MISSION
MOSAIC enriches communities through services and advocacy, furthering the success and sense of belonging of newcomers and individuals from diverse backgrounds.

VISION
Together we advance an inclusive and thriving Canada.

VALUES
EXCELLENCE
We value the delivery of the best, person-centred services informed by the people served.

INNOVATION
We value relevant, responsive, and systematic solutions, embracing creativity and adaptability.

INCLUSION
We value and advocate for inclusiveness in shaping our communities and workplaces.

COMMITMENT
We value the passion and contributions of our staff, contractors, volunteers, partners and people served in fulfilling our mission.

INTEGRITY
We value accountability, transparency, justice, and ethical and thoughtful decision-making.

February 2023
GOALS & STRATEGIES

Enhance our Services
MOSAIC will enhance the scope and depth of our services to respond to clients' evolving needs locally, provincially, and nationally.

- Identify and address priority needs, gaps and opportunities locally, provincially, and nationally.
- Develop new delivery partnerships and enhance existing partnerships to advance strategic priority areas.
- Increase internal capacity ensuring excellent service delivery.

Advocate for Inclusivity
As a recognized leader, MOSAIC will advocate for and engage communities in the creation of a just and inclusive society.

- Advise policy makers on issues related to successful integration of immigrants and refugees, ensuring people with lived experience are an integral part of our advocacy efforts.
- Actively contribute to the public discourse on the value of creating inclusive and healthy societies where everyone has the opportunity to contribute meaningfully according to their skills and abilities.
- Build strategic alliances to address systemic issues facing newcomers to BC, including lack of recognition of international work experience, barriers to career advancement, access to healthcare, and affordable housing.

Enhance our Work Environment
MOSAIC will be the employer of choice within the social services sector.

- Ensure effective ongoing organizational practices to recruit, engage, and retain highly qualified staff.
- Optimize our capacity to ensure teams are as efficient and effective as possible, using modern technology and streamlining internal processes.
- Develop a long-term infrastructure plan to address future capacity.

Diversify our Funding
MOSAIC will increase and diversify the funding available to meet the evolving needs of our clients.

- Build capacity for increasing non-traditional government funding.
- Build capacity for increasing corporate partnerships and social investment.
- Expand capacity for social enterprises.

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