



**The Social Planning Council
of the North Okanagan**

WELCOMING COMMUNITIES

ACTION PLAN

MARCH, 2009

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Introduction and Background

The Social Planning Council for the North Okanagan (SPCNO) has an established history in the community of spearheading multiculturalism projects and initiatives. As the sponsoring agency for the CIRM initiative, SPCNO organized education workshops, facilitated an anti racism protocol and sponsored diversity training within the community. In addition, SPCNO recently hosted a Dialogue on Multiculturalism in March, 2008 which included over 60 participants from non profit agencies, cultural associations, First Nations community, businesses, schools, churches, municipal and provincial governments, media and interested community members.

A wide range of stakeholders have been included in the planning and delivery of these projects, including Vernon and District Immigrant Services, the First Nations Friendship Centre, and Community Futures of the North Okanagan. These agencies, as well as others, have also taken on various partnerships within the community to develop and deliver projects and initiatives that deal with multicultural, diversity or racism issues.

It was determined by these community partners, that under the Community Partnership Funding, Attorney General's Office, Immigrant Integration Branch, an Action Plan be developed for the North Okanagan which would be led by the SPCNO. As a result of this funding, an Action Plan Forum was held on February 18, 2009 with a broad base of community participation coming together to formulate an Action Plan for the North Okanagan. This Action Plan identifies specific activities that will create a more welcoming community and is the framework for the direction of future projects, and initiatives in this area. The Forum examined a Background Paper which encapsulated the history of multiculturalism and diversity projects over the past years that have been delivered in the North Okanagan and identified community assets and opportunities. A Draft Action Plan was also presented to the community partners, participants and stakeholders for feedback and input into the Welcoming Communities – Action Plan.

Our regional population includes immigrants at 12%, visible minorities at 4% and an aboriginal population of approximately 5%. The community consultation regarding the Action Plan was targeted to community stakeholders including non profit agencies, First Nations community, business associations, employers, schools, municipal and provincial governments, cultural associations and various community members who have a passion/interest in community inclusion.

Action Plan Forum - Input

The Action Plan Forum was represented by the following partners, stakeholders, and citizens of the North Okanagan:

- **Community Futures of the North Okanagan**
- **Social Planning Council of the North Okanagan**
- **Vernon and District Immigrant Services**
- **Global Education Program – Fulton High School**
- **First Nations Employment Centre**
- **Vernon Community Police**
- **Tom Christensen, Provincial MLA**
- **Vernon and District Chamber of Commerce**
- **J. Byron Consulting**
- **Ministry of Housing and Social Development**
- **RCMP – Local Detachment**
- **School District #22**
- **Okanagan College**
- **The City of Vernon**
- **Pathways to Diversity**
- **Various interested members of the community**

There were a total of 52 participants to the Forum. Small working groups of 6 or 7 per table reviewed the Background Paper and the Draft Action Plan that were provided. Each table had a Table Host, who facilitated the reviews and discussion for the forum. Participants discussed the Draft Action Plan items, made recommendations, and prioritized the items they felt were the most critical to the future planning in the North Okanagan.

The Background Discussion Paper included various projects and initiatives that have been undertaken in the North Okanagan over the past several years. The Paper was broken down under the following headings:

- **Name of Project**
- **Partnerships of Project**
- **Sponsor/Funder**
- **Objective of the Project**
- **Time Frames**
- **Action Plans/ Recommendations**

The following projects were included in the Background Discussion Paper:

- **North Okanagan Community Response to Racism**
- **Dialogue on Multiculturalism**
- **Reaching Across Differences**
- **Attracting and Retaining Entrepreneurial Immigrants in Rural B.C.**
- **Multicultural Health Fair**
- **National Aboriginal Day**
- **Pathways to the Okanagan**

The Draft Action Plan document was used as the basis for the Forum discussion. Included were the Action Plans and Recommendations that resulted from the projects and initiatives in the Background Discussion Paper.

There were a total of 44 Action items reviewed and discussed. Listed below are the 6 priorities resulting from the Forum, which encompasses the Action Items that the participants felt were most critical to the North Okanagan.

The following Action Items were ranked as the highest priority for the North Okanagan and that the community felt should be implemented as funding comes forward:

- **Educational Workshops on Multiculturalism and Diversity**
- **Portal on Immigrant Information connected to the City of Vernon's website**
- **Increased education on Multiculturalism and Diversity within our school system.**

- **Creating a Community Protocol for Dealing with Racism**
- **Creating a Community Mosaic Centre**

- **Creating a Video Hub Screen System**

Community Action Plan

The Action Plan items have been chosen as priorities for our community based on community input.

Not included in the Action Plan:

- a) **Who is going to develop and deliver these action items**
- b) **How they will be developed and delivered**
- c) **Associated costs and sustainability**

It is anticipated that this information/funding will be forthcoming in the next phase of development under the Working Communities overall strategy.

1. Develop and Deliver Community Workshops on Diversity with a focus on delivery to Schools and Businesses. Ensure they are marketed and are inclusive of the School Districts as well as the general population. Ensure there is a paid coordinator who is responsible for the continuation of the development and delivery of the workshops. The content must have input from the 1st Nations community and Immigrant Services.

Detail/Background

Presentations and workshops to focus on district schools and community businesses on anti-racism and discrimination. Content of the workshops and presentations will include diversity, multiculturalism, celebration of diversity and racism. Marketing of the various presentations to schools is critical to allow students to see the benefits of celebrating diversity. The Forum brought to the attention of the group from representatives from Global Education and School District #22, that there is no teaching in the schools on diversity or multiculturalism in Vernon. This Action Item received a high priority from all tables as it was felt that education is a major factor in understanding diversity, cultural differences and the basis of a Welcoming Community. Businesses and general citizens of community must also be encouraged to appreciate the economic and social benefits and spin offs of embracing diversity and working with immigrants as an inclusive community.

2. Website portal (on line tool) connected to the City of Vernon's Website for Immigrant and Cultural information.

Detail/Background

This portal would provide immigrants who are considering moving to the North Okanagan with information on what this area has to offer. Examples of issues that may be included in the portal are:

- Services for newcomers
- Community assets that deal with immigrants
- Highlights of cultural events
- Community newspapers and radio stations
- Real estate information
- Cost of living statistics
- Climate
- Local activities and attractions.
- Shopping and cultural foods
- Places of worship
- Public internet access
- Parks
- Language services
- Health services
- Public sport facilities
- Surrounding amenities and centers
- Local Transportation – buses, taxis, shuttles, etc.

This site would require on going maintenance by the City of Vernon. It could also be linked to other web sites within Vernon such as Chamber of Commerce, Immigrant Services, Tourism, etc. The link would have the capability of being read in several languages. The link would require resources to be updated with current information on a regular basis. There is a protocol to follow in order to have this portal linked and maintained by the City of Vernon. A letter would be sent to the Mayor and Council with outlining the request.

3. Increase/Incorporate diversity and multicultural education and participation in our school system.

Detail/Background

There was an overwhelming consensus that there is little or nothing being done in our local schools that deal with educational issues around multiculturalism and diversity.

Education is a large factor in preventing racism and becoming a more inclusive community. School district #22 was represented at the Forum as well as a variety of teachers, students, and staff of both local high schools and Okanagan College. All were enthusiastic about this action item. If education begins at the school level, it will have a far reaching affect on the overall community. It was stated that many ethnic students including 1st Nations students, feel isolated and do not participate in activities as much as the non ethnic students. Several suggestions on how to increase the level of awareness in schools were suggested, such as:

- Each school would have an Ambassador who would coordinate multicultural/diversity education
- Re-institute the Reaching Across Differences Program in the high schools.
- School Ambassadors would represent their schools at community functions
- Encourage cultural events at the schools, i.e.: Ethnic cooking, ethnic sports.
- Integrate ESL classes with main stream
- Global Education should be mandatory at some level for all students.
- Incorporate a “buddy” system for students who may need assistance with understanding of Canadian culture.
- Ensure all schools have GBLT education and ensure safety
- Incorporate a “Racist Free” environment in all schools
- Ensure exchange students are included in community/school events
- Create a Mosaic Centre in the schools the showcases their individual multiculturalism and diversity.
- Incorporate a Day in The Life series at schools that provides a forum for immigrant/1st Nations/GBLT students to share their individual stories.
- Create a Diversity Week at each school (already existing at Fulton)
- Involve the Social Justice Branch from the Vernon Teacher’s Association with this recommendation.
- Ensure all teachers are brought on board with this initiative and have a full understanding on why this initiative is important within our school system
- Address the lack of uniformity on how diversity is dealt with in the school system.
- Offer ESL classes for parents of the ESL students.
- Prepare newspaper articles concerning events that are taking place in the schools that relate to multiculturalism/diversity.

4. Create a Community Protocol for responding to racism.

Detail/Background

While this initiative was developed some years ago, it was felt that it should be re-instituted. The initiative would be beneficial to the local business owners and community in that it would be an education component to racism giving the

community a frame work in which to deal with racism issues. The Protocol model that was created would be re-worked with the goal of obtaining extensive community input and support prior to finalizing a new model.

5. Establish a Community Cultural (Mosaic) Centre.

Detail/Background

This centre could be attached to a current service that serves the downtown core. It would be a gathering place for cultural and ethnic education, and learning. Events such as ethnic dance, ethnic food preparation, shopping, document translation, theatre, dress and customs could be offered and displayed. Education would be a focus at the centre. A non profit organization could be established to develop the strategy for such a centre. Possibly fee for service could be the ultimate goal of the centre once it is operable.

6. Create a Community Hub – Video Screen similar to the City of Vernon Portal.

Detail/Background

This video screen Community Hub would have similar information as the City of Vernon Portal, but would be placed in strategic locations for maximum visibility for the entire community, visitors and newcomers. Locations suggested were:

- Kelowna airport
- Greyhound Bus Depot
- Shopping Malls
- Schools
- Schubert Centre – involve seniors at a greater level with the issues.

General Suggestion – most of these suggestions are incorporated within the 6 priorities above, but warrant separate mention to ensure they are recognized as critical to the overall Action Plan.

- a) Celebrate Multicultural Day – March 21st with a local festival
- b) Ensure that all local festivals/events capture a multicultural component i.e.:
 - Farmers Market
 - Sunshine Festival
 - Winter Carnival- Suggest that Diversity is the Theme in upcoming Carnivals.

- Canada Day Celebrations
 - Silver Star Mountain
- c) Research the Welcome Wagon in the North Okanagan to ensure it provides forms of information on the local culture, multiculturalism and diversity. Use local church groups to disseminate the Welcome Wagon Information.
- d) Hire a full time North Okanagan Diversity Coordinator.
- e) Research what is being done in other locations to celebrate diversity and multiculturalism.
- f) Continue to celebrate and expand on National Aboriginal Day

WELCOMING COMMUNITIES – ACTION PLAN BACKGROUND PAPER

HISTORY OF PROJECT	PARTNERSHIPS	ACTION PLANS / RECOMMENDATIONS
<p>1.a Name of Project</p> <p><u>North Okanagan Community Response to Racism, Hate and Other Forms of Discrimination</u></p> <p>This Project had 4 main goals:</p> <ul style="list-style-type: none"> • Community Protocol Document • Eliminating Racism Day • A 3 day Train the Trainers Workshop on Diversity • Community Diversity Workshops 	<p>2.a Formal</p> <p>North Okanagan Critical Response to Racism Steering Committee 1st Nations Friendship Centre Vernon Art Gallery Community Futures of the North Okanagan Family Resource Centre School District #22 FNEESC – Eric Wong – Trainer RAD – Reaching Across Differences Youth Group</p>	<p>1. Create a community protocol for responding to racism and racist incidents</p> <p>(While this project was considered complete, due to several factors the protocol produced was not as well accepted by the community as anticipated. The protocol requires review, re-shaping and further community input in order for it to be more widely accepted)</p> <p>2. Delivery of an Elimination of Racism Day on March 31st at the Vernon Art Gallery - complete</p> <p>3. Delivery of a 3 day Train the Trainers Workshop on Diversity – complete</p> <ul style="list-style-type: none"> • There were at least 3 local agencies that requested a repeat of the Train the Trainer Workshops for members of their staff in the future. <p>4. A series of 3 hour community workshops were developed and delivered to the community – complete</p> <ul style="list-style-type: none"> • There were several recommendations that these workshops be repeated in the community. <p>5. A proposal was submitted to Heritage Canada to fund an Anti-Racism Coordinator for the North Okanagan – proposal was not accepted.</p>
<p>1.b Sponsor / Funder</p> <p>Delivered by the Social Planning Council for the North Okanagan Funded by Ministry of Attorney General and Minister Responsible for Multiculturalism, Settlement and Multicultural Division</p>	<p>2.b Informal</p> <p>Community Members</p>	

<p>1.c Objective of Project This Project had 4 main objectives:</p> <ul style="list-style-type: none"> • Community Protocol Document • Eliminating Racism Day • A 3 day Train the Trainers Workshop on Diversity • Community Diversity Workshops 		
<p>1.d Time Frame of Project May 1, 2005 to May 31, 2006</p>		
HISTORY OF PROJECT	PARTNERSHIPS	ACTION PLANS / RECOMMENDATIONS
<p>1.a Name of Project <u>Dialogue on Multiculturalism</u></p>	<p>2.a Formal 1st Nations Employment Services Service Canada Vernon and District Immigrant Services Community Future s of the North Okanagan Simon Fraser University</p>	<p>Institutional - Organizationally</p> <ul style="list-style-type: none"> • Basic services and information needs for newcomers are organized and easily accessed (housing, child care, food, shopping, health services, education, employment, training) • The Welcome Wagon greets every newcomer to the community • Ensure all schools teach cultural awareness, sensitivity training and anti-racism • Cultural sensitivity training in public places, and workplaces • Research other cities and towns to see what is working there to make people feel welcome and included • Churches and social groups commit to hosting newcomers. • On the job training for immigrant workers and marginalized persons • Examine the barriers that currently exist in the area of self employment that restrict immigrants or culturally diverse community members • Make English classes available to all members of

		the family up to intermediate level
<p>1.b Sponsor / Funder</p> <p>Delivered by the Social Planning Council for the North Okanagan Funded by Ministry of Attorney General and Minister Responsible for Multiculturalism, Settlement and Multicultural Division</p>	<p>2.b Informal</p> <p>North Okanagan Employment Enhancement Society Global Education – Fulton School</p>	<p>Community- Civic</p> <ul style="list-style-type: none"> • Cultural events and public gatherings are frequent and fun • Ensure we have cultural ceremonies that draw on diverse cultural traditions • Cultural exchange programs for youth should be encouraged • Design and create a multicultural festival in Vernon • Develop an orientation package that answers the question “What you need to know about living in Vernon” • Create a one stop information hub for newcomers. • Celebrate diversity through gatherings and festivals and ensure that the leaders of the community are present.
<p>1.c Objective of Project</p> <p>To bring together a mix of community leaders, employers and citizens of the North Okanagan to facilitate a full and deep conversation about the diversity and multicultural mix in Vernon.</p>		<p>General</p> <ul style="list-style-type: none"> • Requirement to map out where the current challenges are and what the needs and priorities for action are. • Ensure we are paying homage to our current cultural traditions such as First Nations People • A method to ensure racism and sexism education starts at home. • Map the current situation in terms of how many immigrants currently live in Vernon and how many more are anticipated • Map current resources and services that are available to immigrants in the community. • Examine if high school students and seniors are willing to reach out to immigrants
<p>1.d Time Frame of Project</p> <p>November, 2007 to March 31, 2008</p>		

HISTORY OF PROJECT	PARTNERSHIPS	ACTION PLANS / RECOMMENDATIONS
<p>1.a Name of Project</p> <p><u>Reaching Across Differences Youth Group</u></p>	<p>2.a Formal</p> <p>School Districts in the North Okanagan (Districts 22 and 83) Aboriginal Communities Provincial, Municipal and Regional Governments</p>	<p>While there are no outstanding Actions or Recommendations from this project, the following initiatives were taken by the RAD group and should be considered as Action Items for discussion:</p> <ul style="list-style-type: none"> • Presentations to district schools on anti racism and discrimination • Promotion of the elimination of every type of discrimination. • Presentation of Diversity Training. • Campaign to increase awareness of March 31 – International Day for the Elimination of Racial Discrimination. • Establish a Race Relations Committee with representation for each of the 4 Vernon Secondary Schools. • Hire a Youth Coordinator to oversee the RRC • Organize a Students and Teachers against racism camp • Organize a television call in show with a panel of local youth and RAD members
<p>1.b Sponsor / Funder</p> <p>Delivered by the Social Planning Council for the North Okanagan Funded by Ministry of Attorney General and Minister Responsible for Multiculturalism, Settlement and Multicultural Division</p>	<p>2.b Informal</p> <p>Community Members</p>	
<p>1.c Objective of Project</p> <p>This project was born from the 1992 Race Relations Committee which had a mandate to promote good relations between the various cultures within our region. The RRC was disbanded and the RAD Youth group was formed as a replacement group.</p>		

<p>The RAD mandate was to provide and deliver anti-racism presentations to elementary schools and the community.</p>		
<p>1.d Time Frame of Project 1998 to 2003</p>		
<p>HISTORY OF PROJECT</p>	<p>PARTNERSHIPS</p>	<p>ACTION PLANS / RECOMMENDATIONS</p>
<p>1.a Name of Project <u>Attracting and Retaining Entrepreneurial Immigrants to Rural BC Communities</u></p>	<p>2.a Formal Entrepreneurial Immigrants Vernon and District Immigration Service Society Greater Vernon Economic Development Greater Vernon Chamber of Commerce Community Futures Development Corporation Citizenship and Immigration Canada Okanagan University College School Districts Community Policing Services BC</p>	<p>The following Action Plans/Recommendations are taken from the Strategic Plan Developed under this Initiative:</p> <ul style="list-style-type: none"> • Develop a Website that would be used as a marketing tool for Greater Vernon that would be relevant in providing information to Entrepreneurial Immigrants for anywhere in the world. • Develop a resource package (printed) that would provide information to potential Entrepreneurial Immigrants which would assist them in their research and encourage them to invest in Greater Vernon. This tool would be handed out to Entrepreneurial Immigrants who have just arrived in Vernon • Encourage potential Entrepreneurial Immigrants to take advantage of the Provincial Nominee Program. This information would be contained in the website and the printed resource package as mentioned above. • Develop a Cultural Day with activities and food booths – possibly part of the Canada Day celebrations • Write newspaper articles profiling successful Entrepreneurial Immigrants • Facilitate networking between Entrepreneurial

		Immigrants and Canadian born Entrepreneurs – utilizing programs such as : Business Exchange, Business Start Up Sessions, and Invest in BC Network Meetings
<p>1.b Sponsor / Funder</p> <p>Funded by Ministry of Community, Aboriginal and Women’s Services – Immigration Division</p> <p>Report Prepared by Vernon and District Immigrant Services</p>	<p>2.b Informal</p> <p>Immigration Consultants Realty Agencies Banks/Credit Unions/Financial Advisors Media Community Members</p>	
<p>1.c Objective of Project</p> <p>This project had the following objectives:</p> <ul style="list-style-type: none"> • Consult Entrepreneurial Immigrants in Greater Vernon • Identify what attracted Entrepreneurial Immigrants to Vernon • Identify the resources and services accessed by Entrepreneurial Immigrants when starting up their businesses • Identify the best marketing strategies for attracting and retaining Entrepreneurial Immigrants • Develop a long term strategic plan for Greater Vernon to attract and retain Entrepreneurial Immigrants • Educate Greater Vernon on the importance of a welcoming community to support rural immigration initiatives 		
<p>1.d Time Frame of Project</p> <p>June, 2005</p>		

HISTORY OF PROJECT	PARTNERSHIPS	ACTION PLANS / RECOMMENDATIONS
<p>1.a Name of Project</p> <p><u>Multicultural Health Fair</u></p>	<p>2.a Formal</p> <p>No formal partnerships</p>	<p>As this initiative (Multicultural Health Fair) was extremely positive it is recommended that it is repeated next year, with a larger venue. There were a total of 38 exhibitors – increase in 2009.</p>
<p>1.b Sponsor / Funder</p> <p>Funded by The Affiliation of Multicultural Societies and Services of B.C.</p> <p>Delivered by: Vernon and District Immigrant Society</p>	<p>2.b Informal</p> <p>MLA's Office Vernon Mayor and Council MP' Office Sikh Cultural Centre 1st Nations School Children Community Members Japanese Cultural Centre Filipino Association Sadok Ukrainian Dancers Canadian Cancer Society Global Education Class Canadian Diabetes Association Nature's Fare Vernon Punjabi Heritage Society Dancers Zirca Dancers Seaton Secondary High School</p>	
<p>1.c Objective of Project</p> <p>This 1st Multicultural Fair was intended to reach ethnic and community groups on what is available in health supports for our multicultural community.</p>		
<p>1.d Time Frame of Project</p> <p>May, 2008</p>		
HISTORY OF PROJECT	PARTNERSHIPS	ACTION PLANS / RECOMMENDATIONS
<p>1.a Name of Project</p> <p><u>National Aboriginal Day</u></p>	<p>2.a Formal</p> <p>Greater Vernon Museum and Archives Okanagan Regional Library</p>	<p>Continue to develop, coordinate and deliver National Aboriginal Day complete with activities, themes, representation, music, story telling, food, crafts, dancing and prayers that are representative of National Aboriginal Day.</p>
<p>1.b Sponsor / Funder</p>	<p>2.b Informal</p>	

Funded and delivered by The First Nations Friendship Centre	Community Members	
1.c Objective of Project To celebrate National Aboriginal Day on June 21 st as designated by the Federal Government as a special day to celebrate the unique heritage, cultures and contributions of First Nations, Inuit and Métis people in Canada.		
1.d Time Frame of Project June, 2008		
HISTORY OF PROJECT	PARTNERSHIPS	ACTION PLANS / RECOMMENDATIONS
1.a Name of Project <u>Pathways to the Okanagan</u>		
1.b Sponsor / Funder Funded by: Ministry of Community Aboriginal and Women's Services Sponsors: Regional District Okanagan Similkameen, Pushor Mitchell, Business Development Bank of Canada Delivered by: United Chinese Community Enrichment Services Society (S.U.C.C.E.S.S.) and Community Futures Development Corporations of the Okanagan-Similkameen Valleys (CFDC-OSV)	2.a Formal <ul style="list-style-type: none"> • United Chinese Community Enrichment Services Society (S.U.C.C.E.S.S.) • Community Futures Development Corporations of the Okanagan-Similkameen Valleys (CFDC-OSV), • Central Okanagan and North Okanagan 	Information Session - On April 15, 2005, S.U.C.C.E.S.S. held an information session in Vancouver to familiarize immigrants with the potential business and employment opportunities that exist in the Okanagan-Similkameen Region. It was attended by approximately 250 people (mainly Chinese and Korean immigrants).
1.c Objective(s) of Project Establish strong linkages and develop a working relationship between S.U.C.C.E.S.S. and the Community Futures Development Corporations of the Okanagan-Similkameen Valleys. Undertake a series of focused activities that would: <ul style="list-style-type: none"> • encourage and support immigrant entrepreneurs in considering the Okanagan as 	2.b Informal <ul style="list-style-type: none"> • Local Okanagan-Similkameen municipal and regional district governments • Okanagan-Similkameen economic development network partners • Local Okanagan-Similkameen business communities 	Familiarization Tour – On May 26 to 28, 2005, 47 immigrants from the Lower Mainland, who were interested in exploring business/employment opportunities in other regions of the province, participated in a three-day tour of Princeton, Osoyoos, Penticton, Kelowna and Vernon.

<p>a potential location for their businesses</p> <ul style="list-style-type: none"> • provide assistance to local service providers and employers in facilitating the attraction and retention of immigrants to the Okanagan-Similkameen Valleys • develop effective systems and processes that will ensure that effective communication is maintained between S.U.C.C.E.S.S. and Okanagan-Similkameen Valleys 		
<p>1.d Time Frame of Project November 2004 to June 2005</p>		

WECOMING COMMUNITIES – ACTION PLAN

COMMUNITY ASSETS

A community asset would be an organizational or concrete ability to provide **exclusive** assistance or a service in dealing with the diversity, cultural mix and immigrants in our community.

The list of current community assets that follows is not all encompassing and can be expanded as assets within our community are developed.

Vernon and District Immigrant Services

- Provide Job Search and various services to new immigrants and various ethnic groups in our community. Provides English language training and ESL classes.

1st Nations Employment Centre

- Provide job search assistance to 1st Nations clients (services are open to all unemployed persons)

Pathways to Diversity

- Ad hoc group established to offer a variety of referrals to the diverse mix of citizens within our community

English as a 2nd Language – Mission Hill Elementary School

- Offers ELS to elementary school students – primarily children of East Indian Immigrant families

Global Education Students – Fulton High School

- A committee of high school students who have taken diversity and anti-discrimination on as part of their curriculum

Japanese Cultural Centre

- An organization and building that provides services to the Japanese community in Vernon

Immigration Service

- A private company that provides legal and advocacy services to immigrants attempting to come into Canada or who are in Canada but require legal advise or services

Seaton High School

- ESL training for high school students

Independent Living Society

- Services for individuals living with a disability

Okanagan College – International Program

- Provides educational opportunities for international students

North Okanagan Gay and Lesbian Organization

- Provides peer support and social events for the GBLT community in the North Okanagan