LaSalle
open to the world

2022-2024 ACTION PLAN

Inclusion and cultural diversity



LaSalle
Montréal

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The Mayor's Message



Dear LaSalle residents,

The borough of LaSalle is pleased to present the 2022-2024 Action Plan on Inclusion and Cultural Diversity.

For several years now, LaSalle has been resolutely committed to becoming an inclusive community open to the world. Here, cultural diversity is considered to be a driving force that enriches the community in every way.

The objective behind this action plan is to continue to take complementary action with our partners in the community, to develop projects aimed at integrating newcomers and to create inclusive environments that allow for the full participation of culturally diverse LaSalle residents.

The 2022-2024 Action Plan also promotes dialogue, networking and blending expressions among various cultural communities. A way of living together that is being developed every day, thanks to the efforts that are being made, the hands that are being extended and the bridges that are being built.

We must continue to fight against racism, injustice and inequality. We have a duty to build a world with more justice, democracy, equality and solidarity.

Manon Barbe
Mayor

> **"Together, let's continue to build a community in our own image, a community that is rich and diversified, for the well-being of all our residents as a whole and for future generations as well."**

Message from the elected official responsible for cultural diversity in LaSalle



The 2022-2024 Action Plan on Inclusion and Cultural Diversity was developed following a consultation process with residents, organizations and partners in the community who—like us—are committed to these efforts toward openness, inclusion, equity and, above all, collective enrichment.

The current face of LaSalle is multi-faceted. We must therefore promote and protect our cultural diversity.

LaSalle continues to be an inspiring crossroads to create ties. Over the years, we have succeeded in drawing on the richness of our diversity to develop a unique cultural identity. We believe that diversity is an immense wealth that enables us to go further.

For LaSalle families of immigrant origin, this action plan opens up hope-filled prospects for the future. Immigrating to a new country, settling in an unfamiliar city, getting one's bearings and finding one's way around, finding housing, a job, a school, cultural and sports activities for oneself and one's children—it's quite a challenge. The actions proposed in this plan are therefore completely in line with our desire to encourage any and all steps in favour of the integration of newcomers.

Moreover, this plan reminds us that we have chosen to build a harmonious and inclusive life together.

Lise Zarac
City Councillor

> **"Thanks to its openness and warm welcome to newcomers, LaSalle is a multicultural borough that highlights diversity in all its forms, because this diversity represents a source of cultural wealth for each and every one of us."**



Cultural enrichment

Portrait of LaSalle

Overview of the population

82,064

According to the Institut de la statistique du Québec, LaSalle's population has passed the 82,000 mark (estimated at **82,064** as of July 1, 2019), representing growth of 0.03%, equivalent to that of Ville de Montréal as a whole.

3/5

Immigration in LaSalle

Three out of five residents are of direct or indirect immigrant origin: 60% were either born outside the country or have at least one parent born outside Canada.

Italy and China top the list of LaSalle immigrants' countries of origin

Italy tops the list of countries of origin among LaSalle's immigrants in the 2016 census, with **2500** people born there. These immigrants account for **9.3%** of the total population of landed immigrants living in our borough.

Slightly fewer in number, the **2180** immigrants from China rank second and account for **8.1%** of the immigrant population.

India ranks third, with a total of **1755** residents, accounting for **6.5%** of the entire immigrant population.

Algeria and Jamaica are also among the top five origins mentioned and respectively account for **5.1%** and **2.7%** of the immigrant population present in the borough.

Between 2011 and 2016, newcomers from China, Cameroon, India and Moldavia contributed most to the borough's population growth, in order of their numbers.

Source : Statistics Canada - 2016 Census of Population

Living together



Mehreen Tarique is 2021 Ambassador for LaSalle Intercultural Harmony Week

Welcome and integration

Valuing diversity

Fight against discrimination

Living together



Pride and dignity

Openness

Inclusion

Cultural diversity

Sense of belonging

Cultural enrichment

Strengthening intercultural ties

Guidelines and actions

VISION

To make LaSalle a welcoming and inclusive community. A good place to live, where everyone feels at home. An environment where all residents of different ages and ethnocultural backgrounds interact harmoniously.

1

Issue

COMMUNICATION AND AWARENESS OF EXISTING RESOURCES

Guideline

Make residents of different ethnocultural backgrounds more aware of the resources and services offered on the territory.

Actions

1.1 Coordinate the development of **communication strategies and methods adapted to the specific characteristics of the main cultural communities** in order to make them aware of the services offered by the borough.

1.2 Support the organization of **open houses and guided tours** of the borough in order to make cultural communities and new residents aware of municipal services.

1.3 Continue the production and distribution of **bilingual communication tools.**

1.4 On the borough's communication platforms, **promote the francization courses** offered on the territory.

1.5 Continue offering bilingual services at the Bureau Accès LaSalle.

1.6 Promote the 2022-2024 Inclusion and Cultural Diversity Action Plan among borough employees and LaSalle partners and encourage their involvement in the actions of the plan.

2

Issue

ACCESSIBILITY OF RESOURCES

(financial and geographic accessibility and countering language barriers)

Guideline

Promote the full participation of residents of various ethnocultural backgrounds in social and civic life.

Actions

2.1 Adapt promotion and mobilization strategies to encourage the **participation of residents from cultural communities in various consultations and committees** managed by the borough.

2.2 Encourage the **participation of various cultural communities** in activities organized by the borough, such as *À go, on bouge!*, summer activities, *Plaisirs d'hiver* and the enhanced activities at the *Bleu Blanc Bouge* ice rink.

2.3 Develop **cultural projects** that include the participation of the various minorities in the borough, such as *Culture en cavale*, cultural programs, etc.

2.4 Continue **offering multilingual support services** at the Bureau Accès LaSalle in order to make residents more aware of the services offered by the borough.

2.5 Continue the **support offered to organizations in order to promote access** to sports and recreational activities for young LaSalle residents, regardless of their ethnocultural background.

3

Issue

BETTER UNDERSTANDING THE HOST SOCIETY, LIVING TOGETHER IN HARMONY AND INCLUSION

Guideline

Promote inclusion, living together in harmony and a better understanding of the host society.

Actions

3.1 Offer services and activities at the L'Octogone library that help **break down isolation and make newcomers aware of the resources** available in the borough.

3.2 Review and implement the *Olympiads for Living Together in Harmony* project for youth.

3.3 At the L'Octogone library, carry out **activities to welcome and integrate immigrants.**

3.4 Support organizations in carrying out **intercultural and intergenerational activities.**

3.5 Support local initiatives to **prevent and counter prejudice, discrimination and racism.**

3.6 Offer activities at the L'Octogone library that are complementary to the francization of immigrants and that help them gain a **better understanding of the host society** (theme-based workshops and meetings with authors).

3.7 Organize theme evenings at the L'Octogone library for LaSalle families in order to **improve living together in harmony**. Strengthen ties with ethnocultural associations and promote inclusion.

3.8 **Strengthen ties with ethnocultural associations and promote inclusion.**

3.9 Develop strategies and mechanisms to promote the **proper sharing of public space during events** (e.g. event promoter's guide, professional guidance by agents of the *Direction de la Culture, des Sports, des Loisirs et du Développement social*, etc.).

3.10 **Train and equip borough employees** in intercultural relations and the fight against discrimination.

4

Issue

BETTER UNDERSTANDING THE HOST SOCIETY, LIVING TOGETHER IN HARMONY AND INCLUSION

Guideline

Promote the arts and the richness of LaSalle's cultural diversity.

Actions

4.1 Continue to organize events that contribute toward enhancing cultural diversity and consolidating living together in harmony, such as the S.O.U.PE Festival.

4.2 Promote **indigenous arts and cultures**.

4.3 Highlight the various cultural diversity-related events in Greater Montréal, and **Black History Month** in particular.

4.4 Organize **LaSalle Intercultural Harmony Week** every year.

4.5 **Promote and display diversity** (posters on diversity in employment, living together in harmony, diversity among borough employees).

4.6 Promote **artists and talents from diverse backgrounds.**

4.7 Offer borough employees **activities and tools that highlight the cultures of LaSalle's ethnocultural diversity** (intercultural dinners, videoclips, portraits, etc.).

4.8 Promote authors **from here and elsewhere** through the activities of the L'Octogone library.

4.9 Support the activities and events of LaSalle organizations dedicated to the promotion of art and cultures from diverse backgrounds.

Examples include:
- Cultural outreach to communities at the Centre culturel et communautaire Henri-Lemieux
- *Festival d'expressions artistiques d'ici et d'ailleurs (FEAIA)*

5

Issue

CONSULTATION AND COLLABORATION BETWEEN STAKEHOLDERS

Guideline

Promote better consultation among LaSalle's stakeholders on intercultural issues and better intercultural knowledge and skills among stakeholders.

Actions

5.1 Support the local mobilization of stakeholders around intercultural issues by coordinating the implementation of a space for reflection and exchange between stakeholders.

5.2 Support the **further development** of LaSalle stakeholders' **knowledge and skills in intercultural relations.**

6

Issue

EMPLOYMENT AND HOUSING

Guideline

Promote the integration of residents from cultural communities, especially the most vulnerable, by facilitating their access to employment, housing and food security.

Actions

6.1 Within the framework of the Policy on recognition and support for non-profit organizations, continue the support offered to community organizations that are involved in **food services** in order to meet the basic needs of the most vulnerable residents.

6.2 Together with LaSalle stakeholders, contribute to and collaborate on projects **promoting adequate, healthy housing:** support for local collaborative initiatives, actions related to safe, adequate housing

6.3 Promote and **publicize the job opportunities** available in the municipal public service (posters, participation in local job fairs, collaboration with employability partners, etc.

6.4 Make managers aware of Ville de Montréal's **Equal Employment Opportunity Program.**




Cultural diversity


Sense of belonging

