

Lloydminster Annual Survey 2019-2020 - Dashboard

78.57%

Completion Rate

11

Completed

32

Viewed

14

Started

3

Dropouts

6 mins

Average Time

1. My role with LLIP is as a member of:

| Answer | Count | Percent | 20% | 40% | 60% | 80% | 100% |
|------------------------------|-----------|--------------|------------------------------------|-----|-----|-----|------|
| The Partnership Council | 2 | 15.38% | <div style="width: 15.38%;"></div> | | | | |
| The Immigrant Advisory Table | 6 | 46.15% | <div style="width: 46.15%;"></div> | | | | |
| A Working Group or Committee | 1 | 7.69% | <div style="width: 7.69%;"></div> | | | | |
| One or more of the above | 2 | 15.38% | <div style="width: 15.38%;"></div> | | | | |
| Other | 2 | 15.38% | <div style="width: 15.38%;"></div> | | | | |
| Total | 13 | 100 % | | | | | |

2. In my work with LLIP, I represent and speak for:

| Answer | Count | Percent | 20% | 40% | 60% | 80% | 100% |
|------------------------------|-----------|--------------|------------------------------------|-----|-----|-----|------|
| A partner organization | 9 | 69.23% | <div style="width: 69.23%;"></div> | | | | |
| Myself as a community member | 4 | 30.77% | <div style="width: 30.77%;"></div> | | | | |
| Total | 13 | 100 % | | | | | |

3. I have been involved with LLIP for:

| Answer | Count | Percent | 20% | 40% | 60% | 80% | 100% |
|----------------------|-----------|--------------|------------------------------------|-----|-----|-----|------|
| Less than one year | 1 | 7.69% | <div style="width: 7.69%;"></div> | | | | |
| One to two years | 10 | 76.92% | <div style="width: 76.92%;"></div> | | | | |
| Three to four years | 2 | 15.38% | <div style="width: 15.38%;"></div> | | | | |
| Five years or longer | 0 | 0% | <div style="width: 0%;"></div> | | | | |
| Total | 13 | 100 % | | | | | |

4. Do you believe it is important to have an Immigration Partnership in our community?

| Answer | Count | Percent | 20% | 40% | 60% | 80% | 100% | |
|--------------|-----------|--------------|-----|-----|-----|-----|------|--|
| No | 0 | 0% | | | | | | |
| Yes | 13 | 100% | | | | | | |
| Don't Know | 0 | 0% | | | | | | |
| Total | 13 | 100 % | | | | | | |

B. PURPOSE

| Question | Count | Score | Strongly Disagree | Disagree | Don't Know | Agree | Strongly Agree |
|--|-------|-------------|-------------------|----------|------------|-------|----------------|
| 5. All LLIP members are committed to the mission of LLIP. | 12 | 4.17 | | | | | |
| 6. Together, LLIP members have identified strategic goals and objectives for LLIP. | 10 | 4.4 | | | | | |
| 7. The Action Plan developed by LLIP members reflects its strategic goals. | 10 | 4.1 | | | | | |
| Average | | 4.22 | | | | | |

5. All LLIP members are committed to the mission of LLIP.

| Answer | Count | Percent | 20% | 40% | 60% | 80% | 100% |
|-------------------|-----------|--------------|-----|-----|-----|-----|------|
| Strongly Disagree | 0 | 0% | | | | | |
| Disagree | 0 | 0% | | | | | |
| Don't Know | 2 | 16.67% | | | | | |
| Agree | 6 | 50% | | | | | |
| Strongly Agree | 4 | 33.33% | | | | | |
| Total | 12 | 100 % | | | | | |

6. Together, LLIP members have identified strategic goals and objectives for LLIP.

| Answer | Count | Percent | 20% | 40% | 60% | 80% | 100% |
|-------------------|-----------|--------------|-----|-----|-----|-----|------|
| Strongly Disagree | 0 | 0% | | | | | |
| Disagree | 0 | 0% | | | | | |
| Don't Know | 1 | 10% | | | | | |
| Agree | 4 | 40% | | | | | |
| Strongly Agree | 5 | 50% | | | | | |
| Total | 10 | 100 % | | | | | |

7. The Action Plan developed by LLIP members reflects its strategic goals.

| Answer | Count | Percent | 20% | 40% | 60% | 80% | 100% |
|-------------------|-----------|--------------|-----|-----|-----|-----|------|
| Strongly Disagree | 0 | 0% | | | | | |
| Disagree | 0 | 0% | | | | | |
| Don't Know | 2 | 20% | | | | | |
| Agree | 5 | 50% | | | | | |
| Strongly Agree | 3 | 30% | | | | | |
| Total | 10 | 100 % | | | | | |

C. PERFORMANCE

| Question | Count | Score | Strongly Disagree | Disagree | Don't Know | Agree | Strongly Agree |
|--|-------|------------|-------------------|----------|------------|-------|----------------|
| 8. LLIP members are creating new knowledge or insights together. | 12 | 4.17 | | | | | |
| 9. LLIP members are working together to advance LLIP's goals. | 10 | 4.1 | | | | | |
| 10. The way LLIP's staff communicates with members builds support for LLIP's work. | 12 | 4.17 | | | | | |
| 11. LLIP is meeting the goals and objectives in its Strategic Plan. | 12 | 3.75 | | | | | |
| 12. LLIP is creating value for the members it serves. | 12 | 4.25 | | | | | |
| 13. LLIP members are adding value to each other's work. | 12 | 4.17 | | | | | |
| Average | | 4.1 | | | | | |

8. LLIP members are creating new knowledge or insights together.

| Answer | Count | Percent | 20% | 40% | 60% | 80% | 100% |
|-------------------|-----------|--------------|-----|-----|-----|-----|------|
| Strongly Disagree | 0 | 0% | | | | | |
| Disagree | 1 | 8.33% | | | | | |
| Don't Know | 0 | 0% | | | | | |
| Agree | 7 | 58.33% | | | | | |
| Strongly Agree | 4 | 33.33% | | | | | |
| Total | 12 | 100 % | | | | | |

9. LLIP members are working together to advance LLIP's goals.

| Answer | Count | Percent | 20% | 40% | 60% | 80% | 100% |
|-------------------|-----------|--------------|-----|-----|-----|-----|------|
| Strongly Disagree | 0 | 0% | | | | | |
| Disagree | 1 | 10% | | | | | |
| Don't Know | 1 | 10% | | | | | |
| Agree | 4 | 40% | | | | | |
| Strongly Agree | 4 | 40% | | | | | |
| Total | 10 | 100 % | | | | | |

10. The way LLIP's staff communicates with members builds support for LLIP's work.

| Answer | Count | Percent | 20% | 40% | 60% | 80% | 100% |
|-------------------|-----------|--------------|-----|-----|-----|-----|------|
| Strongly Disagree | 0 | 0% | | | | | |
| Disagree | 1 | 8.33% | | | | | |
| Don't Know | 1 | 8.33% | | | | | |
| Agree | 5 | 41.67% | | | | | |
| Strongly Agree | 5 | 41.67% | | | | | |
| Total | 12 | 100 % | | | | | |

11. LLIP is meeting the goals and objectives in its Strategic Plan.

| Answer | Count | Percent | 20% | 40% | 60% | 80% | 100% |
|-------------------|-----------|--------------|-----|-----|-----|-----|------|
| Strongly Disagree | 0 | 0% | | | | | |
| Disagree | 1 | 8.33% | | | | | |
| Don't Know | 5 | 41.67% | | | | | |
| Agree | 2 | 16.67% | | | | | |
| Strongly Agree | 4 | 33.33% | | | | | |
| Total | 12 | 100 % | | | | | |

12. LLIP is creating value for the members it serves.

| Answer | Count | Percent | 20% | 40% | 60% | 80% | 100% |
|-------------------|-----------|--------------|-----|-----|-----|-----|------|
| Strongly Disagree | 0 | 0% | | | | | |
| Disagree | 1 | 8.33% | | | | | |
| Don't Know | 1 | 8.33% | | | | | |
| Agree | 4 | 33.33% | | | | | |
| Strongly Agree | 6 | 50% | | | | | |
| Total | 12 | 100 % | | | | | |

13. LLIP members are adding value to each other's work.

| Answer | Count | Percent | 20% | 40% | 60% | 80% | 100% |
|-------------------|-----------|--------------|-----|-----|-----|-----|------|
| Strongly Disagree | 0 | 0% | | | | | |
| Disagree | 1 | 8.33% | | | | | |
| Don't Know | 0 | 0% | | | | | |
| Agree | 7 | 58.33% | | | | | |
| Strongly Agree | 4 | 33.33% | | | | | |
| Total | 12 | 100 % | | | | | |

D. OPERATIONS

| Question | Count | Score | Strongly Disagree | Disagree | Don't Know | Agree | Strongly Agree |
|--|-------|-------------|-------------------|----------|------------|-------|----------------|
| 14. Decision making processes encourage LLIP members to contribute and collaborate. | 12 | 3.83 | | | | | |
| 15. The processes used by LLIP help members to agree on strategies and actions. | 12 | 4.08 | | | | | |
| 16. LLIP deals with conflict in a positive way (e.g., clear, respectful, transparent, timely). | 12 | 4.5 | | | | | |
| 17. All LLIP members are contributing time and resources to LLIP. | 12 | 3.67 | | | | | |
| 18. LLIP uses its Terms of Reference to promote accountability. | 10 | 4.1 | | | | | |
| Average | | 4.03 | | | | | |

14. Decision making processes encourage LLIP members to contribute and collaborate.

| Answer | Count | Percent | 20% | 40% | 60% | 80% | 100% |
|-------------------|-----------|--------------|-----|-----|-----|-----|------|
| Strongly Disagree | 0 | 0% | | | | | |
| Disagree | 0 | 0% | | | | | |
| Don't Know | 3 | 25% | | | | | |
| Agree | 8 | 66.67% | | | | | |
| Strongly Agree | 1 | 8.33% | | | | | |
| Total | 12 | 100 % | | | | | |

15. The processes used by LLIP help members to agree on strategies and actions.

| Answer | Count | Percent | 20% | 40% | 60% | 80% | 100% |
|-------------------|-----------|--------------|-----|-----|-----|-----|------|
| Strongly Disagree | 0 | 0% | | | | | |
| Disagree | 0 | 0% | | | | | |
| Don't Know | 3 | 25% | | | | | |
| Agree | 5 | 41.67% | | | | | |
| Strongly Agree | 4 | 33.33% | | | | | |
| Total | 12 | 100 % | | | | | |

16. LLIP deals with conflict in a positive way (e.g., clear, respectful, transparent, timely).

| Answer | Count | Percent | 20% | 40% | 60% | 80% | 100% |
|-------------------|-----------|--------------|-----|-----|-----|-----|------|
| Strongly Disagree | 0 | 0% | | | | | |
| Disagree | 0 | 0% | | | | | |
| Don't Know | 2 | 16.67% | | | | | |
| Agree | 2 | 16.67% | | | | | |
| Strongly Agree | 8 | 66.67% | | | | | |
| Total | 12 | 100 % | | | | | |

17. All LLIP members are contributing time and resources to LLIP.

| Answer | Count | Percent | 20% | 40% | 60% | 80% | 100% |
|-------------------|-----------|--------------|-----|-----|-----|-----|------|
| Strongly Disagree | 0 | 0% | | | | | |
| Disagree | 1 | 8.33% | | | | | |
| Don't Know | 3 | 25% | | | | | |
| Agree | 7 | 58.33% | | | | | |
| Strongly Agree | 1 | 8.33% | | | | | |
| Total | 12 | 100 % | | | | | |

18. LLIP uses its Terms of Reference to promote accountability.

| Answer | Count | Percent | 20% | 40% | 60% | 80% | 100% |
|-------------------|-----------|--------------|-----|-----|-----|-----|------|
| Strongly Disagree | 0 | 0% | | | | | |
| Disagree | 0 | 0% | | | | | |
| Don't Know | 3 | 30% | | | | | |
| Agree | 3 | 30% | | | | | |
| Strongly Agree | 4 | 40% | | | | | |
| Total | 10 | 100 % | | | | | |

E. MEMBER CAPACITY

| Question | Count | Score | Strongly Disagree | Disagree | Don't Know | Agree | Strongly Agree |
|--|-------|------------|-------------------|----------|------------|-------|----------------|
| 19. LLIP members have the knowledge they need to advance LLIP's goals. | 10 | 4 | | | | | |
| 20. LLIP members have the skills they need to advance LLIP's goals. | 10 | 4.1 | | | | | |
| 21. LLIP members have the material resources they need to advance LLIP's goals. | 10 | 3.5 | | | | | |
| 22. LLIP members have the connections they need to advance LLIP's goals. | 10 | 4 | | | | | |
| Average | | 3.9 | | | | | |

19. LLIP members have the **knowledge** they need to advance LLIP's goals.

| Answer | Count | Percent | 20% | 40% | 60% | 80% | 100% |
|-------------------|-----------|-------------|-----|-----|-----|-----|------|
| Strongly Disagree | 0 | 0% | | | | | |
| Disagree | 1 | 10% | | | | | |
| Don't Know | 0 | 0% | | | | | |
| Agree | 7 | 70% | | | | | |
| Strongly Agree | 2 | 20% | | | | | |
| Total | 10 | 100% | | | | | |




20. LLIP members have the **skills** they need to advance LLIP's goals.

| Answer | Count | Percent | 20% | 40% | 60% | 80% | 100% |
|-------------------|-----------|-------------|-----|-----|-----|-----|------|
| Strongly Disagree | 0 | 0% | | | | | |
| Disagree | 0 | 0% | | | | | |
| Don't Know | 1 | 10% | | | | | |
| Agree | 7 | 70% | | | | | |
| Strongly Agree | 2 | 20% | | | | | |
| Total | 10 | 100% | | | | | |

21. LLIP members have the **material resources** they need to advance LLIP's goals.

| Answer | Count | Percent | 20% | 40% | 60% | 80% | 100% |
|-------------------|-----------|-------------|-----|-----|-----|-----|------|
| Strongly Disagree | 0 | 0% | | | | | |
| Disagree | 1 | 10% | | | | | |
| Don't Know | 4 | 40% | | | | | |
| Agree | 4 | 40% | | | | | |
| Strongly Agree | 1 | 10% | | | | | |
| Total | 10 | 100% | | | | | |

22. LLIP members have the **connections** they need to advance LLIP's goals.

| Answer | Count | Percent | 20% | 40% | 60% | 80% | 100% |
|-------------------|-----------|--|-----|-----|-----|-----|------|
| Strongly Disagree | 0 | 0% | | | | | |
| Disagree | 1 | 10%  | | | | | |
| Don't Know | 0 | 0% | | | | | |
| Agree | 7 | 70%  | | | | | |
| Strongly Agree | 2 | 20%  | | | | | |
| Total | 10 | 100 % | | | | | |

F. STAFF CAPACITY

| Question | Count | Score | Strongly Disagree | Disagree | Don't Know | Agree | Strongly Agree |
|---|-------|-------------|-------------------|----------|------------|-------|----------------|
| 23. LLIP staff have the staff resources they need to advance LLIP's goals. | 12 | 3.42 | | | | | |
| 24. LLIP staff have the knowledge they need to advance LLIP's goals. | 12 | 4 | | | | | |
| 25. LLIP staff have the skills they need to advance the Immigration Partnership's goals. | 12 | 4 | | | | | |
| 26. LLIP staff have the material resources they need to advance LLIP's goals. | 11 | 3.64 | | | | | |
| 27. LLIP staff have the connections they need to advance LLIP's goals. | 12 | 4 | | | | | |
| Average | | 3.81 | | | | | |

23. LLIP staff have the **staff resources** they need to advance LLIP's goals.

| Answer | Count | Percent | 20% | 40% | 60% | 80% | 100% |
|-------------------|-----------|--------------|-----|-----|-----|-----|------|
| Strongly Disagree | 0 | 0% | | | | | |
| Disagree | 1 | 8.33% | | | | | |
| Don't Know | 6 | 50% | | | | | |
| Agree | 4 | 33.33% | | | | | |
| Strongly Agree | 1 | 8.33% | | | | | |
| Total | 12 | 100 % | | | | | |

24. LLIP staff have the **knowledge** they need to advance LLIP's goals.

| Answer | Count | Percent | 20% | 40% | 60% | 80% | 100% |
|-------------------|-----------|--------------|-----|-----|-----|-----|------|
| Strongly Disagree | 0 | 0% | | | | | |
| Disagree | 0 | 0% | | | | | |
| Don't Know | 2 | 16.67% | | | | | |
| Agree | 8 | 66.67% | | | | | |
| Strongly Agree | 2 | 16.67% | | | | | |
| Total | 12 | 100 % | | | | | |

25. LLIP staff have the **skills** they need to advance the Immigration Partnership's goals.

| Answer | Count | Percent | 20% | 40% | 60% | 80% | 100% |
|-------------------|-----------|--------------|-----|-----|-----|-----|------|
| Strongly Disagree | 0 | 0% | | | | | |
| Disagree | 1 | 8.33% | | | | | |
| Don't Know | 1 | 8.33% | | | | | |
| Agree | 7 | 58.33% | | | | | |
| Strongly Agree | 3 | 25% | | | | | |
| Total | 12 | 100 % | | | | | |

26. LLIP staff have the **material resources** they need to advance LLIP's goals.

| Answer | Count | Percent | 20% | 40% | 60% | 80% | 100% |
|-------------------|-----------|--------------|-----|-----|-----|-----|------|
| Strongly Disagree | 0 | 0% | | | | | |
| Disagree | 1 | 9.09% | | | | | |
| Don't Know | 4 | 36.36% | | | | | |
| Agree | 4 | 36.36% | | | | | |
| Strongly Agree | 2 | 18.18% | | | | | |
| Total | 11 | 100 % | | | | | |

27. LLIP staff have the **connections** they need to advance LLIP's goals.

| Answer | Count | Percent | 20% | 40% | 60% | 80% | 100% |
|-------------------|-----------|--------------|-----|-----|-----|-----|------|
| Strongly Disagree | 0 | 0% | | | | | |
| Disagree | 0 | 0% | | | | | |
| Don't Know | 3 | 25% | | | | | |
| Agree | 6 | 50% | | | | | |
| Strongly Agree | 3 | 25% | | | | | |
| Total | 12 | 100 % | | | | | |

G. NEXT STEPS NEEDED

| Question | Count | Score | Definitely Not Important | Probably Not Important | Don't Know | Probably Important | Definitely Important |
|---|-------|-------------|--------------------------|------------------------|------------|--------------------|----------------------|
| 28. Provide/continue to provide evidence-based research . | 10 | 4.7 | | | | | |
| 29. Provide/continue to provide up-to-date information on relevant policy changes and their implications. | 10 | 4.8 | | | | | |
| 30. Provide/continue to provide LLIP members and the public with current information about immigration and newcomers . | 10 | 4.9 | | | | | |
| 31. Support/continue to support diverse newcomer voices in the community. | 10 | 4.8 | | | | | |
| 32. Engage/continue to engage organizations that serve the most marginalized newcomer populations in our community. | 10 | 4.8 | | | | | |
| 33. Increase our capacity to participate at more community tables . | 10 | 4.7 | | | | | |
| Average | | 4.78 | | | | | |

28. Provide/continue to provide evidence-based **research**.

| Answer | Count | Percent | 20% | 40% | 60% | 80% | 100% |
|--------------------------|-----------|-------------|-----|-----|-----|-----|------|
| Definitely Not Important | 0 | 0% | | | | | |
| Probably Not Important | 0 | 0% | | | | | |
| Don't Know | 1 | 10% | | | | | |
| Probably Important | 1 | 10% | | | | | |
| Definitely Important | 8 | 80% | | | | | |
| Total | 10 | 100% | | | | | |

29. Provide/continue to provide up-to-date information on relevant **policy changes** and their implications.

| Answer | Count | Percent | 20% | 40% | 60% | 80% | 100% |
|--------------------------|-----------|-------------|-----|-----|-----|-----|------|
| Definitely Not Important | 0 | 0% | | | | | |
| Probably Not Important | 0 | 0% | | | | | |
| Don't Know | 0 | 0% | | | | | |
| Probably Important | 2 | 20% | | | | | |
| Definitely Important | 8 | 80% | | | | | |
| Total | 10 | 100% | | | | | |

30. Provide/continue to provide LLIP members and the public with current **information about immigration and newcomers.**

| Answer | Count | Percent | 20% | 40% | 60% | 80% | 100% |
|--------------------------|-----------|--------------|-----|-----|-----|-----|------|
| Definitely Not Important | 0 | 0% | | | | | |
| Probably Not Important | 0 | 0% | | | | | |
| Don't Know | 0 | 0% | | | | | |
| Probably Important | 1 | 10% | | | | | |
| Definitely Important | 9 | 90% | | | | | |
| Total | 10 | 100 % | | | | | |

31. Support/continue to support **diverse newcomer voices** in the community.

| Answer | Count | Percent | 20% | 40% | 60% | 80% | 100% |
|--------------------------|-----------|--------------|-----|-----|-----|-----|------|
| Definitely Not Important | 0 | 0% | | | | | |
| Probably Not Important | 0 | 0% | | | | | |
| Don't Know | 0 | 0% | | | | | |
| Probably Important | 2 | 20% | | | | | |
| Definitely Important | 8 | 80% | | | | | |
| Total | 10 | 100 % | | | | | |

32. Engage/continue to engage organizations that serve the **most marginalized newcomer populations** in our community.

| Answer | Count | Percent | 20% | 40% | 60% | 80% | 100% |
|--------------------------|-----------|--------------|-----|-----|-----|-----|------|
| Definitely Not Important | 0 | 0% | | | | | |
| Probably Not Important | 0 | 0% | | | | | |
| Don't Know | 0 | 0% | | | | | |
| Probably Important | 2 | 20% | | | | | |
| Definitely Important | 8 | 80% | | | | | |
| Total | 10 | 100 % | | | | | |

33. Increase our capacity to participate at more **community tables.**

| Answer | Count | Percent | 20% | 40% | 60% | 80% | 100% |
|--------------------------|-----------|--------------|-----|-----|-----|-----|------|
| Definitely Not Important | 0 | 0% | | | | | |
| Probably Not Important | 0 | 0% | | | | | |
| Don't Know | 1 | 10% | | | | | |
| Probably Important | 1 | 10% | | | | | |
| Definitely Important | 8 | 80% | | | | | |
| Total | 10 | 100 % | | | | | |

These questions use a five-point scale, where you can choose one of the following options: Strongly Disagree, Disagree, Don't Know, Agree, or Strongly Agree. Because Immigration Partnerships in the region are at different stages of development, you can also choose Not Applicable (n/a) if the question does not apply to your Partnership at this time. The questions are about the impact that your involvement in LLIP may have had on your organization. Thinking about the work of your organization in the past 12 months, please check the answer that best applies.

| Question | Count | Score | Strongly Disagree | Disagree | Don't Know | Agree | Strongly Agree |
|---|-------|-------------|-------------------|----------|------------|-------|----------------|
| 35. My organization now has a better understanding of newcomer needs . | 5 | 4.6 | | | | | |
| 36. My organization now has a better understanding of strategies and practices that support newcomer integration. | 5 | 4 | | | | | |
| 37. My organization provides/continues to provide training for staff to help them meet newcomers' needs. | 5 | 4.2 | | | | | |
| 38. My organization now has better access to resources to help with newcomer integration. | 5 | 4 | | | | | |
| 39. My organization now has better connections with other organizations working with newcomers. | 5 | 4.2 | | | | | |
| 40. My organization now collaborates/works together with other organizations working with newcomers. | 5 | 4.4 | | | | | |
| 41. My organization is committed to the vision and mission of LLIP. | 5 | 3.8 | | | | | |
| 42. My organization has strategies/work plans to support the integration of newcomers. | 5 | 4.4 | | | | | |
| 43. My organization has aligned its own strategic direction to LLIP's Strategy. | 5 | 3.6 | | | | | |
| 44. My organization has committed to lead or implement actions in LLIP's Strategy/Action Plan. | 5 | 4.2 | | | | | |
| 45. In the past 12 months, my organization kept its commitments to lead or implement actions in LLIP's Strategy/Action Plan. | 5 | 4.2 | | | | | |
| 46. In the past 12 months, my organization changed its programming or practices because of its involvement with LLIP. | 5 | 3 | | | | | |
| Average | | 4.05 | | | | | |

35. My organization now has a better understanding of newcomer needs.

| Answer | Count | Percent | 20% | 40% | 60% | 80% | 100% |
|-------------------|----------|-------------|-----|-----|-----|-----|------|
| Strongly Disagree | 0 | 0% | | | | | |
| Disagree | 0 | 0% | | | | | |
| Don't Know | 0 | 0% | | | | | |
| Agree | 2 | 40% | | | | | |
| Strongly Agree | 3 | 60% | | | | | |
| Total | 5 | 100% | | | | | |

36. My organization now has a better understanding of **strategies and practices** that support newcomer integration.

| Answer | Count | Percent | 20% | 40% | 60% | 80% | 100% |
|-------------------|----------|--------------|-----|-----|-----|-----|------|
| Strongly Disagree | 0 | 0% | | | | | |
| Disagree | 0 | 0% | | | | | |
| Don't Know | 1 | 20% | █ | | | | |
| Agree | 3 | 60% | | █ | | | |
| Strongly Agree | 1 | 20% | █ | | | | |
| Total | 5 | 100 % | | | | | |

37. My organization provides/continues to provide **training for staff** to help them meet newcomers' needs.

| Answer | Count | Percent | 20% | 40% | 60% | 80% | 100% |
|-------------------|----------|--------------|-----|-----|-----|-----|------|
| Strongly Disagree | 0 | 0% | | | | | |
| Disagree | 0 | 0% | | | | | |
| Don't Know | 0 | 0% | | | | | |
| Agree | 4 | 80% | | █ | | | |
| Strongly Agree | 1 | 20% | █ | | | | |
| Total | 5 | 100 % | | | | | |

38. My organization now has **better access to resources** to help with newcomer integration.

| Answer | Count | Percent | 20% | 40% | 60% | 80% | 100% |
|-------------------|----------|--------------|-----|-----|-----|-----|------|
| Strongly Disagree | 0 | 0% | | | | | |
| Disagree | 1 | 20% | █ | | | | |
| Don't Know | 0 | 0% | | | | | |
| Agree | 2 | 40% | | █ | | | |
| Strongly Agree | 2 | 40% | █ | | | | |
| Total | 5 | 100 % | | | | | |

39. My organization now has better **connections** with other organizations working with newcomers.

| Answer | Count | Percent | 20% | 40% | 60% | 80% | 100% |
|-------------------|----------|--------------|-----|-----|-----|-----|------|
| Strongly Disagree | 0 | 0% | | | | | |
| Disagree | 0 | 0% | | | | | |
| Don't Know | 0 | 0% | | | | | |
| Agree | 4 | 80% | | █ | | | |
| Strongly Agree | 1 | 20% | █ | | | | |
| Total | 5 | 100 % | | | | | |

40. My organization now **collaborates/works together** with other organizations working with newcomers.

| Answer | Count | Percent | 20% | 40% | 60% | 80% | 100% |
|-------------------|----------|-------------|-----|-----|-----|-----|------|
| Strongly Disagree | 0 | 0% | | | | | |
| Disagree | 0 | 0% | | | | | |
| Don't Know | 0 | 0% | | | | | |
| Agree | 3 | 60% | | | | | |
| Strongly Agree | 2 | 40% | | | | | |
| Total | 5 | 100% | | | | | |

41. My organization is committed to the **vision and mission** of LLIP.

| Answer | Count | Percent | 20% | 40% | 60% | 80% | 100% |
|-------------------|----------|-------------|-----|-----|-----|-----|------|
| Strongly Disagree | 0 | 0% | | | | | |
| Disagree | 1 | 20% | | | | | |
| Don't Know | 1 | 20% | | | | | |
| Agree | 1 | 20% | | | | | |
| Strongly Agree | 2 | 40% | | | | | |
| Total | 5 | 100% | | | | | |

42. My organization has **strategies/work plans** to support the integration of newcomers.

| Answer | Count | Percent | 20% | 40% | 60% | 80% | 100% |
|-------------------|----------|-------------|-----|-----|-----|-----|------|
| Strongly Disagree | 0 | 0% | | | | | |
| Disagree | 0 | 0% | | | | | |
| Don't Know | 0 | 0% | | | | | |
| Agree | 3 | 60% | | | | | |
| Strongly Agree | 2 | 40% | | | | | |
| Total | 5 | 100% | | | | | |

43. My organization has aligned its own **strategic direction** to LLIP's Strategy.

| Answer | Count | Percent | 20% | 40% | 60% | 80% | 100% |
|-------------------|----------|-------------|-----|-----|-----|-----|------|
| Strongly Disagree | 0 | 0% | | | | | |
| Disagree | 1 | 20% | | | | | |
| Don't Know | 1 | 20% | | | | | |
| Agree | 2 | 40% | | | | | |
| Strongly Agree | 1 | 20% | | | | | |
| Total | 5 | 100% | | | | | |

44. My organization has **committed to lead or implement actions** in LLIP's Strategy/Action Plan.

| Answer | Count | Percent | 20% | 40% | 60% | 80% | 100% |
|-------------------|----------|--------------|-----|-----|-----|-----|------|
| Strongly Disagree | 0 | 0% | | | | | |
| Disagree | 0 | 0% | | | | | |
| Don't Know | 1 | 20% | | | | | |
| Agree | 2 | 40% | | | | | |
| Strongly Agree | 2 | 40% | | | | | |
| Total | 5 | 100 % | | | | | |

45. In the past 12 months, my organization **kept its commitments** to lead or implement actions in LLIP's Strategy/Action Plan.

| Answer | Count | Percent | 20% | 40% | 60% | 80% | 100% |
|-------------------|----------|--------------|-----|-----|-----|-----|------|
| Strongly Disagree | 0 | 0% | | | | | |
| Disagree | 0 | 0% | | | | | |
| Don't Know | 0 | 0% | | | | | |
| Agree | 4 | 80% | | | | | |
| Strongly Agree | 1 | 20% | | | | | |
| Total | 5 | 100 % | | | | | |

46. In the past 12 months, my organization **changed its programming or practices** because of its involvement with LLIP.

| Answer | Count | Percent | 20% | 40% | 60% | 80% | 100% |
|-------------------|----------|--------------|-----|-----|-----|-----|------|
| Strongly Disagree | 0 | 0% | | | | | |
| Disagree | 3 | 60% | | | | | |
| Don't Know | 0 | 0% | | | | | |
| Agree | 1 | 20% | | | | | |
| Strongly Agree | 1 | 20% | | | | | |
| Total | 5 | 100 % | | | | | |

48. A sample of these comments may be used in our reports to Immigration, Refugees and Citizenship Canada (IRCC) or in other communications.

| Answer | Count | Percent | 20% | 40% | 60% | 80% | 100% |
|--|-----------|--------------|-----|-----|-----|-----|------|
| I consent to the use of any of my comments from Question 47. | 7 | 63.64% | | | | | |
| Please do not use any of the comments I made in Question 47. | 4 | 36.36% | | | | | |
| Total | 11 | 100 % | | | | | |