

NEWCOMER ALLYSHIP



A GUIDE ON HOW TO BECOME AN
ALLY TO NEWCOMER YOUTH

ACKNOWLEDGEMENTS

Land Acknowledgement

This guide discusses allyship with newcomers to Canada.

Newcomers leave their country of origin to make Canada their new home. We must acknowledge the history of the land before it became Canada and how Indigenous peoples were and continue to be stewards of the land before it was colonized by settlers.

We acknowledge that the Guelph-Wellington region is situated on treaty land belonging to the Mississauga of the Credit First Nations and the Six Nations. We also recognize the Dish with One Spoon Covenant which holds us all responsible for caring for the land we reside on.

Personal Statement of Gratitude

We would like to thank Vicki Olatundun, Tom Lusi, and Naia Alkhaledi who contributed to the creation of this guide as well as our instructors Professor Thomas Sasso and Janet Doner for their knowledge and support.



DISCLAIMER

Allyship is an evolving topic; what constitutes meaningful allyship today might not be considered appropriate or meaningful allyship in the future. The content in this resource guide has been generated from a thorough review of the scholarly and community literature about allyship with and towards newcomer youth. It is anticipated that this knowledge may become outdated at some stage. Users should consult additional resources when thinking about their allyship practice to ensure that they are current and informed. Additionally, not all people will desire the same type of allyship. This guide should be used as a starting point for conversations with those with whom we would wish to engage in allyship.

DETAILS REGARDING CONTENT CREATION

This allyship resource guide was developed by Hannah Eder, Tanvir Jassal and Kayla Veiner as part of an undergraduate course at the University of Guelph in the Winter 2021 semester. The authors consulted members of the community and a variety of online resources to obtain accurate and relevant information.



imagine 5 youth

1 has severe and complex needs

2 are on the edge

2 are as well as they can be

And the Integrated Youth Services Network Guelph Wellington will help all 5!

The Integrated Youth Services Network is a grassroots community initiative, led by the Rotary Club of Guelph, to bring an integrated youth services model to Wellington County and the city of Guelph. Where youth (age 12 – 26) are at the centre of services that are available in our community. It is a one stop shop for youth mental health which will provide youth with access to safe spaces, professional counsellors and other youth workers. A place for youth to access the services they need when they need them.

It is first of its kind in Canada as it addresses rural needs, the needs of young adults who attend the University and the need to pull service providers together under one unified system. Together with our youth, we are re-imagining mental health and helping youth build positive, bright futures.

This Allyship Guide will serve as a resource for all 7 sites and help youth understand the importance of Allyship and how we can build relationships based on our collective strengths. And once youth walk through our door...

Every single day, we will provide youth with guidance and support for the future, including:

1. Education and career support
2. Health care
3. Housing services
4. Counselling and peer-to-peer programs
5. Cool recreational spaces to just hang out

These hubs will be designed by youth, to serve youth. And as they've told us, what they will build—with your help—is:

1. A safe space
2. A place to hang out, be active, and to just be themselves.
3. A welcoming and supportive environment (no stigma!)
4. A place that encourages positive and social interaction
5. A place they want to be.

We wish to extend our sincere appreciation to the young people who created this guide and the University of Guelph for their support and partnership.





PURPOSE

The purpose of this guide is to help you begin on your journey of becoming an ally to newcomer Canadians in your community.



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WHO ARE NEWCOMER YOUTH?



Newcomers can come from all parts of the world. Here are the top countries of origin for immigrants and refugees coming to the Guelph-Wellington region per the 2016 census.



1. Ethiopia



2. Nepal



3. Bhutan



4. Syria



5. Sudan



6. Afghanistan



7. Eritrea



8. India



9. Mexico



10. Vietnam



11. China



12. Philippines

KEY DEFINITIONS: ALL ABOUT ALLYSHIP

ALLY

An ally is someone from a position of power and privilege who actively participates in the unlearning and relearning process. The individual places the burden of learning about others on themselves and seek opportunities to show support and unity with a marginalized group.

ALLYSHIP

Allyship is the community term for the practice conducted by privileged individuals who commit to the lifelong process of being an ally.



MARGINALIZED GROUP

When discussing marginalized persons, it is important to consider that each of us has power. This power is given to us by society based on the colour of our skin, sex, gender, religious affiliation, language, and country of origin. Society doesn't give the same amount of power to each individual and marginalized groups receive less power than their majority counterparts. This unequal distribution leads to certain populations becoming outsiders or on the margins of society.



SPOTLIGHT ON 'INTERSECTIONALITY'



Intersectionality refers to how many categories of our identity overlap. We are all the product of multiple overlapping identities and all our identities affect our experiences.

For example, an Asian woman coming to Canada from China will face different obstacles than a Black man coming from Sudan. We need to constantly be thinking about how race, socio-economic status, gender identity and sexual orientation cause some people to experience more privilege than others in our society.

How does your identity give you privilege? How does your identity cause you to face discrimination?

PUT YOURSELF IN THEIR SHOES

Imagine you just landed in Canada after more than 10 hours of flying. You arrived with your parents and siblings but you are the only member who speaks English well enough to communicate with and understand others. Despite being a youth, you now have to become part of all adult decisions. You don't know anyone here and your friends are miles away and in different time zones.



How can a new friend help make your move to Canada easier? How would you want someone to welcome you?



SPOTLIGHT ON 'BRAVE SPACES'



Commonly described as a safe space, a brave space takes the inclusion process one step further. A brave space encourages difficult conversations by promoting respect and ownership. These environments promote allyship, learning, dialogue and openness.

Key factors in creating and participating in brave spaces:

- As an ally, remember to use statements using “I” or “me” to prevent speaking on behalf of others.
- Listen to the experiences of others and ask for clarification if needed.
- Respect people's privacy. It is a privilege to be part of difficult conversations. Should you want to share any private details, it is important to ask for consent.
- Remember that you have created a space where it is okay to make a mistake. If you misspeak or use a hurtful tone, be open about your error, apologize, and use it as a time for further reflection.

KEY DEFINITIONS: IMMIGRATION

CANADIAN CITIZEN

There are multiple ways people can become Canadian citizens. Someone can be born a Canadian citizen if they are born in Canada, a child can become a citizen if they are the first generation born outside of Canada to a parent who is a citizen, a person can go through the naturalization process, or a person can be adopted by a Canadian parent.

CULTURE SHOCK

The feeling of confusion and distress an individual may experience when they are exposed to a new culture or environment without being prepared.



IMMIGRANT

An immigrant is someone who is granted the right to permanently live in Canada. There are four different types of immigrants: Economic immigrants, immigrants sponsored by a family, refugees, and other immigrants.

MULTICULTURAL

Multicultural refers to something that reflects diverse cultures. For instance, Canada would be considered a multicultural society.



SPOTLIGHT ON 'CULTURE SHOCK'



Imagine that one day your family told you that you would be moving to a country that you have never been to before. In this country, few people speak English and the culture is very different from what you are used to in Canada.

Do you think it will be difficult to adjust to a new culture? Do you think it will be easy to make friends or attend school in another language?

KEY DEFINITIONS: IMMIGRATION

NATURALIZATION

The process by which immigrants become citizens of Canada.

NEWCOMER

This guide defines a newcomer as an immigrant or refugee who has arrived to Canada within the last 5 years.

PERMANENT RESIDENT

A permanent resident is not the same as a Canadian citizen. They are people who have been given permanent resident status in order to immigrate to Canada.

REFUGEE

A refugee is someone who comes to Canada because their country of origin is not safe for them. Refugees are often seeking safety because of persecution, war, violence, or conflict.

XENOPHOBIA

The fear and hatred of strangers, people from different cultures, or foreigners.



MATCHING ACTIVITY

Test your knowledge by matching a term to its corresponding definition.

Immigrant

The fear and hatred of strangers, people from different cultures, or foreigners.

Marginalized group

A society that reflects diverse cultures would be considered _____.

Culture shock

Someone who is granted the right to permanently live in Canada.

Xenophobia

Groups that experience discrimination and are given less power than other groups.

Refugee

The feeling of confusion and distress an individual may experience when they are exposed to a new culture or environment without being prepared.

Multicultural

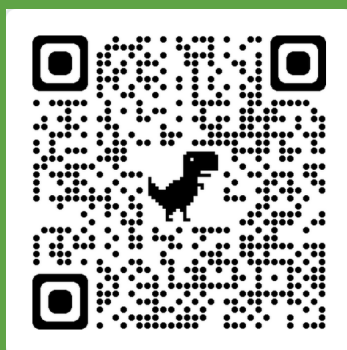
Someone who comes to Canada because their country of origin is not safe for them.

Good work! Go to page 24 to find the answer key.

CHALLENGES NEWCOMER YOUTH FACE

Newcomers may face many obstacles when they settle in Canada. As allies, we should do our best to help them overcome these obstacles.

Education is a great first step! We encourage you to scan the QR codes to learn more about newcomers which can help to understand the challenges they face.



The next few pages will discuss some key challenges newcomer youth face.

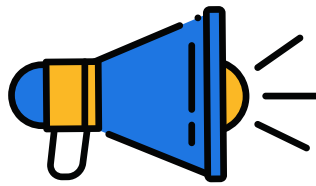
CHALLENGES NEWCOMER YOUTH FACE

CHALLENGE: EXCLUSION AND HOSTILITY

Newcomers may feel left out or treated poorly because of who they are or where they come from. This negative treatment is often because of people assuming stereotypes or they believe other negative claims about immigrants to be true.

SOLUTION: UNLEARN MYTHS AND TEACH THE TRUTH

- Read about common myths about newcomers on the next page.
- Reflect on some of the myths you have heard or believed to be true about immigrants and why you thought they were true.
- Next time you hear someone say something untrue about newcomers and immigrants, speak up and teach them the truth.



SPOTLIGHT ON 'ANCESTRY'



Indigenous peoples were the first to inhabit Canada which means everyone else living in Canada was a newcomer or descended from a newcomer! Canada has a rich history of multiculturalism from immigration so even if you were born in Canada, you likely have a relative that was a newcomer at one point. Reflect on your own family's ancestry and where they originated from before coming to Canada.

DEBUNKING MYTHS

1

Myth: Newcomers immigrating to Canada are threats.

Truth:

- Newcomers are thoroughly checked for criminal activity before they arrive and settle in Canada to make sure they do not have a history of crime.
- Statistics have shown that newcomers are less likely to be involved in crime compared to people born in Canada.

2

Myth: Newcomers are a burden.

Truth:

- Newcomers are needed for Canada to grow and prosper.
- Many newcomers are accepted because of their valuable language skills, work experience, and/or education.
- Newcomers are important for the Canadian economy.

3

Myth: Newcomers should fully adopt Canadian culture when they settle to Canada.

Truth:

- Newcomers integrate differently and they can adopt or keep practicing elements of whichever culture they choose; whether that be the culture from their country of origin or Canadian culture.
- Canada is known as a "Mosaic" because it values multiculturalism, inclusion, and diversity. Therefore, Canada accepts the practice of all cultures.

4

Myth: Canada doesn't need to accept refugees.

Truth:

- Newcomers that are refugees have the right to enter Canada and the Canadian Government has a responsibility to protect refugees.

CHALLENGES NEWCOMER YOUTH FACE

CHALLENGE: LANGUAGE BARRIER

Newcomers may struggle with learning Canada's official languages (English and French). The language barrier can make newcomers feel isolated, excluded, and make it harder for them to do everyday tasks or access the services they need.

SOLUTION: REACH OUT

Even if you don't speak someone's language, you can still reach out and communicate with them with these tips:

- Talk a little slower.
- Don't shout.
- Use hand gestures and actions.
- Use a translator app like Google Translate or iTranslate.

CHALLENGE YOURSELF

You can try learning some of their languages. Even learning one word or phrase can be enough to make someone feel welcome. Check out the next page on greetings in different languages.



CHALLENGE YOURSELF: LANGUAGE BARRIER

Here are some ways to greet someone in various languages. For a bigger challenge, try to learn a greeting in a language that is not on this list!

Tigrinya:

Selam "Seh-lam" ሰላም
"hello"



Sudanese Arabic, Dari, and Amharic:

Salam "Suh-lahm" سلام
"peace"; used as a general greeting



Nepali and Hindi:

Namaste "Num-us-stay" नमस्ते
"hello" and "goodbye"

Punjabi:

Sat Sri Akala "Sut-sree-ah-call" ਸਤਿ ਸ੍ਰੀ ਅਕਾਲ
"God is Truth"; used as a greeting

Mandarin:

Nihao "nee-how" 你好
"you okay/good" (best way to say "hello")

Cantonese:

Neihou "nay-hou" 你好
"You good" (literal translation); "hello" (meaning)

Tagalog:

Kumusta "come-moose-ta"
"How are you"; used as a greeting

Vietnamese:

Xin Chào "ts-in tch-ow"
"hello"



ALL ABOUT CULTURAL COMPETENCE

WHAT IS CULTURE?

Culture is a universal phenomenon that is shared by a group of people and includes cultural beliefs, and material traits of racial, religious or social groups. Culture may include diversity, norms of how to behave, values, traditions, family systems, and artistic expressions which are tied to a group's identity.

WHAT DOES 'CULTURAL COMPETENCE' MEAN?

Cultural competence is a long-term process. It refers to one's ability to work with others from differing cultures in a way that acknowledges and respects the unique facets of their culture.

HOW CAN I PRACTICE CULTURAL COMPETENCE?

- Reflect on your own biases and how your culture influences the way you look at the world.
- Take the initiative to learn about other cultures and challenge some stereotypes you may believe.
- Seek out opportunities to share your knowledge and continue learning from members of different communities.



WAYS TO STEP UP IN YOUR COMMUNITY

1

One thing you can do to help ease the transition of newcomers is to **show them how things operate in your community**. Imagine being new to Canada. Would you know how to take the bus, which stores have the best prices, or how to pick your high school classes?

2

An individual between the ages of 18 and 54 must successfully take a citizenship test to become a Canadian citizen. This test is no joke! There is so much information that needs to be studied in order to pass the test. Offering to **help a friend study for a citizenship test** might be very helpful.

3

Offer to **help someone develop their English skills**! Learning a new language can be very challenging. There is a chance that some newcomers do not speak English or do not speak it fluently.

4

There are so many great organizations that support newcomers! You can **look for ways to donate or volunteer**. You can check out some amazing organizations in the Guelph-Wellington region at the back of this guide!



BREAKING BREAD

RECIPES

Use your phone camera to hover over the QR codes. It will send you to a Youtube video explaining how to create these dishes.

Ethiopian Tibs



Syrian Chicken Shawarma



Filipino Arroz Caldo



STORES CARRYING INTERNATIONAL INGREDIENTS

Certain ingredients that are common in recipes from a newcomer's home country may only be sold in specific stores. Here is a list of local stores that can provide ingredients to get you started in creating dishes from a variety of cultures.

- Alsafa food.
- Angelinos fresh choice market.
- Bella Roma Foods.
- Butcher Shop and Groceries.
- Himalayan Grocers.
- India Spice House.
- Jan's Clothing and Spanish Groceries Stores.
- Quality Indian Foods and Spices.
- SAFA Middle Eastern.
- Tasko.
- Than Phat Asian Grocer.
- Oma Fresh Foods.
- The British Basket.
- The Olive Experience.

Don't consider yourself a chef? No worries! The Guelph-Wellington region has a variety of restaurants to help you explore foods from various parts of the world!



NEWCOMER ALLYSHIP IN ACTION



Appreciate the diversity of cultures. Each culture is unique and every culture brings immense value to our society. This guide only shows the tip of the iceberg as culture extends from work to home and every aspect in between. Don't be afraid to ask questions in a respectful manner (refer to page 9 for tips on how to create a brave space to hold these conversations).



Learn more; Allyship is lifelong learning and relearning process. A great place to start is by reading this guide. However, your learning should not stop here. Be sure to check out the websites on pages 22-23 to learn more about newcomer youth in the Guelph-Wellington region.



Listen to community members with lived experience and amplify their voices. Ask members the best way you can be an ally to them, and know that this often means supporting them behind the scenes. Check out page 19 to see a list of ways you can step up in your community.



YOU! Allyship is a difficult process and it is important to reflect and practice self-care. Remember that massive changes tend not to occur overnight, so celebrate small victories like learning a few words in a different language or trying new food (refer to pages 17 and 20 respectively).



TO LEARN MORE

RELIGIOUS

Guelph Muslim Society

<https://www.msofg.org/>

Religious Organization Directory

<https://www.guelphtoday.com/directory/religious-organizations>

VOLUNTEERING

Hope House

<https://hopehouseguelph.com/get-involved/volunteer/>

Chalmers Community Centre Services

<https://chalmerscentre.ca/volunteering/positions/>

Volunteer Centre of Guelph Wellington

<https://communitylinks.cioc.ca/volunteer/>

RECREATION

YMCA of Three Great Rivers - Guelph

<https://www.guelphy.org/en/about-the-y/newcomers-to-canada.aspx>

YMCA Cambridge Immigrant Services

www.ymcacambridgekw.ca

Art Not Shame

<https://artnotshame.org/>

Shelldale Family Gateway

<https://shelldale.ca/youth-programs/>

Guelph Arts Council

<https://guelpharts.ca/>



TO LEARN MORE

LOCAL ORGANIZATIONS

Guelph Wellington Local Immigration Partnership

<http://www.guelphwellingtonlip.ca/>

Guelph Public Library

<https://www.guelphpl.ca/en/services/newcomers-to--canada.aspx#section2>

Guelph-Wellington Immigrant Services

<https://www.is-gw.ca/>

St. Georges ESL school

<https://communitylinks.cioc.ca/record/GUE0089>

Guelph Cultural Associations

<https://www.relocatecanada.com/guelph/cultural.html>

Guelph Neighborhood Support Coalition

<http://guelphneighbourhoods.org/>

Settlement Services Wellington County

<https://www.wellington.ca/en/social-services/settlementservices.aspx#>

ONLINE RESOURCES

New Youth

<https://newyouth.ca/en>

Refugee Assistance Information

<http://welcomeontario.ca/>

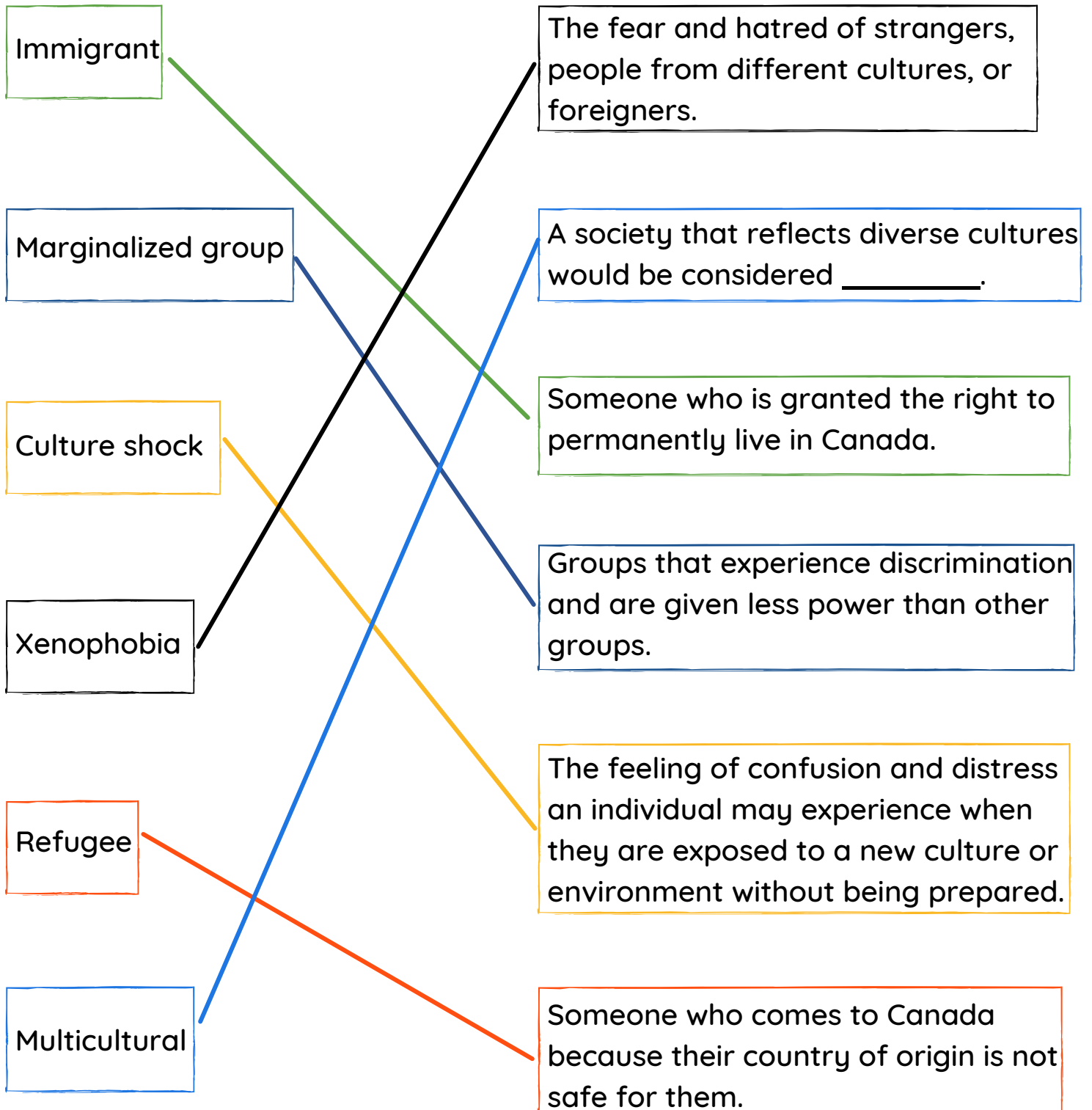
Refugee Sponsorship Forum

<https://refugeesponsorshipforum.wordpress.com/guelph-and-area-sponsorship-groups/>



MATCHING ACTIVITY:

ANSWER KEY



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