



Toronto East Quadrant Local Immigration Partnership

Project Evaluation Report

April 2024 – March 2025

Contents

1. Introduction	3
2. About the Toronto East Quadrant Local Immigration Partnership	3
3. About the 2024-2025 TEQ LIP Evaluation	4
4. Evaluation Findings	6
4.1. GBA+ Engagement and Accessibility	6
4.2. Respondent Information	9
4.3. TEQ LIP: Member Agency Impact and Partner Responses	12
4.4. TEQ LIPs Contribution to Service Coordination and Partnerships	14
4.5. TEQ LIP's Impact on Communication and Information Sharing, and Effectiveness of TEQ LIP Communication Tools	17
5. Conclusion: TEQ LIP Strengths and Recommendations for Improvement	19
5.1. Impact on Member Agencies and Organizational Change	19
5.2. Coordination and Partnership Development	20
5.3. Communication and Information Sharing	20
5.4. GBA+ Engagement and Accessibility	21
Recommendations	22

1. Introduction

The 2024-25 fiscal year was the fifth year of the implementation phase of the Toronto East Quadrant Local Immigration Partnership (TEQ LIP) Newcomer Settlement Strategy. All four Action Groups (Access to Current and Relevant Information, Employment and Economic Opportunities for Newcomers, Inclusion and Equity, and Newcomers' Physical and Emotional Health and Wellbeing) have facilitated capacity building sessions, planning sessions, small meetings and resource development virtually and in-person to carry out the strategy and build upon initiatives implemented in the previous reporting period.

The TEQ LIP continued to follow a similar meeting format and Partnership Council, with each Action Group conducting several meetings during the reporting period. In addition to key activities, the TEQ LIP continues to use existing communication tools (biweekly e-blast, quarterly newsletter, X (formerly Twitter), Facebook, and the TEQ LIP website) to share information, and organize annual capacity building and networking events for example, the BRIDGES 2025 Collaboration Forum. The TEQ LIP also contributed to various city-wide initiatives with the four quadrant LIPs (Toronto) and the City of Toronto Newcomer Office.

2. About the Toronto East Quadrant Local Immigration Partnership

The Local Immigration Partnerships (LIPs) are the mechanisms through which Immigration, Refugees, and Citizenship Canada (IRCC) supports the development of local partnerships and community-based planning around the needs of newcomers.

The TEQ LIP was initiated in 2012 as an amalgam of four community-based LIPs and covers the geographic area of Scarborough. It is one of four quadrant LIPs in Toronto. It seeks to involve diverse stakeholders in the partnership development process including service provider organizations, levels of government, school boards, professional associations, ethno-cultural organizations, faith-based organizations, the social services sectors, as well as the community at large.

TEQ LIP's Vision

Organizations and stakeholders across Scarborough are working together to build strong, inclusive and welcoming communities supporting newcomers' settlement success by fostering collaboration, partnerships, and equitable participation by all members.

Stated Outcomes of the TEQ LIP:

1. To support better coordination and collaboration in the planning and delivery of integration services across multiple sectors, including settlement and language training in local communities;
2. To provide a framework to facilitate the development and implementation of sustainable local and regional solutions for the successful social and economic integration for newcomers;
3. To strengthen local capacity to integrate newcomers in a manner that fosters improved labor market access, increased social inclusion, and the creation of sustainable welcoming communities for newcomers;
4. To achieve improved newcomer outcomes as indicated by increased economic, social, political, and civic participation by newcomers.

As a multi-sectoral partnership at the local community level, stakeholders are engaged in actions that facilitate the integration of newcomers and promote inclusion by working collaboratively.

3. About the 2024-2025 TEQ LIP Evaluation

The TEQ LIP conducts an annual project evaluation that is designed to help assess to what extent the TEQ LIP is effective in achieving its stated outcomes and identifying areas of improvement.

The evaluation aimed to assess the following:

- 1) TEQ LIP's impact on member agencies and changes made by partner organizations as a result of their involvement in TEQ LIP
 - a. Increase in awareness of newcomers needs, settlement trends, services and gaps
 - b. Use of TEQ LIP resources and information in strategic planning and funding applications
 - c. Other changes in services delivery or design as a result of information received from TEQ LIP
- 2) TEQ LIP's impact on service coordination and formation of partnerships
 - a. The development of new partnerships, both formal and informal, and how these relationships help organizations achieve their project outcomes
 - b. Increase in awareness of other service providers and their programs, and impact on service coordination
 - c. Increase in incoming and outgoing referrals
- 3) TEQ LIP's impact on communication and availability of information
 - a. Effectiveness of TEQ LIP communication tools including the website, e-blast, X

- (formerly Twitter), and publications
 - b. Effectiveness of TEQ LIP meetings and events as sources of information about newcomer needs, settlement trends, and service gaps.
- 4) Conclusion: TEQ LIP strengths, promising practices and recommendations
- a. Overview and conclusion on three main evaluation areas
 - b. Recommendations for improvement

Evaluation Process and Tools

The evaluation was carried out using an anonymous online survey of TEQ LIP Action Group members, Partnership Council members, Executive Committee members, Steering Committee members, Scarborough Newcomer Council members, and other stakeholders within the TEQ LIP network. This year's evaluation survey tool was revised and updated by the TEQ LIP team, with input from the Steering Committee, specifically to include measurements based on the project's GBA+ impact. Also new for 2025, the survey was available in English and French. The questions were translated using generative AI, checked by a volunteer translator and reviewed by French-speaking staff. The survey was conducted between January and February 2025. This evaluation report represents the responses collected from TEQ LIP members.

Evaluation Timeline

The online evaluation survey was carried out in January 2025 till the end of February 2025. It was completed by a total of 35 participants.

Limitations of the Evaluation

The TEQ LIP program evaluation is conducted annually by TEQ LIP staff, encompassing survey administration, data analysis, and report writing. Due to resource constraints, the evaluation lacks an external perspective, which could provide valuable insights into the project.

The evaluation is limited in scope to measuring the impact on formal TEQ LIP partners and does not completely reflect the perspective of other stakeholders such as informal partners and different event participants. Moreover, the response rate for this evaluation cannot be determined accurately because the survey was distributed to different large groups of TEQ LIP members and partners, the exact number of which cannot be determined at this time.

4. Evaluation Findings

4.1. GBA+ Engagement and Accessibility

This section provides a specific analysis of GBA+ participation and accessibility within the TEQ LIP and analyzes the GBA+ questions newly added to this year's evaluation. It highlights demographic representation, potential barriers to participation and the overall inclusivity of our meetings and provides deeper insights into our commitment to equal participation.

Please note that the percentages presented have been rounded to the nearest whole number, which may result in the total not adding up to 100.

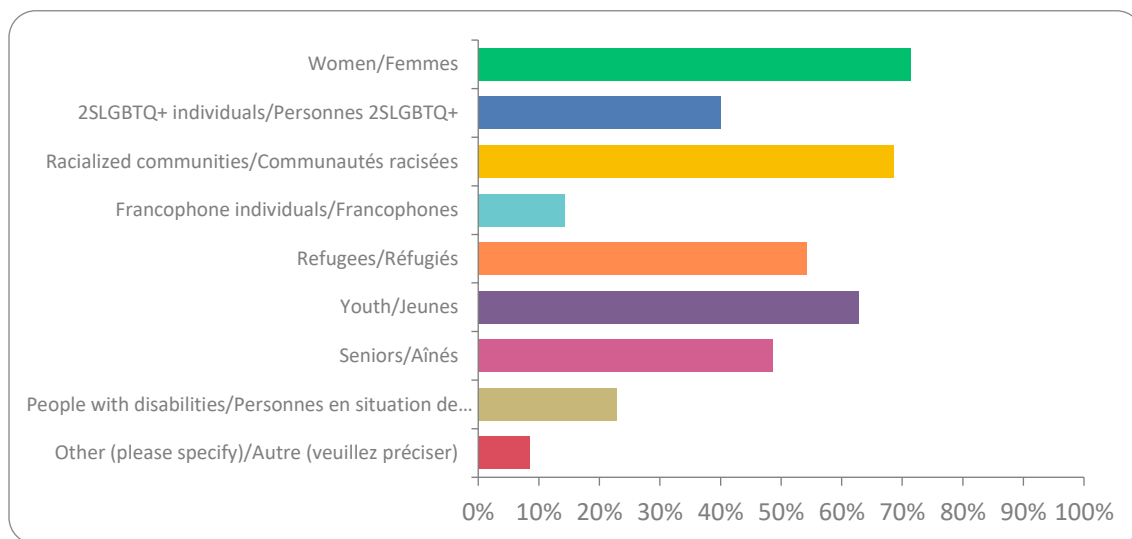


Figure 4.1a Organizational Focus on Serving Specific Newcomer Groups

Analysis of responses shows that a significant majority of TEQ LIP stakeholders/members are actively targeting key newcomer groups. In particular, 71% focus on serving women and 69% racialized communities, indicating a strong commitment to address historically marginalized populations. Youth (63%) and refugees (54%) also receive significant attention. In contrast, lower percentages for Francophone individuals (14%) and persons with disabilities (23%) highlight potential gaps in outreach. These findings suggest that while TEQ LIP stakeholders are effectively prioritizing some critical groups, there is space to improve inclusion and services for underrepresented groups.

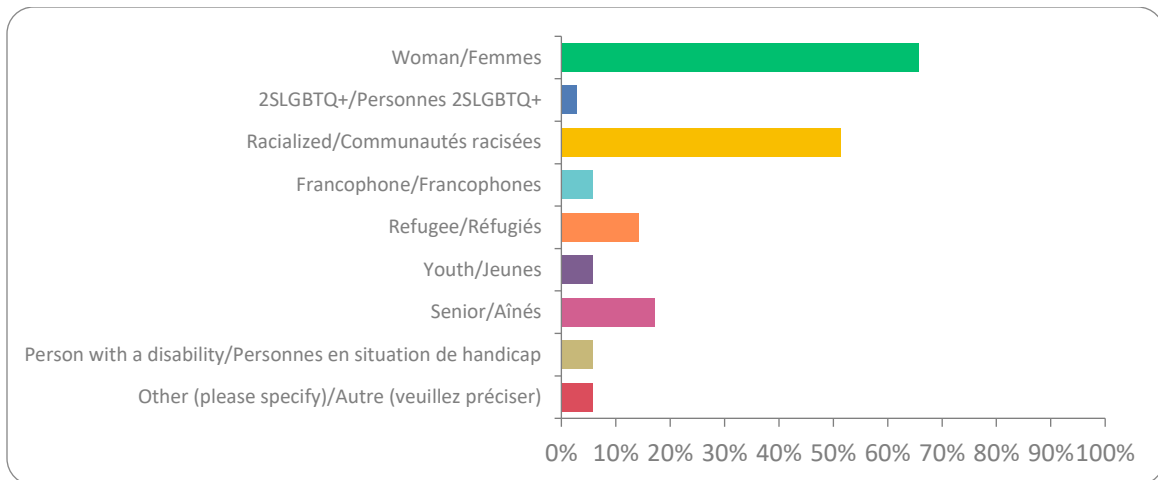


Figure 4.1b Respondents' Self-Identification

In terms of personal identity, 66% of respondents identify themselves as women and 51% as from racialized communities, indicating that these groups are strongly represented among respondents. In contrast, identification as 2SLGBTQ+ (3%) and refugee (14%) is relatively low. This discrepancy between the groups served (Figure 4.1b) and self-identification may reflect challenges in engaging these groups at the individual level, or may indicate the need for additional strategies to increase engagement of these communities.

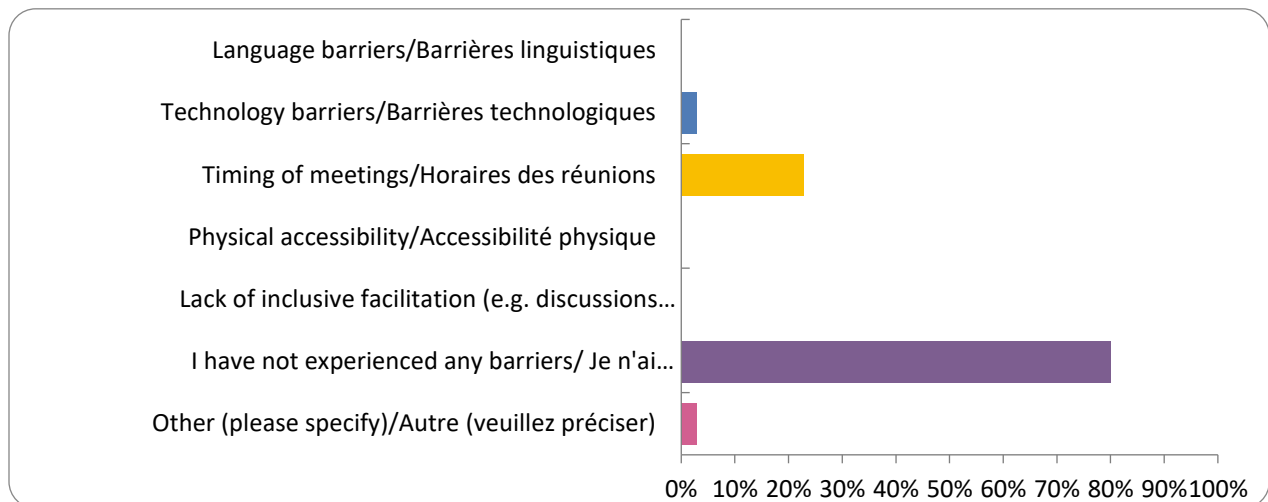


Figure 4.1c Barriers to Participation

The majority of participants (80%) reported no barriers to their participation, which is a very positive indicator of the inclusive approach of TEQ LIP activities. Of those who faced barriers, 23% indicated the timing of meetings as a challenge, while only 3% indicated technology barriers. No concerns were raised specifically about language, physical accessibility or inclusion of facilitation. These results underline the effectiveness of the current meeting format in addressing accessibility.

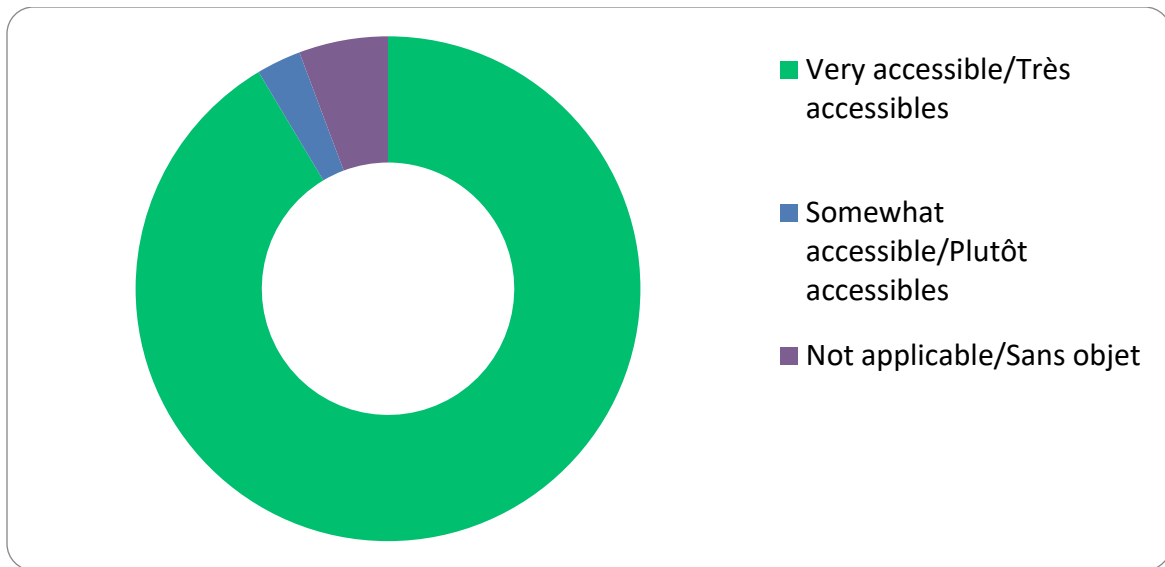


Figure 4.1d Accessibility of TEQ LIP Meetings

91% of respondents rated the meetings as very accessible, considering factors such as language, technology and overall format. With only one respondent indicating that the meetings were only partially accessible and 2 respondents selecting 'not applicable', the data clearly reflects the high level of inclusivity and thoughtful design of our meeting structure. These positive indicators confirm our ongoing commitment to ensuring that all stakeholders can fully participate in and benefit from TEQ LIP activities.

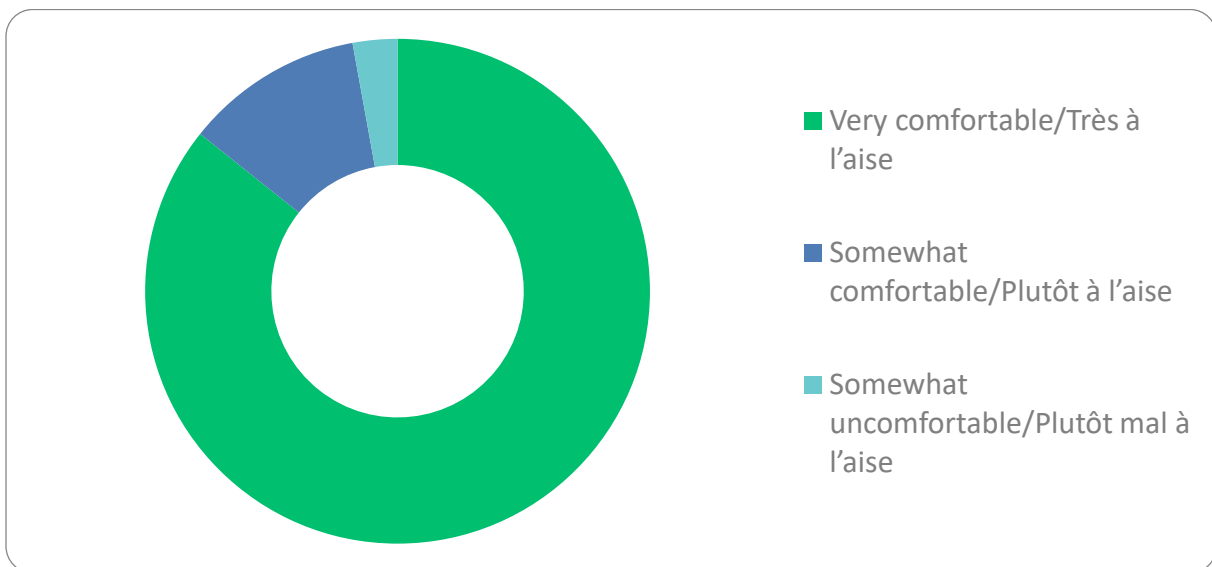


Figure 4.1e Comfort in Participating in TEQ LIP Meetings

When we asked respondents how comfortable they felt attending meetings related to TEQ LIP, they responded very positively, considering factors such as language, accessibility and inclusiveness. 86% of the respondents felt very comfortable and 11% felt somewhat comfortable during the meetings on TEQ LIP. Only one participant expressed discomfort. These figures not

only demonstrate the positive atmosphere created during our sessions but also emphasize the importance of maintaining an environment where all voices are welcome and valued. This strong sense of comfort can be considered as an indicator of TEQ LIP's success in creating an inclusive space for dialogue and collaboration.

4.2. Respondent Information

a) Years of involvement with the TEQ LIP

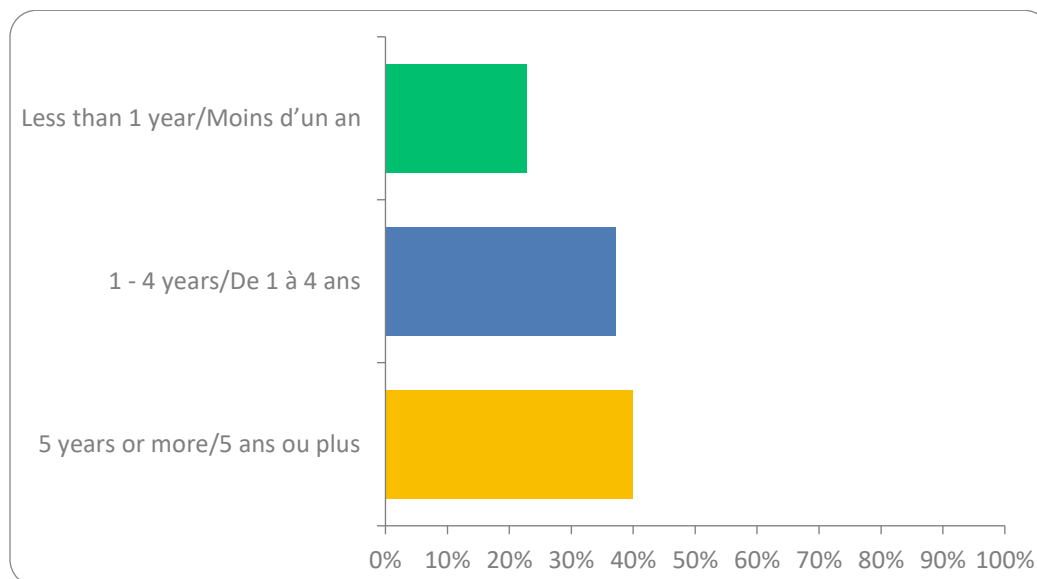


Figure 4.2a Respondents' years of involvement with the TEQ LIP

As seen in **Figure 4.2a**, approximately 37% of respondents in the survey have engaged with the TEQ LIP for a duration spanning from 1 to 4 years, possessing adequate work experience and a level of familiarity with the TEQ LIP. Meanwhile, approximately 40% of respondents have participated in the TEQ LIP for 5 years or more, demonstrating extensive experience and profound knowledge of the TEQ LIP. Additionally, 22% of survey participants are new to TEQ LIP activities.

b) Roles and sector representation at TEQ LIP

The following charts illustrate the diverse sector and role representation of respondents, encompassing frontline staff, management personnel, and representatives from immigrant communities (including local residents or volunteers) across multiple sectors, who have contributed to the survey. 40% of survey respondents are managers/directors, 40% are frontline staff, and 3% are comprised of local residents or volunteers. Compared to last year, there is a notable 13% decrease in managerial engagement.

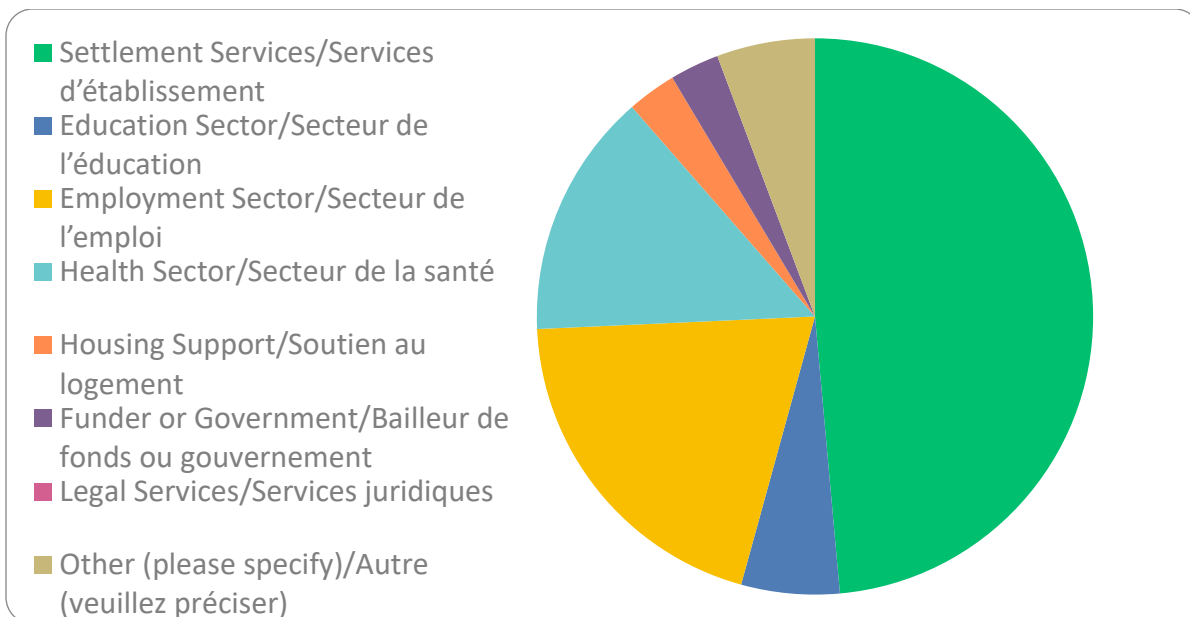


Figure 4.2b Sector representation of respondents

The majority of survey respondents, 49%, work in the settlement sector, with 20% operating in the employment sector, 14% within the health sector, 5% in the education sector, and 3% both in the housing sector and in the funder/government official sectors.

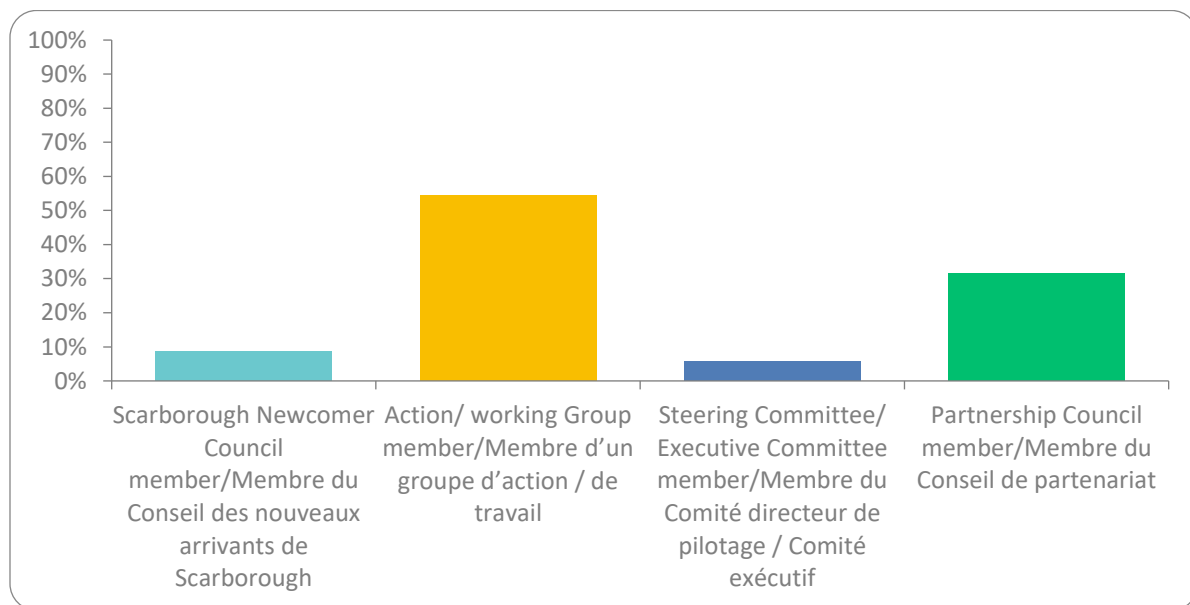


Figure 4.2c Respondents' affiliation with the TEQ LIP

Most survey respondents, constituting 54%, identify themselves as members of the Action or Working Group within the TEQ LIP, with 31% serving as members of the Partnership Council, 8%

are members of the Scarborough Newcomer Council (SNC). Lastly, 6% are associated with either the Steering or the Executive Committee.

c) TEQ LIP events and meetings attendance

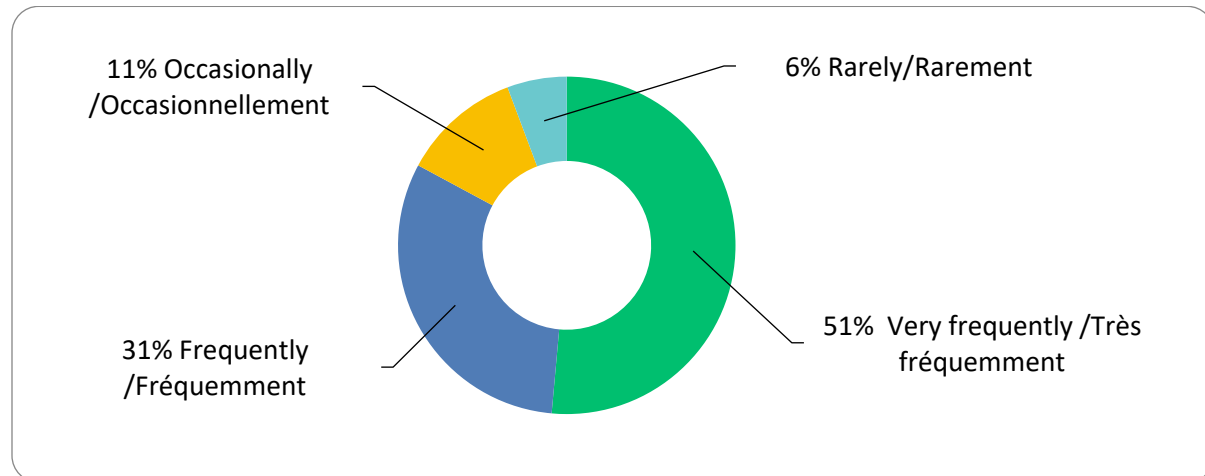


Figure 4.2d Respondents' attendances to TEQ LIP meetings

51% of the participants reported attending more than 80% of the meetings, 31% reported attending around 55-80% of the meetings, 11% reported attending around 30-55% of the meetings and 6% reported rarely attending meetings.

Several events and workshops were organized in alignment with the 2020-2025 strategic plan. Similar to the previous year, 51% of the respondents stated that they often attend events/workshops, 26% very often, 14% occasionally and 3% rarely attend events/workshops.

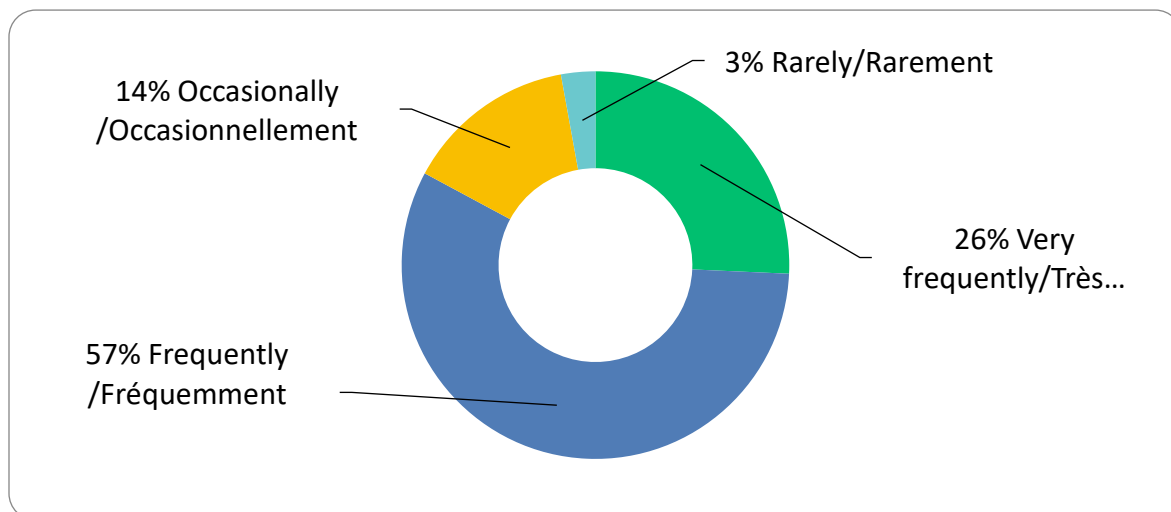


Figure 4.2e Respondents' attendances to TEQ LIP events and workshops

4.3. TEQ LIP: Member Agency Impact and Partner Responses

The TEQ LIP aims to be a source of information in Scarborough such that it impacts service design and strategic planning across service providing organizations. This is achieved through a better understanding of newcomers' needs and gaps in service provision, and providing a wider awareness of other settlement services offered in Scarborough. The TEQ LIP is committed to supporting its members by conducting community research and sharing best practices.

When asked to share specific activities or events that respondents felt benefited their organization, several responses mentioned BRIDGES 2025, TEQ LIP's annual collaboration forum. BRIDGES was appreciated for its value as a good networking event, a place to learn about different topics in the settlement sector, and for being a good platform for information sharing. Responses mentioned that information learned from different activities and events can be used by work respondents and shared with clients.

a) How has the programming, planning, or service delivery of TEQ LIP partner organizations changed in the past year because of their involvement with TEQ LIP?

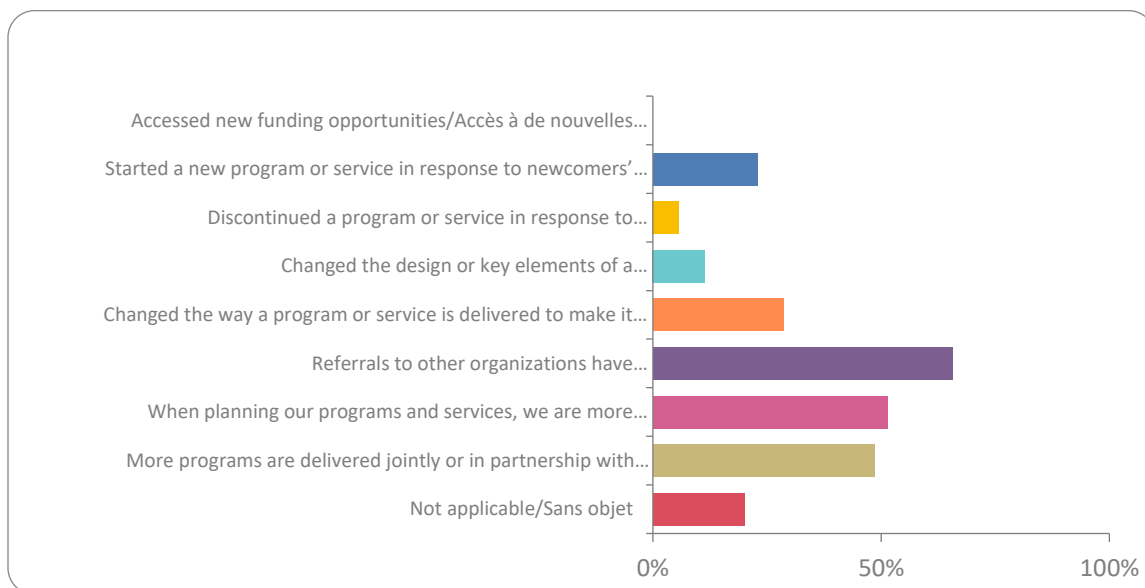


Figure 4.3a Impact of TEQ LIP on Organizational Programming, Planning, and Service Delivery

- 65% stated that referrals to other organizations increased. This rate is 110% higher compared to the previous reporting period.
- 28% stated that they changed the way a program or service was delivered to make it more accessible to newcomers. This rate is 100 % higher compared to the previous reporting period.

- 51% stated that when they plan new programs or services, they are more likely to take other organizations' services into consideration. This is a 68% increase from the previous year.
- 49% of respondents stated that they have delivered more programs jointly or in partnership with other organizations.

b) TEQ LIP's usefulness in key impact areas

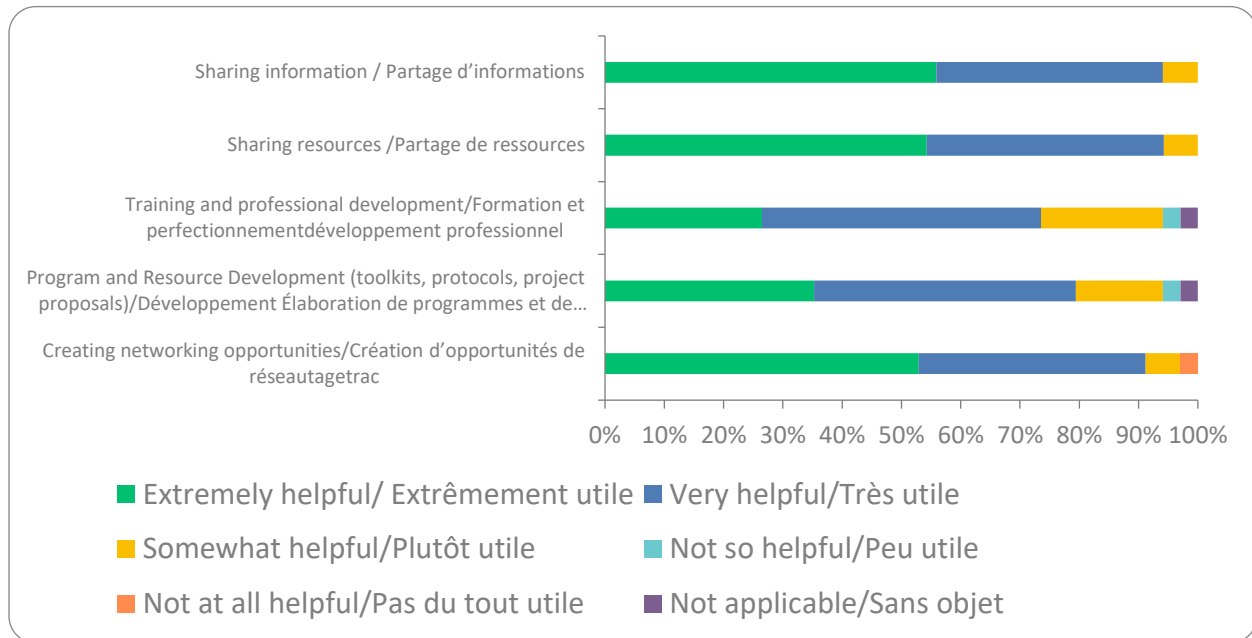


Figure 4.3b TEQ LIP's usefulness in key impact areas

- According to **Figure 4.2b**, 94% of respondents stated that the TEQ LIP was somewhat helpful to extremely helpful in terms of information sharing across different organizations.
- 94% of respondents stated that the TEQ LIP was somewhat helpful to extremely helpful in terms of resource sharing.
- 91% of respondents stated that the TEQ LIP was somewhat helpful to extremely helpful in creating networking and collaboration opportunities.
- 74% of respondents stated that TEQ LIP was somewhat helpful to extremely helpful in terms of program and resource development. This includes resources like toolkits, program protocols and project proposals.

Compared to last year's survey results, there has been an increase for each option.

c) TEQ LIP's activities that have benefited organizations

TEQ LIP collected testimonials from respondents to evaluate the activities that had the most significant impact on them. The most frequently mentioned activities are comprised of the BRIDGES Collaboration Forum, Action Group meetings, and capacity-building and training programs:

“Newsletter absolutely a benefit to many newcomers those who look job opportunities in the not for profit sectors” – Respondent

“Bridges Forums Networking events Information sharing that facilitate referrals for clients Facilitating capacity-building opportunities to reach more newcomers for needed services. The network meetings improve partnerships among agencies thereby improve services to newcomers.” – Respondent

“We run group-based workshops with [another agency] bringing retail certificate training (customer service and cash register skills) in hybrid format (virtual and in-person) to clients [from both agencies]. Group-based workshops help newcomer clients to obtain relevant skills and "Canadian experience" which increase their employability and chances of getting their survival jobs” – Respondent

“Les activités du réseautage. Présentation des services de l'organisme pendant les réunions et les activités.” – Respondent

4.4. TEQ LIPs Contribution to Service Coordination and Partnerships

The TEQ LIP aims to improve the settlement sector's ability to serve newcomers by facilitating partnerships, collaboration, and service coordination in Scarborough. This section of the evaluation captures the ways in which service coordination and partnerships were facilitated by TEQ LIP activities and initiatives.

a) TEQ LIP's involvement in building collaboration between organizations

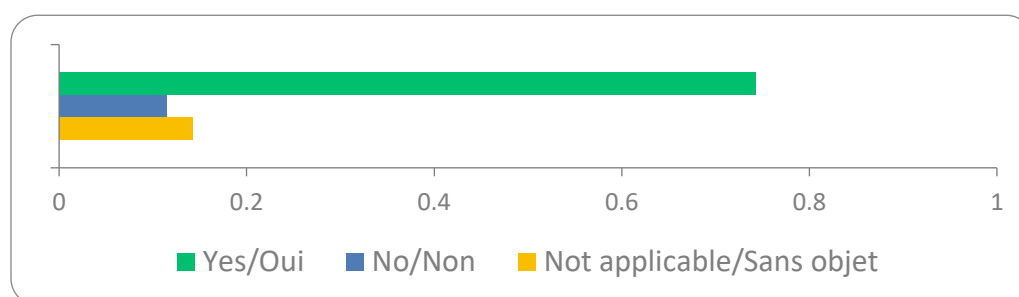


Figure 4.4a Has your organization-built partnerships with other organizations as a result of TEQ LIP?

- 74 % of survey respondents indicated that their organization has partnered with another organization as a result of the TEQ LIP's efforts in facilitating their collaboration. This is comparable to the last period's evaluation (33%).
- 14% offer more programs jointly or in partnership with other organizations as a result of involvement in the TEQ LIP. This is comparable to the last period's evaluation (19%).

b) TEQ LIP's Involvement in Strengthening Cross-Sector Collaboration

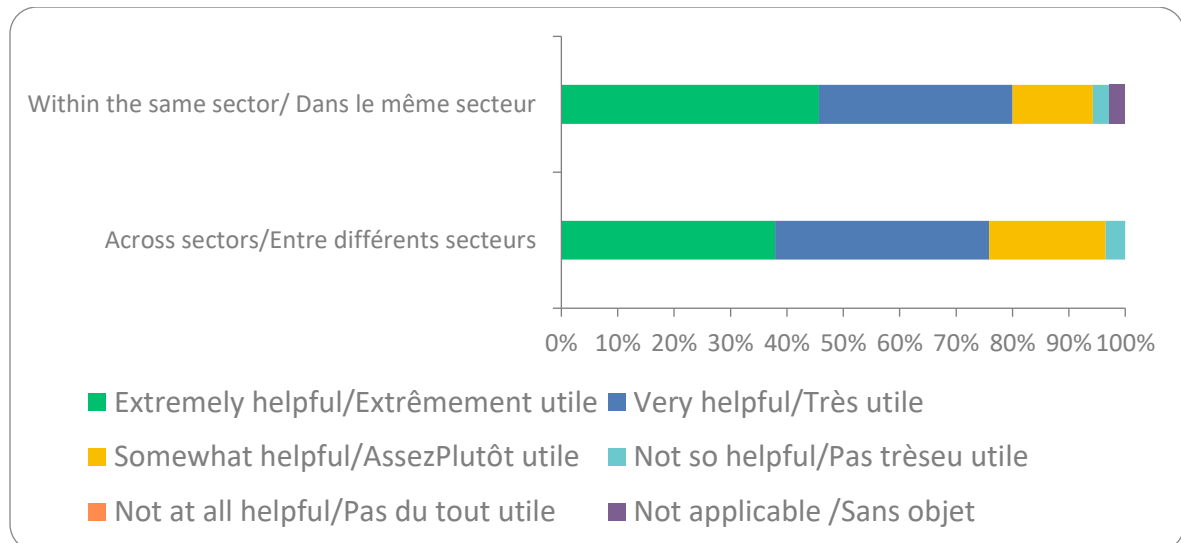


Figure 4.4b How helpful has the TEQ LIP been in helping you build relationships with other organizations?

- According to **Figure 4.4b**, 80% of respondents indicate that the TEQ LIP was somewhat to extremely helpful in creating opportunities for collaboration between organizations within the same sector.
- 76% of respondents indicate that the TEQ LIP was somewhat to extremely helpful in creating opportunities for collaboration between organizations in different sectors.

c) TEQ LIP's involvement in helping coordinate newcomer services

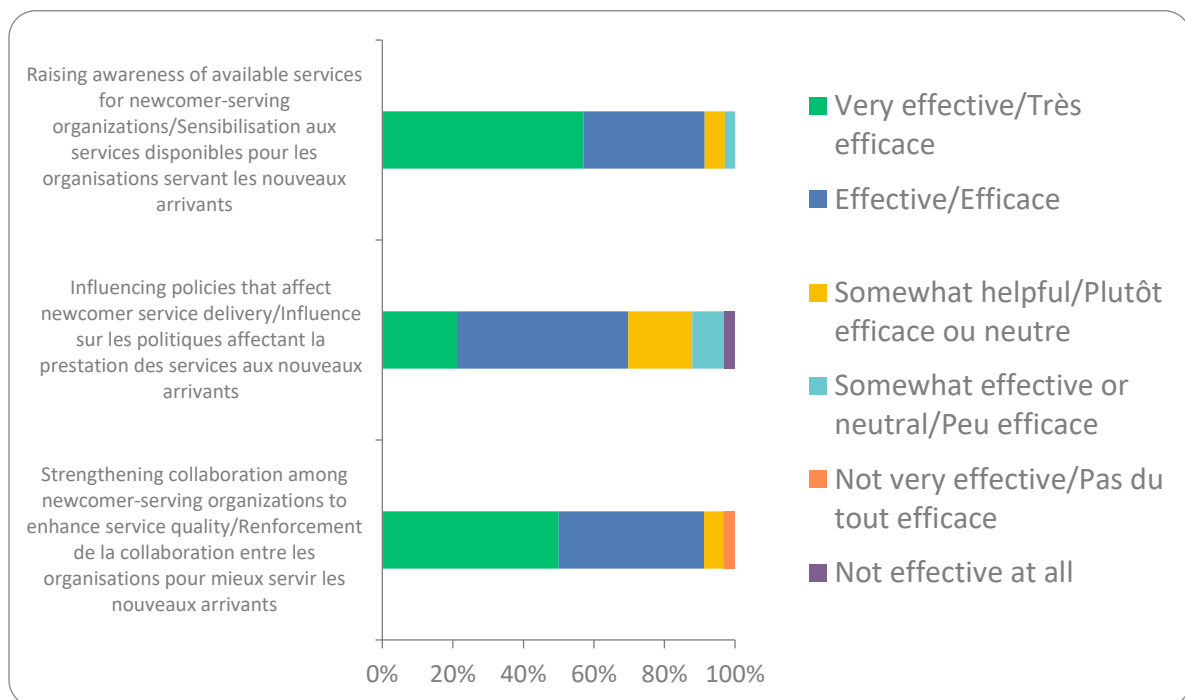


Figure 4.4c How effective has the TEQ LIP been in improving service coordination for newcomers in the following areas?

- According to **Figure 4.4c**, 91% of respondents indicated that the TEQ LIP's role in raising awareness of available services for newcomer-serving organizations was very effective or effective.
- 70% of respondents indicated that TEQ LIP was very effective or effective in influencing policies that affect newcomer service delivery.
- 91% of respondents indicated that the TEQ LIP was very effective or effective in strengthening collaboration among newcomer-serving organizations to enhance service quality.

BRIDGES Collaboration Forum 2025

The 2025 BRIDGES Collaboration and Partnership Forum focused on the theme **“Collaboration for Stronger Inclusive Communities and Responsive Services”**. The Forum brought together a diverse range of speakers, innovative thinkers and pioneering leaders who shared approaches to strengthen collaboration across the sector to create more inclusive, innovative and responsive services for newcomers.

Evaluation Process and Timeline

This year BRIDGES had 177 participants. TEQ LIP opened the evaluation process at the end of the event and collected responses until the beginning of March. 69 participants gave their feedback by completing an anonymous online survey.

Feedback from participants:

- 89% of participants shared that the **overall organization** of the forum was “very good” or “excellent”
- 90% of participants shared that they were “very like” to **apply ideas learned at the forum in their work**
- 85% of participants shared that they are “very likely” to **maintain contact** with individuals they met at the forum

When asked what they liked most about the event, respondents shared:

“The workshop topics were good. It was hard to choose one.” – Respondent

“The speakers were knowledgeable and experienced in their field of expertise. Loved that questions from audience were encouraged.” – Respondent

“Everything! Emphasis on collaboration and the interactive nature of the event was great!!!” – Respondent

“The spirit of collaboration, information shared, engagement by partners/audience, the flow and organization of the event” – Respondent

“Enjoyed that all the participants were there for the same reasons. To network. To build collaboration partnerships and support social services organizations” - Respondent

4.5. TEQ LIP’s Impact on Communication and Information Sharing, and Effectiveness of TEQ LIP Communication Tools

The TEQ LIP provides information to partners on emerging trends related to newcomer settlement, services in the community, service gaps, and opportunities for service alignment. It also provides partners with opportunities to share their information and network with others

working in Scarborough. A variety of tools are used to disseminate information. These include:

- Bi-weekly e-blast
- Quarterly newsletter
- Bi-weekly CBPRO newsletter
- TEQ LIP website
- In-person updates from TEQ LIP staff (at events or workshops)
- Partner information sharing in meetings
- Social media – X (formerly Twitter) or Facebook

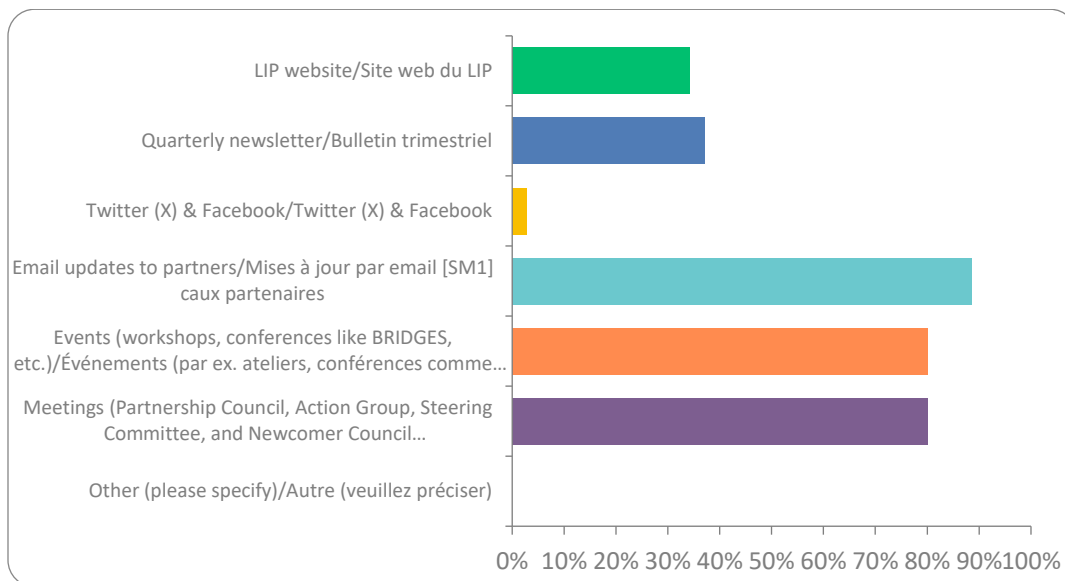


Figure 4.5a Preferred mode of accessing TEQ LIP resources

When respondents were asked about their preferred method for accessing TEQ LIP resources, the top three preferences emerged as shown in **Figure 4.5a**:

- 89% favored email updates
- 80% opted for meetings (including Partnership Council, Steering Committee, Newcomer Council, and Action Group meetings)
- 80% indicated events (such as workshops, trainings, and conferences)

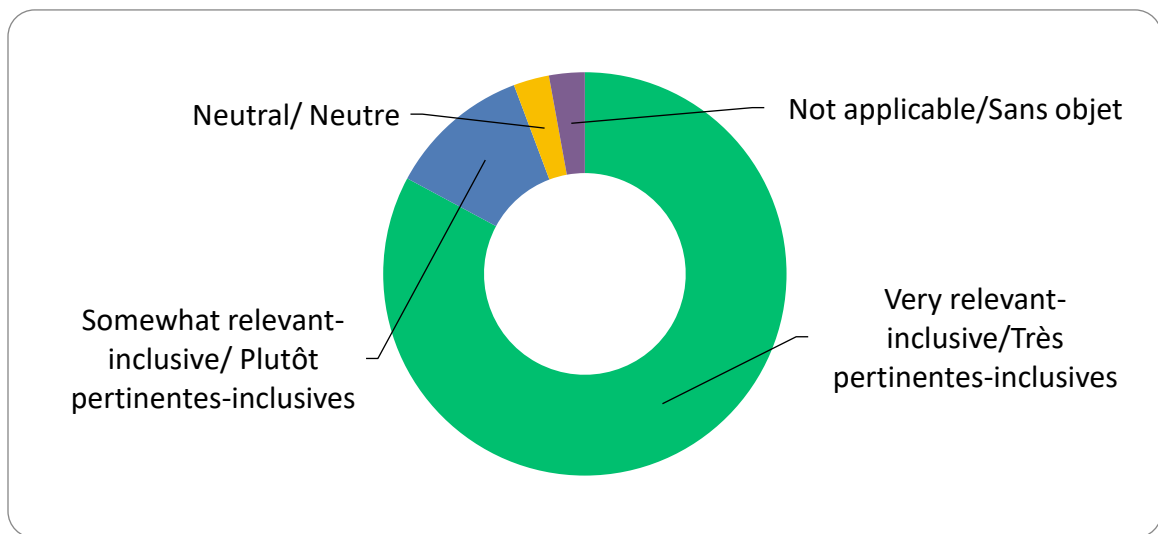


Figure 4.5b How relevant and inclusive do you find the resources shared by the TEQ LIP

The resources and updates distributed by TEQ LIP through its platforms to partners and other interested parties have significant value when assessed comprehensively. We assessed how relevant the shared resources are, as shown in **Figure 4.5b**. 83% of respondents indicated that the resources shared by TEQ LIP were highly relevant, while 11% indicated that the resources were somewhat relevant.

Electronic Communication and Social Media

The TEQ LIP e-blast continues to be widely distributed with around 430 subscribers. The Focal Point/Newsletter, published every quarter, is also distributed to the same subscribers, as well as the bi-weekly Newsletter from TEQ LIP to around 120 representatives of small and racialised grassroots organisations to share relevant resources.

5. Conclusion: TEQ LIP Strengths and Recommendations for Improvement

5.1. Impact on Member Agencies and Organizational Change

The 2024–25 evaluation shows that TEQ LIP continues to support its member organizations in improving their services and working better with others. This year's results highlight more collaboration and better planning across partner organizations.

There was a 110% increase in referrals to other organizations compared to last year (from 31% to 65%). This shows that TEQ LIP is helping organizations connect and share services more

effectively. Also, 28% of respondents said they changed a program or service to make it more accessible for newcomers. This is double the number from the previous year (14%).

51% of participants said they now think more about other organizations' services when they plan new programs, up from 31% last year. In addition, 49% said they are delivering more programs together with other organizations, compared to 19% last year.

These results show that TEQ LIP is helping member organizations to plan better, work together, and design services that meet newcomer needs more effectively.

“I hope the TEQ LIP will continue to have a presence in Scarborough. It is essential to help organizations come together to collaborate, know about each others services, build trust for partnership development, leverage resources...” - Respondent

5.2. Coordination and Partnership Development

This year's evaluation shows strong progress in building partnerships and improving service coordination among TEQ LIP member organizations. 74% of participants said their organization created a partnership with another organization through TEQ LIP. This is a big increase from 33% last year. It shows that TEQ LIP activities help organizations connect and work together more often.

However, only 14% of respondents said they offer more joint programs with other organizations, which is a small decrease compared to 19% last year. This means that while new partnerships are forming, not all of them lead to shared programs yet. 80% of participants said TEQ LIP was helpful in creating collaboration with organizations in the same sector. 76% said it was helpful in building relationships between organizations in different sectors. These results show that TEQ LIP continues to support cross-sector communication and partnership.

TEQ LIP is clearly helping organizations build stronger connections. At the same time, there is still room to support more joint programming and deeper collaboration.

“Bridges Forums... Information sharing that facilitate referrals for clients... The network meetings improve partnerships among agencies thereby improve services to newcomers.” - Respondent

5.3. Communication and Information Sharing

The 2024–25 evaluation shows that TEQ LIP continues to be an important source of information for partner organizations. It helps them stay informed about newcomer needs, service gaps, and opportunities to work together. 94% of respondents said that TEQ LIP was helpful or very helpful for sharing information and resources between organizations. Also, 91% said it was helpful for

networking and collaboration opportunities, and 74% said it supported program and resource development. All of these numbers increased compared to last year.

The most preferred way to access TEQ LIP resources was email updates (89%), followed by meetings and events (both 80%). These channels were more popular than tools like social media or the TEQ LIP website. This year, partners also shared that the TEQ LIP newsletters, events, and staff updates were useful for their daily work. Many said they share this information with clients or use it to improve their services.

These results show that TEQ LIP is doing well in sharing useful, relevant, and timely information. Still, platforms like the website or social media could be improved to reach more people.

“Digital information/resources were new to me. Also, built confidence in my knowledge of resources available when I am speaking with newcomers.” – Respondent

5.4. GBA+ Engagement and Accessibility

This year’s evaluation included new questions to understand how well TEQ LIP meetings and activities support equity and inclusion. The results show that TEQ LIP is creating an accessible and welcoming environment. 91% of respondents said the meetings were very accessible, considering language, technology, and meeting format. 86% said they felt very comfortable participating, and 11% felt somewhat comfortable. Only one person said they felt discomfort.

Most participants (80%) said they had no barriers to participation. The main barrier reported was meeting times (23%), and only a few people mentioned technology (3%). No one mentioned problems with language or physical accessibility.

When asked about who they serve, many organizations reported focusing on women (71%) and racialized communities (69%). In comparison, fewer organizations indicated a focus on Francophone newcomers (14%) or persons with disabilities (23%). Similarly, while many organizations provide services to refugees and 2SLGBTQ+ communities, only a small number of survey respondents personally identified with these groups. These results may help TEQ LIP understand which communities are represented in the evaluation and where additional outreach efforts might be needed to ensure a more inclusive perspective in future engagement processes.

For future evaluations, it may also be useful to compare TEQ LIP participant demographics with broader GBA+ data for Scarborough. This could help determine whether underrepresentation reflects actual community demographics or highlights areas where further engagement is needed.

“Creating more collaborations with the francophone community through the CLIF. Sharing the information I am giving to their francophone clients, like opening houses.” - Respondent

Recommendations

1. Support More Joint Programming Among Partner Organizations

While there was a strong increase in inter-agency partnerships this year (74%), the number of organizations offering joint programs decreased slightly from 19% to 14%. TEQ LIP could play a more active role in encouraging shared service delivery by facilitating co-design sessions, highlighting successful joint programs, or supporting opportunities for collaborative project development.

2. Strengthen the Use of Underutilized Communication Channels

Email updates, meetings, and events continue to be the most preferred ways for partners to access TEQ LIP information. However, tools like the TEQ LIP website and social media platforms are still underused. TEQ LIP may consider reviewing how information is organized and shared on these platforms and encouraging partners to engage with them more frequently.

3. Improve Representation of Underrepresented Groups in GBA+ Engagement

While TEQ LIP activities are widely seen as accessible and inclusive, the representation of certain groups—such as 2SLGBTQ+ individuals, refugees, and persons with disabilities—could remain limited. TEQ LIP may explore strategies to improve engagement of these communities by reviewing outreach practices, providing targeted invitations, and encouraging participation through inclusive facilitation approaches using the data collected in this evaluation as a baseline.

Acknowledgements

The TEQ LIP expresses sincere appreciation to our esteemed community partners, dedicated members of the Action Groups, participants of the Partnership Council, Steering Committee, and the Scarborough Newcomer Council for their invaluable participation in completing the online evaluation survey. Your commitment and contributions have played a vital role in facilitating this evaluation process. Your insights are deeply valued as they enable us to comprehensively assess the impact of the TEQ LIP project on our partners and the community, while identifying areas for improvement. We thank you for your support and collaboration.