policies and funding structures continue to affect how individuals access services and how organizations respond.

Kingston has a strong foundation to build on. Collaboration to support newcomers is well established, grounded in strong partnerships and a shared commitment to this work. This Plan builds on that foundation, with a focus on strengthening coordination, improving access to stability and advancing connection and belonging. The work ahead requires continued collaboration across service providers, institutions, all levels of government and the broader community. It also requires a commitment to informed dialogue, to addressing barriers and to creating opportunities for participation and inclusion.

A welcoming community is reflected in everyday experiences. It is shaped by how people are treated, how systems respond and how opportunities are created. It is built through intentional effort, accountability and a shared commitment to ensuring that all residents are able to thrive. This Plan provides a clear direction for the years ahead. It is grounded in evidence, shaped by community input and focused on practical action. Moving forward, the collective effort of the community will be essential to ensuring that Kingston continues to grow as a place where people are supported, connected and able to thrive.

## KIP Steering Committee

Elisete Bettencourt

Donna Gillespie

Brandon Maracle

Amanda Morrison

Madeleine Nerenberg

Ruth Noordegraaf

Laurianne Montpetit

Wendy Vuyk

# Interested in learning more?

Visit: [kchc.ca/programs/kingston-immigration-partnership](http://kchc.ca/programs/kingston-immigration-partnership)



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