

Connect. Learn. Share.

PRIVATE  
REFUGEE  
SPONSOR  
Ontario  
NETWORK

## STRIVING TOWARD BEST PRACTICE

### Empowering Newcomers: What does it take?

Empowerment involves working toward self-direction, giving people the authority, confidence and means to achieve their own potential. It enables newcomers to feel valued and capable within a new community. Sponsors have a responsibility to encourage newcomers to take control, to enable newcomer decision-making by being a reference not an authority.

Key guidelines:

- **Listen actively** – encourage story telling, celebrate resilience, recognize achievement, build relationships, openness, let the other lead, show respect and demonstrate cultural sensitivity; be non-judgmental and non-intrusive.
- **Tackle barriers** – encourage community engagement, networking and connection; as well as partnership and collaboration; focus on perseverance and problem-solving.
- **Develop goals** – for personal growth, that work toward ensuring a sense of belonging; focus on meaningful work that leads to employment growth, focus on upgrading skills.
- **Making decisions** – provide information, support and advice to foster independence; encourage newcomer ability to take control; enable decision-making by being a reference not an authority.

### Connection:

Joseph, R. (2020). The Theory of Empowerment: A Critical Analysis with the Theory Evaluation Scale. *Journal of Human Behavior in the Social Environment*

Tsang, A.K.T. & George, U (1998). Towards an integrated framework for cross-cultural social work practice. *Canadian Social Work Review*

**Reference:**

PRSN Empowering Newcomers Workshop – May 11, 2024