



BUILDING CULTURAL CONNECTIONS

ANNUAL REPORT 2014–2015



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PRESIDENT'S REPORT

The Board of Directors of the Inter-Cultural Association (ICA) is pleased to report the completion of our Five Year Strategic Plan: 2009/10 to 2014/15. The Board thanks the Executive Director and Managers for successfully implementing the Plan and exceeding expectations related to many key goals. New and renewed strategic priorities have been determined for the upcoming year and beyond through a focussed Board and Management collaboration. These deliberations will form the basis of ICA's revised Plan to be completed in the near future.

The Board consisted of eleven members in 2014-2015. All Directors devoted the necessary time to board and committee duties, actively participated in meetings and applied diligence and care in undertaking their responsibilities in making decisions relevant to the financial health, strategic direction and fundamental goals of the organization. Our Board is a dedicated team of qualified professionals. We are elected to serve a two-year term with the option for

re-election to a maximum of three terms. This past year a special appointment of a youth leader position was included in our Board complement.

Ongoing Board Standing Committees assisted the Board in carrying out its duties and responsibilities this past year. Executive, Policy, Finance and Development Committees met regularly to review and support the business commitments of ICA.

This past year proved to be particularly successful in engaging stakeholders through the Community Partnership Network. This coalition of community neighbours, including businesses, municipal governments, University of Victoria, police and faith groups, not only assisted ICA in strengthening the capacity to facilitate settlement and integration of newcomers and their families but also furthered collaboration across and among diverse groups in our communities. Your voices and participation in seminars and special events are very much appreciated.

ICA is able to undertake value added projects and programs through the generous contributions of our sponsors and donors. It is with a heartfelt thank you that the Board wishes to acknowledge your important financial support.

Our organization leverages program delivery and services to clients through the volunteer commitments of so many men and women. It is astounding how many hours are donated each month by such a robust group of people. Your dedication is applauded. You are an especially important component of our success. Thank you very much.



Finally, I would like to recognize the incredible achievement of Jean McRae and the Management Team and staff in growing the business and in delivering exceptional programs and services. ICA has experienced tremendous growth over the past 10 years, and in particular, in the past three years. Since 2010, the organization's budget has increased by two million dollars and the number of staff has nearly doubled. A recent audit this year by our key funder attests to the quality of programs, fiscal reliability and financial controls.

The Board is committed to respond to new opportunities and to seek continuous improvement in ICA's capacity to meet the needs of newcomers in our community.

Respectfully submitted,

Cathy Hunter
President

EXECUTIVE DIRECTOR'S REPORT

2014/15 was a year of change. This was the Inter-Cultural Association's first year of a return to offering the majority of our programming under Citizenship and Immigration Canada. This necessitated changes in accounting and reporting structures to ensure we were tracking our activities in alignment with the CIC systems. Our settlement and language services staff had to learn to navigate new data-bases to record clients and services. Thanks to the diligence of the staff over the course of the year our errors and omissions have been greatly reduced and we are now able to pull good data from the systems. Our goal was to make the transition as seamless as possible for clients and we achieved this goal.

ICA was active in Citizenship and Immigration Canada's National Settlement Council, the Canadian Immigrant Settlement Sector Alliance, the Canadian Council for Refugees, the Western Region

Working Group, the CIC Jurisdictional Summits in the four Western provinces, and the Affiliation of Multicultural Societies and Service Agencies. Our involvement in these groups deepened our understanding of immigration and integration policy and practice in Canada, and help us build responsive programming for our clients.

ICA's involvement in research initiatives at the national, the Pathways to Prosperity and Metropolis research projects, and locally with the Institute for Community University Engagement at University of Victoria, and the Advisory Committee for the School of Communication and Culture at Royal Roads University, help us stay ahead of the curve on impact measurements and innovative approaches to serving immigrants in Victoria. The Community Partnership Network has continued to thrive and grow, ensuring that more residents are involving themselves in making our community

more capable of welcoming immigrants. The emergence of the Local Immigration Partnership table will help us involve more segments of our society in the meaningful exercise of inclusion.

The work of ICA's Employment Services team has grown as have its services. They have been able to leverage the mentorship and job development to strengthen the Labour Market outcomes of immigrants. Successful programming using the arts as a tool to engage community has opened eyes and hearts to the challenges facing newcomers.

A feasibility study on social enterprise, another on space redevelopment, and a strategic plan for the next five years were completed. The reports provided ICA with some perspective on moving forward with innovative projects ensuring ICA's relevance and sustainability into the future.

We are very proud that our past president, Mavis DeGirolamo, was a recipient of the BC Community Achievement Award, in recognition of her many years of dedicated and exceptional volunteer service to ICA. We said goodbye to our Arts Manager, Karin Scarth, and we thank her for her dedication and steadfastness through many changes.

Thank you to our board members for leading us through this tumultuous year and keeping focused on the future, to our wonderful volunteers for the difference they make in the lives of newcomers. Lastly to our highly motivated and hardworking staff team, thank you for all you do in support of newcomers and each other.

Jean McRae
Executive Director



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SETTLEMENT PROGRAM

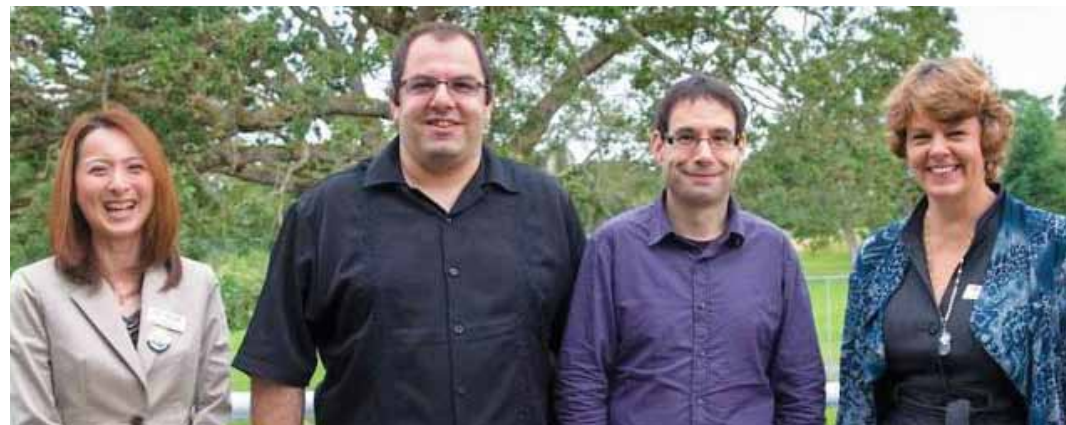
The Settlement Department has coped well with the switch to the federal funding model. Clients have felt little, if any, impact of the changes that have happened at the administrative level. We were able to continue supporting federally ineligible clients through top-up funding from the Province of British Columbia. For the first time, we were also able to provide funded settlement services to temporary foreign workers. In September 2014, once the labour dispute in the public school system had been settled, we also started providing services in all three school districts in Greater Victoria through the Settlement Workers in Schools (SWIS) program.

From April 2014 to March 2015, the Settlement Department assisted 2,021 unique clients in the process of settling and integrating into the Canadian cultural context and life in the Capital Regional District. This number constitutes a small increase over last year's figures. It translates into an average of 168 new clients assisted by our settlement workers every month, almost 40 clients every week, and eight clients every day. In most cases, our settlement workers and other staff have multiple points of contact with each incoming client. Newcomers often benefit from a series of one-on-one meetings with a settlement worker and may also make use of a variety of other services offered by ICA: one-on-one employment support, orientation sessions and other group sessions on a wide range of settlement and employment issues, and English language training. Providing services to families at the Immigrant Welcome Centre and throughout the Greater Victoria school districts enabled us to offer support to newcomers in a holistic way.

About 73% of clients served over this past year were permanent residents or had received approval in principle for permanent residence; almost 16% were naturalized citizens; 1% were refugee claimants or persons who had received protection status; and just over 7% were temporary foreign workers or (live-in) caregivers. The remainder were made up of persons with other immigration statuses. The top five countries of origin for our clients were China, Philippines, South Korea, India, and Iran. The top languages we served (clients' first language) were Mandarin, Cantonese, Spanish, Korean, and Tagalog. During these first seven months of SWIS services, ICA's three SWIS workers served 230 unique clients and provided 440 individual and group services.

The settlement team did a stellar job in working with our new client management database that enabled us to upload required data into a federal database, while also allowing us to effectively case-manage all clients. At the macro-level, the enhanced database enables us to keep better track of services provided, thus aiding in our reporting to funders.

As always, we would like to express our appreciation to all funders, community partners, volunteers and practicum students for their support in enabling our clients to make a successful transition into life in Victoria. We especially thank Ali Dadkhah, former Settlement Worker at ICA and now articling lawyer, for providing many hours of legal pro bono support to ICA's clients.



EMPLOYMENT SERVICES

Heading into our third year of the Employment Program of British Columbia (EPBC), our focus in employment has been on excellence in service and further developing community connects. The case management team, with the strong support of our job developer, have forged relationships with many local employers. Results have been seen in the number of clients able to access the labour market. In the last quarter of 2015 alone, 71 clients found work in the Greater Victoria area.

This year we continued to offer our core biweekly workshops (Resumes, Networking, Labour Market, Interview Skills, Interview Preparation, and Cover Letters). Facilitators have included other employment team members as well as a number of guest speakers. These sessions are becoming increasingly popular with 10-18 participants in any given workshop (70-85 participants per month). In our Settlement contract, we offered a new Essential Skills Workshop highlighting those skills necessary for success in the Canadian workplace. Focus was placed on the Essential skills of Oral and Written Communication, Thinking, Problem Solving, Working with Others,

Document Use and Continuous Learning.

Once more we have had great success with our Career Mentorship program. The program matched twenty-three mentees with members of the community willing to give of their time and knowledge in a specific career area. Both mentors and mentees expressed an appreciation of the program and the opportunity to learn from each other. Though not necessarily a goal of the program, the support from mentors led to a number of mentees securing work or volunteer placements. Mentees secured employment in positions such as a Senior Financial Analyst in the Government, Administrative Coordinator in a not-for-profit organization and an Engineer in a Manufacturing firm. Mentors have also assisted newcomers with information in establishing and growing their businesses in Victoria. Moving into this year we will continue to build those community and employment bridges for our clients. Our thanks to all our fantastic volunteers in the mentorship program and businesses in the community who have assisted in the success of many of our workshops, events and programs.

LINC: LANGUAGE INSTRUCTION FOR IMMIGRANTS AND NEWCOMERS

ICA's Language Instruction for Newcomers to Canada (LINC) program is a settlement language training and orientation program for new immigrants from a beginning literacy level of English to advanced levels. The Government of Canada funds the LINC program with some additional funds for some CIC ineligible clients coming from the Government of British Columbia.

ICA's LINC program is particularly suited to new immigrants who need childcare in order to attend class. Children ranging in age from six months to five years were enrolled in our LINC child minding service.

There are 24 classes and at any given time we have around 400 students attending classes. There are wait lists for some classes as well as the child minding service. In the LINC program, students develop the English language skills required for everyday life in Victoria and Canada with help and guidance from our highly skilled instructors. In addition, LINC learners increase their knowledge of Canadian systems and culture, how to access services and resources, and increase their knowledge and understanding of others from different cultures. On November 20, 2014, the evening classes held a variety show and bake sale as a fundraiser for the United Way. We also collected donations for the Mustard Seed food bank. The variety show featured performances in dance, music, magic and a fashion show. The performances allowed students to share their skills and different aspects of their cultures.

LINC programs across the country are in the process of implementing a new progression and exit assessment system called Portfolio Based Language Assessment (PBLA). Two Language Instructors, Frances Foster and Suja Lamminen, are the Lead Teachers for implementation at ICA. The past year they have taken a course on PBLA and are piloting the program in their classrooms. In the 2015-2016 school year, they will train their colleagues on PBLA and we will begin full implementation in April, 2016. The PBLA is a major shift in the way assessments are done moving away from standardized tests to ongoing in-class assessment.

The success of this past year's program would not have been possible without the hard work of all members of the Language Services team and the many volunteers who assisted in the program, contributed their expertise, and made the students and their children feel welcome and comfortable.



LINC: CHILDCARE CENTRE

ICA's Childcare Centre is a licensed childcare that supports the children of our clients who are attending English classes or Settlement workshops/training. We are committed to providing a friendly, nurturing environment where children feel safe to trust, learn and gain independence. Our childcare centre is often the parents' first experience leaving their child in a day-care setting, which is a valuable learning experience for them as well as their child.

This year the children enjoyed a weekly music class with our professional music teacher as well as a weekly dance class with our volunteer dance teacher. The children had their teeth checked every three months by two dental hygienists who regularly provide this service for the children. We focused on supporting the children in learning English and ultimately

preparing them for kindergarten. Through our funder, we were able to provide healthy snacks for the children on a daily basis. In our play-based centre the children had many opportunities for learning through free-play, art, stories, games, puppet shows, interactive activities and circle times. Our committed childcare team planned and carried out a program which focused on the children's physical, intellectual, language, social and emotional development.

We have had another very successful year thanks to the unwavering dedication of the childcare team and the overall support of our organization. We are grateful to be able to provide this very important service to the valued newcomer families of ICA and we sincerely thank all the people who make the ICA the wonderful organization that it is. It takes a village to raise a child!

ARTS AND OUTREACH: INTER-CULTURAL ARTS

STAGING DIVERSITY & DISABILITY

In this project theatre scenes were created to play out stories of misunderstanding and conflict as told to us by individuals living with developmental disabilities, care providers and programming staff from Integra Support Services and Kardel Home Support, two sector experts in Victoria. The audiences at the final theatre events were invited to intervene and enact solutions to the problems presented and guided by experienced facilitators to explore and find the most appropriate and workable solutions. This project was yet another step forward in our combined effort to promote understanding and to build a repertoire of strategies that reflect sensitivity and difference. This project was made possible through funding from United Way.

STORIES BY THE LIGHT OF THE MOON

Guided by local theatre director, Will Weigler, seniors from different local activity centres and from a wide range of cultures learned to use shadow theatre to share the stories that they cherished when they were children. The finished stories they created were then performed to family, friends and the community as short theatre plays. This project was created in partnership with the Victoria Chinese Seniors Association (VCSA), Victoria Chinese Cultural Association (VCCA), Cook Street Village Activity Centre (CSVAC), Gordon Head Recreation Centre (GHRC), James Bay New Horizons (JBNH) and Burnside Gorge Community Association (BGCA). This project was made possible through funding from Service Canada through the New Horizons for Seniors Program, to support the social participation and inclusion of diverse seniors.



YOUTH ARTS SUMMER CAMPS

Our third annual Youth Arts Summer Camp with the theme Photo-Arts and the Natural World offered a diverse group of kids ages 9 to 12 a fun hands-on experience in making simple journals, paper marbling, sun-printing, and artist style low-fidelity film photography. They got the opportunity to make new friends while they learned about the beautiful and interesting places around their city Victoria! We acknowledge the financial assistance of the Province of British Columbia, the Leon and Thea Koerner Foundation and the generous donors to ICA's Blossoms Campaign.

HEALTHY MINDS, HEALTHY LIVES

Ten participants from a diverse range of cultures came together to learn how to use photography and visual journaling to find new forms of self-expression and ways to manage stress. Under the guidance of local photographer, Quinton Gordon, they took field trips to inspiring outdoor settings in Victoria to take photographs that documented how they saw aspects of themselves reflected in natural forms. A book Healthy Minds a Collective Journey was created as part of this project. The project was funded by Bell Let's Talk Community Fund.

ARTS AND OUTREACH: COMMUNITY DEVELOPMENT

COMMUNITY PARTNERSHIP NETWORK

The Community Partnership Network (CPN) is a network of local businesses and organizations dedicated to promoting diversity and inclusion in the Greater Victoria Region. In 2014-15 the CPN continued to expand with nearly 40 organizations joining the CPN, bringing total membership to 185 and growing. In addition, with funding from Citizenship and Immigration Canada, ICA and the CPN have initiated the Local Immigration Partnership (LIP) - a project that will lead to the development of an immigration integration strategy for the region. A LIP Advisory Council has been formed with CPN members and a research partnership with the University of Victoria Institute for Studies in Innovation in Community University Engagement (ISICUE).

CPN THRIVING WITH DIVERSITY SEMINAR SERIES

Thanks to ongoing funding from the United Way of Greater Victoria, ICA organized two Thriving with Diversity Seminars for CPN members. More than 140 CPN members attended the learning sessions. The topics covered included: Key Stages for Creating Welcoming Organizations; and, Asset Mapping and Building Community Engagement.

CPN NEWSLETTER "DIVERSITY CONNECTIONS"

In the fall of 2014, "Diversity Connections," a quarterly e-newsletter, was produced. The newsletter features a range of useful diversity content including: highlighting CPN members with innovative programs that promote inclusiveness; sharing personal success stories of local newcomer immigrants; listing of diversity events in Greater Victoria; and links to useful diversity facts, tools and resources for CPN members.

DIVERSITY EDUCATION WORKSHOPS AND COMMUNITY ENGAGEMENT EVENTS

ICA continued to deliver diversity education workshops and organize forums to build relationships and understanding between our diverse community and CPN members. Diversity training workshops were delivered to staff at organizations such as William Head Federal Institution, Harbour Towers Hotel, and students at Camosun College's Child and Family Studies.

In the fall of 2014, the Victoria Real Estate Board (CPN member) and ICA organized a "Lunch and Learn" event hosted at the local Sikh Temple and community. The event was attended by more than 40 real estate agents who learned about the Sikh faith, traditions, and the history of the community while being treated to a home cooked meal shared with members of the Sikh congregation.



SAFE HARBOUR PROGRAM

Safe Harbour is a nation-wide program that recruits businesses and agencies to promote diversity and combat discrimination. In 2014-15 ICA delivered Safe Harbour sessions to eight local organizations. On March 19, 2015, the annual Safe Harbour Youth Champions of Diversity lunch was held in partnership with police from throughout the Greater Victoria Region. The event recognized local Youth Champions of Diversity who work to promote diversity in their schools and neighbourhoods. The event was hosted by the James Bay New Horizons Activity Centre with more than 70 Safe Harbour members, police and youth in attendance.

As a result of changes in provincial funding, the Safe Harbour program in 2015-16 will be overseen provincially by AMSSA. ICA has applied to continue as a Safe Harbour community organizer in the Greater Victoria Region.

COMMUNITY PARTNERSHIP NETWORK MEMBERS

*Denotes new CPN members in 2014-2015

- Accent Inns
- African Eloquence Project
- African Heritage Association of Vancouver Island (AHAVI)
- Ballet Victoria*
- Batchelor Stamm Law Corporation
- Bayanihan (Filipino) Cultural and Housing Society
- BC Association for Marriage and Family Therapy
- BC Families in Transition
- BC Muslim Association of Victoria*
- BC Public Service - Ministry of Attorney General
- Beacon Community Services
- Becon Support Services
- Belfry Theatre
- Better Choices Staffing Ltd.
- Black History Awareness Society
- Boys and Girls Club of Greater Victoria*
- Brentwood and Peninsula Physiotherapy
- British Columbia Justice Institute*
- Burnside Gorge Community Association
- Camosun College
- Camosun College International
- Canada Safeway
- Canada Safeway Pharmacy
- Canadian Cancer Society
- Canadian Corps of Commissioners*
- Capital Mental Health Association (CMHA)
- Capital Regional District (CRD)
- Central Saanich Police Services
- Cerelina Day Spa
- Chartwell Ross Place Retirement Residence
- CHEKTV
- Child Abuse Prevention and Counselling Centre
- Children's Museum of Victoria Association
- Chinese Women's Association
- City of Light Church
- City of Victoria
- City of Victoria Parks and Recreation
- City of Victoria Youth Council
- Coastal Counselling and Consulting Services*
- Collaborative Journeys
- Coma Communication
- Communica
- Community and Environment Consultant
- Community Arts Council of Greater Victoria
- Community Living Victoria
- Community Options for Children and Families Society
- Comox Valley Multicultural Society (Associate Member)
- Cook Street Village Activity Centre
- Correctional Services of Canada - William Head Correctional Facility
- Cridge Centre for the Family
- Department of Defense- Esquimalt
- Designature
- Development and Peace International*
- Didi Society
- Douglas Magazine/Page One Publishing
- Ethno Concepts
- Fairfield Gonzales Community Association
- First United Metropolitan Church
- For the Love of Africa*
- Fort Victoria RV Park
- Francophone Immigration Program
- Garth Homer Society*
- Glen Lyon Norfolk School
- Global Village Store
- GMG Consulting Services
- Greater Victoria Chamber of Commerce
- Greater Victoria for Peace & Intercultural Celebrations*
- Greater Victoria Police Victim Support Services
- Greater Victoria Public Library
- GT Hiring Solutions
- Harbour Towers Hotel*
- Heart and Hands Health Collective
- Here! Magazine
- Here! Magazine*
- Home Depot
- HP Advanced Solutions Inc.
- Independent Living Housing Society*
- Indigenous Perspectives Society
- Integra Support
- Island Savings Credit Union
- Island Tranz and Queerislandz Centre*
- James Bay Community Project
- James Bay New Horizons
- James Bay United Church
- Kanakas Total Gardens
- Kenyan Cultural Association
- La Société Francophone de Victoria
- Laurel Point Inn
- Lifetime Networks*
- Literacy Outreach
- Literacy Victoria
- Mary Manning Centre*
- Mary Winspear Centre
- Mason Street Farm
- McAllister Marketing
- Ministry of Education
- Multiracial Families Project
- NEED2
- NexGen Hearing
- Oak Bay Police
- 1Up Single Parent Resource Centre*
- Options for Children and Family Society*
- OUR Ecovillage
- Ovarian Cancer Canada
- Pacific Coast Community Resources
- Pacifica Housing Society*
- Phoenix Human Services Association
- Power To Be Adventure Therapy Society
- Primcom Ventures Ltd.*
- Ptarmigan Music and Theatre Society
- Public Works and Government Services Canada*
- RCMP Sidney and North Saanich
- Ready to Rent
- Red Cross - Pacific Coastal Region
- Red Seal Recruiting Solutions
- Remax Camosun College
- Royal Bank of Canada - Uptown Branch
- Royal British Columbia Museum (RBCM)
- Royal Canadian Navy
- RT Prime Manufacturing*
- Saanich Municipality
- Saanich Parks and Recreation
- Saanich Police Department
- Saint Bakhita Anakdiar Peace Foundation
- Seniors Serving Seniors Association of BC*
- Shekinah Homes Society
- Sidney and North Saanich Memorial Park Society
- Silver Threads Victoria and Saanich
- Skilled Trades Employment Program (STEP)
- Songhees First Nation
- Sooke RCMP
- Sooke School District
- South Island Catholic Schools
- Spiritual Assembly of Bahai Saanich
- Spiritual Assembly of Bahai Victoria
- STS Pain Pharmacy Services*
- Success By 6
- Ten Thousand Villages
- The You in You Consulting
- Township of Sidney
- United Way of Greater Victoria
- University of Victoria, Human Rights and Equity Office
- University of Victoria, Institute for Studies and Innovation in Community-University Engagement (ISICUE)
- University of Victoria, International and Exchange Student Services
- University of Victoria, International Office
- University of Victoria, School of Child and Youth Care
- VanCity Savings
- Vancouver Island Health Authority (VIHA)
- Victoria Chinese Seniors Association
- Victoria Hospice
- Victoria Immigrant and Refugee Centre Society (VIRCS)
- Victoria International Development and Education Association (VIDEA)
- Victoria Iranian and Persian Society
- Victoria Micro Lending Society*
- Victoria Police Department
- Victoria Real Estate Board (VREB)
- Victoria School District #61
- Victoria Women's Sexual Assault Centre
- View Street Pharmacy
- WestShore Chamber of Commerce
- Westshore Parks and Recreation
- Westshore RCMP
- Westshore Yoga
- Young Parents Support Network



VOLUNTEER SERVICES

ICA Volunteer Services focuses on building connections between the mainstream community and immigrant newcomers. Through their experience at ICA, volunteers are enriched with greater awareness of the immigration and settlement process, and obtain greater understanding and appreciation of different cultures. With this awareness and understanding, volunteers are better able to assist newcomers in achieving their goals. Through this exchange, newcomers gain greater insight into Canadian culture, norms and systems, become connected to people and services in the community, and are also afforded an opportunity to practice speaking English in a supportive and welcoming environment. Newcomers are able to participate in the broader community more independently and have an increased capacity to meet personal goals.

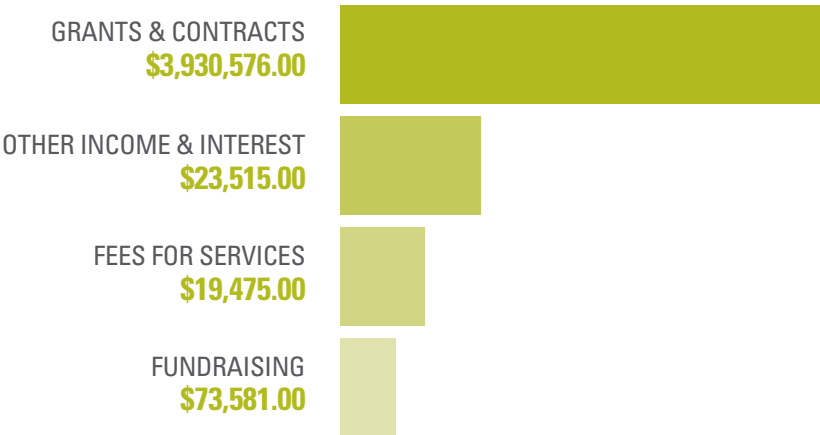
Over this past year, we have offered a wide range of volunteer positions in the following areas: Board of Directors, Career Mentoring, Citizenship Classes, Conversation Buddy Program, Conversation Circles, Day-care, Employment Services, Fundraising, Income Tax, Legal Consulting, Life Skills Classes (e.g., cooking, parenting), Office Support, One-on-One & Family Matching, Outreach Fairs, Peer Support Groups (Men, Seniors, Women), Pen Pals, Photography, Settlement Services, Special Events, Teacher's Assistants in English Language Classes, Teacher's Resource Room, and Youth Services Programs.



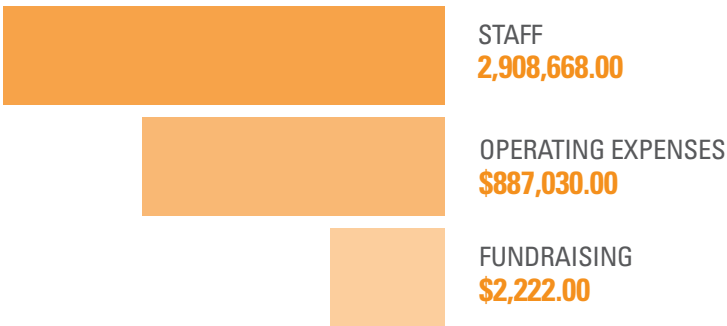
We would like to extend a sincere thank you to each of our 248 volunteers for their commitment of time, energy and enthusiasm. For this, we are truly grateful.

FINANCIAL HIGHLIGHTS

REVENUES \$4,047,147.00



EXPENSES \$3,797,920.00



FUNDERS 2014-2015

- Citizenship and Immigration Canada
- Employment Program of BC
- BC Ministry of Jobs, Tourism and Skills Training and Responsible for Labour
- United Way of Greater Victoria
- BC Ministry of Children and Family Development
- Bell Canada—Let's Talk
- Canadian Heritage
- Inspirit Foundation
- Vancouver Island Health Authority
- Victoria Foundation
- Affiliation of Multicultural Societies & Services Agencies of BC (AMSSA)
- Girls Action Foundation
- British Columbia Lottery Corporation
- City of Victoria
- The Leon & Thea Koerner Foundation
- Victoria Sexual Assault Centre
- The Hamber Foundation
- BC Ministry of Finance Gaming Policy and Enforcement Branch
- University of Victoria
- The Muriel McQueen Fergusson Foundation



SPONSORS & SUPPORTERS

- First United Metropolitan United Church
- Floyd's Diner
- Global Village Store
- Greater Victoria Police Diversity Advisory Committee
- Intrepid Theatre
- Market on Yates
- Mountain Equipment Co-operative
- North Park Bicycle Shop
- Provincial Employees Community Services Fund
- Saanich Parks and Recreation
- Sisters of Saint Ann
- Starbucks (Yates & Quadra)
- Thrifty Foods
- Tru Value
- VanCity
- Victoria Art Gallery
- Zapp Thai



CONNECT WITH US...

The Inter-Cultural Association of Greater Victoria helps individuals and organizations to connect across cultures. We provide information, support, and tools to help immigrants reach their goals. By engaging people through networks, education, and arts programming we create a welcoming community.

ICA IMMIGRANT WELCOME CENTRE + MAIN OFFICE

930 Balmoral Road (at Quadra Street)
250-388-4728 info@icavictoria.org

ICA SIDNEY

9860 Third Street, Sidney
Beacon Community Services
250-661-8306



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