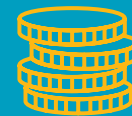


# Welcoming & Inclusive Communities Action Partnership (WICAP)



**In 2016, Alberta Municipalities expanded our efforts to support our members' capacity to create Welcoming and Inclusive Communities with the help of grant funding received from Alberta's Ministry of Labour and Immigration.**

That funding came to an end this past spring, so we wanted to take the opportunity to share about what we accomplished over that six-year period. WICAP was intended to build the capacity of Alberta's municipal governments to implement policies and practices that create communities that are more welcoming and inclusive. The underlying objective was to advance change at the community level so that newcomers and other diverse populations can lead lives free of racism, discrimination, and social exclusion. **Here are some highlights.**



**Delivered 17 grants valued at over \$360,000**

The Community Readiness for Newcomer Integration project funded seven municipalities to audit their community's ability to successfully welcome and support the integration of newcomers.

Meanwhile, eight municipalities accessed our Measuring Municipal Inclusion Grant where they evaluated their inclusiveness using our Measuring Inclusion Tool and then took steps to make improvements.

## Member Engagement

### Updated and created new tools including:



- Updated the [Measuring Inclusion Tool for Municipal Governments](#)
- Created a [Municipal Guide on the Truth and Reconciliation Commission's Calls to Action](#)
- Created a [Communications Toolkit to Support Newcomers](#)



Hosted	1	Come Together Alberta Conference
Held	2	Symposiums
Recorded	7	Educational webinars
Hosted	15	Blanket exercises
Made over	30	Presentations to over 4000 people

To review the tools and project listed above, visit our [website](#) or check out recorded webinars on our [YouTube](#).

## Connect.

310.MUNI ■ [wic@abmunis.ca](mailto:wic@abmunis.ca) ■ [abmunis.ca](http://abmunis.ca)

*“Having the tools available is fantastic but having a bridge to the tools...to help you interpret them and not be overwhelmed by them is critical.”*

## Key Successes

96%

**Agreed or somewhat agreed** that their municipality is more aware of the value and benefits of Equity, Diversity and Inclusion (EDI).

87%

**Agreed or somewhat agreed** that their municipality is providing new resources to support EDI.

We worked directly with over 40 municipal governments representing 92% of Albertans by delivering funding, providing training, sharing knowledge, and connecting people with tools and resources over the past five years.

While the funding that supported these projects has now come to a close, Alberta Municipalities leadership in helping to foster inclusive and respectful communities will continue.

**If your municipality is interested in being a Welcoming and Inclusive Community, contact us at [wic@abmunis.ca](mailto:wic@abmunis.ca).**

## Key Challenges

- Hesitancy from Senior Leaders
- Power Dynamics of Inclusion Champions with Less Power
- Length of Time to Integrate Inclusion in the Organizational Culture
- COVID-19 Pandemic Caused Delays
- Measuring Inclusion Tool Updates Needed

## Future Direction

### 1. Welcoming and Integration of Newcomers

Alberta Municipalities is recommending that the Government of Alberta invest in WIC to support community leaders with additional education, training, and guidance to effectively welcome and support the integration of newcomers.

### 2. Dollar Matching Grants to Advance Municipal Inclusion Initiatives

To encourage further advancements in municipal leadership of EDI, Alberta Municipalities is recommending that the Government of Alberta offer dollar matching grants for municipal governments to invest in targeted inclusion initiatives.

### 3. Continued Funding for Alberta Municipalities to Develop WIC Tools and Education

Alberta Municipalities' survey of municipal representatives produced a broad list of requests for how WIC can offer additional support to create inclusive communities.

**Connect.**

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October 2022