

**2011**  
**April**



WELCOMING  
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INITIATIVE

**ebulletin**

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## **LIP Best Practices Workshop in Gatineau, Quebec**

On March 28<sup>th</sup>, the Welcoming Communities Initiative held a workshop on best practices at the Chateau Cartier Sheraton Hotel in Gatineau, Quebec. The workshop focused on the WCI's study of the major themes and priorities for action that have been identified by communities participating in Ontario's Local Immigration Partnerships initiative. In addition to identifying common themes and priorities within each of the WCI's domains, the study also involves a search of the research literature for relevant best practices in identified areas of priority. In the next phase of the project, researchers will undertake analyses of promising practices in priority areas, including field visits to communities to obtain first hand information about these practices.

Two primary objectives were advanced for the March workshop: First, to promote a serious exchange among WCI researchers about the study's methodology and how best to report results and obtain feedback; and, second, to get reactions from key Citizenship and Immigration Canada officials to ini-

tial research impressions, particularly from officials with hands-on program experience. Both objectives were met. WCI researchers were able to clarify their focus and establish 'proof of concept', confirming the effectiveness of the methodology; and CIC officials were unanimous in signalling that the study would produce results that would benefit both program design and policy development. Mary Barr, the Director of Intergovernmental Affairs in Ontario Region and CIC's lead on the LIP initiative indicated that the research was extremely helpful and it was supporting some of the early impressions formed by program analysts. Similar expressions of interest were offered by representatives from Ontario Region's Multicultural Unit and Settlement Program Unit, as well as policy officials from the national Integration Branch. Elsewhere in this newsletter, research overviews are provided of early findings produced by the WCI's Optimizing Social, Cultural and Political Integration Domain and the Health and Healthcare Domain. The final results of the study will be published on the WCI website toward the end of 2012.

## Analysis of LIP Strategic Plans: The Social, Cultural and Political Inclusion of Immigrants

Livianna Tossutti, Victoria Esses, and Douglas Hagar

This report is based on an analysis of the 27 currently available Local Immigration Partnership strategic plans. Our goal was to examine commonalities across the plans in needs and priorities in the area of social, cultural, and political inclusion, and to consider promising practices in these areas. Of the plans analyzed, 22 identified gaps, needs, and/or strategies related to the social, cultural or political inclusion of newcomers.

Social inclusion practices that foster connections between newcomers and established residents were the most frequently cited. While 22 plans discussed social inclusion, only 16 addressed the issue of cultural inclusion and 14 addressed the inclusion of newcomers in political or civic activities. Geographic differences were also observed when comparing community priorities. The plans for Northern communities were more focused on economic and service issues than the plans prepared by southern Ontario LIPs. Nonetheless, when the Northern LIPs did mention issues relevant to social, cultural, or political inclusion, like the southern LIPs, they placed the most emphasis on social integration practices and the least on political integration.

Overall, the most frequently-mentioned proposals for new initiatives or for extending existing initiatives can be grouped into five categories: combating racism, xenophobia and a lack of cultural understanding in the host community; increasing civic involvement; transmitting knowledge about Canadian cultural norms; addressing the distinct needs of youth, seniors, women, and LBGTQ; and supporting the role of informal channels in transmitting knowledge about community services and events.

Some LIPs have, or are developing, initiatives to increase public awareness about the positive contributions of immigrants and refugees, and, at the same time, to address negative news coverage. The Sarnia-Lambton LIP plans to shift negative public opinion by promoting existing cultural festivals and sharing newcomer stories. The Windsor LIP seeks to change public attitudes by reframing how newcomers are portrayed in the media through the promotion of newcomer success stories and the benefits they bring to the community. The Bathurst-Finch LIP plans to increase awareness of diversity in the neighbourhood and to focus attention on the 'immigrant experience' in the city.

Frequently-mentioned interventions in the field of cultural inclusion centered on improving mutual understanding of different cultural practices, developing recreational programming for newcomers, and reducing financial barriers to participation in recreation programs. For example, the Sault Ste. Marie LIP plans to offer classes to help immigrants and refugees understand Canadian habits, slang, and cultural events. Similarly, the Lawrence Heights LIP plans to raise awareness in schools about the religious practices, diet restrictions and norms that exist in different cultures. The Toronto East LIP noted that expanding youth recreational programs to be more inclusive would help tackle the issue of gangs and drug use among recent immigrant youth. The Bathurst-Finch LIP wants to use creative media such as art exhibits, digital storytelling and music to build connections, fight social isolation and help build newcomers' confidence.

Proposed innovations in political integration practices extend to advocacy for immigrant leadership and participation in civic organizations. They also include involving youth in community planning, assisting newcomers with their advocacy skills, and promoting political involvement prior to the acquisition of Canadian citizenship. The Waterloo LIP plans to heighten immigrant awareness of open positions in civic organizations and to hire a resource person who would, among other duties, coach immigrants to serve on Canadian boards. The Central South Etobicoke LIP is developing workshops on newcomer advocacy and political empowerment entitled the “Newcomer Parents’ Guide to Advocacy for Themselves and their Children.” Two of several political integration initiatives proposed by the London and Middlesex LIP involve encouraging newcomers to follow current events and creating an awareness campaign about the voting system.

## **Welcoming Communities Initiative: Evidence Review for Promising Practices to address Local Immigrant Partnership Immigrant Health Priorities**

Bruce Newbold, Kevin Pottie, Huyen Dam, and Ayesha Ratnayake

Health inequities are emerging in sub-groups of immigrants with various social, cultural, ethnic, demographic or economic vulnerabilities. Barriers to accessing care for which newcomers are eligible include fear of jeopardizing immigration applications by seeking care, language barriers, culturally inappropriate care, and difficulties navigating the health system. Given the difficulties that immigrants face in terms of health status and use of health care, the LIP Strategic Plans were reviewed in order to identify health priorities cited by individual LIPs; also gaps and shortfalls, and promising practices. The report aims to identify, document and analyze examples of promising practices in the area of welcoming communities, and specifically health, drawn from across Ontario.

Based on a review of LIP documents, it would appear that LIP plans are inconsistent in their identification of health as a priority area. Many plans did not mention health at all, or saw health as an access issue that could be overcome through awareness campaigns. Comparatively few clearly identified health as a priority area for newcomers and set health within the social determinants of a health framework. Recognizing this need, these LIPs suggested reductions in the cost of health care (i.e., reducing or removing the cost of interim health insurance before OHIP coverage begins); removal of other systemic barriers to care (i.e., language); and improved access. Other health priorities, listed below, were also mentioned across many of the LIP documents that identified health as a priority:

- ◆ Reduce the cost of health care (i.e., remove or subsidize insurance costs prior to OHIP);
- ◆ Reduce/remove other systemic barriers to care (i.e., transportation, language);
- ◆ Improve mental health services;
- ◆ Conduct additional research on the makeup of immigrant populations and the efficacy of programs;
- ◆ Improve collaboration among the three levels of government and between service agencies;
- ◆ Improved communication support and outreach;

- ◆ Ensure food security;
- ◆ Ensure cultural competency of health care providers.

Following the review of LIP documents, a review of existing literature revealed additional promising practices and provided evidence of their effectiveness in regard to select immigrant and refugee health priorities: mental health care, health literacy, access and quality of health care, and health system responsiveness.

Recognizing and appropriately treating mental health problems requires a practitioner to systematically inquire about a patient's migration experience and to follow-up on identified problems in adaptation, social, and family issues. The most successful health literacy programs incorporate qualitative methodologies, collective engagement, clear educational resources, and participatory strategies. When it comes to quality primary health care, the Canadian Collaboration for Immigrant and Refugee Health recommends the following: clinicians should consider the patient's migrant history and country of origin; when delivering preventive care, practitioners should note that an increased risk of poor health is associated with forced migration, limited English and French language proficiency, and lower income levels; at-risk immigrants should routinely be offered vaccination (MMR, TDPP, varicella) and screening for intestinal parasites, cervical cancer, dental caries, iron deficiency, human papillomavirus, tuberculosis, HIV, hepatitis B & C, and vision loss; and practitioners should address depression, diabetes, post traumatic stress disorder, malaria, child and intimate partner maltreatment, and contraceptive needs on an individual basis. To improve system responsiveness, strategies may include reducing the time it takes to access the Interim Federal Health Program (for newcomers not eligible under provincial programs), improving health databanks to allow study of immigrants' health and health care status in relation to immigration class, and providing interpretation services.

Health is critical for economic success. Yet despite this, immigrant and refugee health is an area that is often overlooked in the field of settlement. Health literacy is an important variable and programs and practitioners must take into account cultural and linguistic diversity, as well as the personal experience of the patient. Effective approaches are culturally tailored, involve many collaborative partners, are multifaceted, and employ multiple strategies at any one time.

In recent years, immigrant community health workers, also known as lay health workers or cultural brokers, have emerged to address the barriers faced by minoritised immigrants. These workers often share the language, culture and beliefs of the minoritised immigrants and can help support newcomers through a variety of formal, semi-formal and informal models.

## **LIPs Gathering Momentum: Early Successes and Emerging Challenges**

The 2008 call for proposals by Citizenship and Immigration Canada inviting municipalities and community groups to form Local Immigration Partnership Councils (LIPs) and to work together to develop coordinated, comprehensive approaches to the settlement and integration of newcomers marked a departure from traditional bureaucratic systems that compartmentalize problems and centralize control. The LIPs represent a promising social

innovation in renewing Canada's global leadership in creating welcoming communities for all immigrants.

Over the past year, Professors Caroline Andrew and Neil Bradford, with the assistance of Marisa Casagrande and Amy Ratcliffe, have studied the start-up phase of the Local Immigration Partnerships, exploring early successes and emerging challenges. The research team collected data, information, and insights relying on key informant interviews with LIP leaders, reviews of LIP planning and research documents, and scholarly literature on collaborative governance and community-based policy making.

The final report for the study is built around two central themes. First, the notion that the LIPs are a dynamic example of "place-based policy making", sensitive to variation in the specific immigrant challenges and leadership networks that are found in different cities and communities in Ontario; Second, the idea that LIPs are "living institutional experiments", with each LIP working its way through a series of transitions from initial partnership formation through strategic planning, project implementation, and evaluation.

Across these places and transitions, the report highlights numerous successes and challenges. These include the following.

### **Early Successes**

- ◆ Leveraging and building-on existing municipal and community networks and relationships.
- ◆ Extensive community engagement, public participation, and local data gathering for public awareness and community buy-in.
- ◆ Recruitment of strong community leaders from different sectors, with the partnership council becoming a 'convening space' for planning and action.
- ◆ Drawing attention to the needs of particular immigrant groups (e.g., youth, seniors, women) and connecting community challenges to system wide problems such as affordable housing, public transit, and service eligibility.

### **Emerging Challenges**

- ◆ Building trust, both within the settlement sector where funding protocols often produce competition, and between the sector and government where there is a mixed record of collaboration.
- ◆ Clarity around the LIPs role. As neither service providers nor direct funders, the LIPs face challenges in driving implementation of their planning priorities. Can the LIPs lead with the resources they have been accorded and a still uncertain future?
- ◆ Ensuring that the value of the LIP 'process outcomes' such as the formation of new partnerships and multi-sectoral relationships are captured in reporting and evaluation.

Related to these successes and challenges, the final report will make strategic recommendations for continuing the momentum of the LIPs across Ontario.



## Northern and Small Communities Conference Evaluation and Suggestions for Future Activities

The Conference on Northern and Small Communities organized by the WCI and the North Bay and District Multicultural Centre took place on March 1-2, 2011, preceded by a complementary event on February 28 involving the Conference Board of Canada. The Northern and Small Communities Conference attracted over 70 participants, many of whom also attended the Conference Board event. In response to our online conference evaluation survey, we received 46 responses. These constitute valuable advice that will help guide our future activities with Northern and smaller communities, and will assist in the dissemination and sharing of information.

Although the survey was intended to solicit feedback specifically on the Conference on Northern and Small Communities, it is clear from the comments provided that a number of respondents evaluated the three day program as a whole, rather than the WCI component only.

Below is a Table detailing responses to the three quantitative questions in the survey. Average responses were high - consistently above the scale midpoint of 4 - demonstrating a positive evaluation of the conference and its contributions.

Questions	Average Response (1 - 7 Rating Scale)
To what extent was the conference a learning experience for you?	5.35
To what extent did the conference allow you to form new connections?	5.59
Overall, how useful did you find the conference to be?	5.52

Common responses to the question about the most useful aspects of the conference included:

- ◆ Presentations that provided concrete information on initiatives in other cities and provincial jurisdictions
- ◆ Opportunities to network with other service providers and with the WCI people
- ◆ Having academics together with service providers and economic development staff - this allowed for a good combination of perspectives that facilitated much interesting discussion
- ◆ Small group work on the final day
- ◆ Getting all the North together to discuss a Pan-Northern Ontario strategy

Primary suggestions for improvement included:

- ◆ Having more time for presentations, questions, and discussion
- ◆ More information sharing from ALL communities
- ◆ More roundtable discussions
- ◆ More opportunities to connect and share with each other, perhaps through a formal networking activity at the conference

Important best practices that participants indicated they would like to learn more about included:

- ◆ Best practices related to improving community reception to newcomers and reducing discrimination/racism
- ◆ Ways of utilizing the Provincial Nominee Program
- ◆ How to attract newcomers to Northern Ontario
- ◆ Creating partnerships among community service providers
- ◆ Engagement of private sector firms as champions and active recruiters for newcomers
- ◆ How to adapt settlement services so they can be delivered by mainstream organizations in the North
- ◆ Building bridges between newcomers and long-term community residents

Primary suggestions for important next steps for the WCI and Northern communities included:

- ◆ Building stronger links in each community between service providers, municipal governments, and WCI academics, particularly in communities that have less LIP experience
- ◆ Testing new strategies and doing research on key Northern community priorities, as well as disseminating research that is useful for service providers and other Northern players
- ◆ Continuing to bring together the LIPs so they can share their successes and challenges and learn from one another
- ◆ Establishing a common network for sharing resources and best practices
- ◆ Developing practical tools for Northern communities
- ◆ Research on marketing tools used by the LIPs to determine their effectiveness

Most respondents found the filming that took place during the conference to be acceptable and useful, though several commented that they did not like the videographer panning the audience unexpectedly or videotaping during meals.

Thanks to all who took the time to respond and provide feedback so that we can continue to serve the needs of Northern and smaller communities.

## Tool for Evaluating Promising Practices

The WCI is developing a tool for assessing promising practices. This tool will undergo continual refinement as the suite of studies currently underway and planned start to produce results. The tool will also be placed on-line on the WCI's new website. Placing the tool on-line will encourage its use, facilitate regular updates and permit interesting linkages.

Plans call for two valuable on-line applications: First, key words in the text will be hyper-linked to explanatory passages and relevant taxonomies. Second, hyper-links embedded in the main document and in the explanatory passages will connect to useful sites, such as government evaluation sites, main estimates and performance reports, and research material. These links will be identified by WCI analysts in the course of their comparative work. As more studies are undertaken, the methodology for analyzing promising practices will continually improve, opening the door to more complex and deeper analyses.

We define promising practices as practices that are particularly effective in achieving their stated aims. Thus, we are defining promising practices in terms of their effectiveness, which can be empirically measured as outcomes of the practice. Promising practices can be assessed in comparison to practices with similar goals or similar methods, and must be assessed taking into account the endogenous and exogenous conditions that may promote their success. It is important to note that although client satisfaction with a program or practice may contribute to its success and effectiveness, these are not interchangeable and our focus is on the latter. The following steps serve to operationalize our definition of promising practices and to facilitate their orderly analysis:

1. Identification of goals of the practice, at a general and specific level:
  - a. examination of why the practice was put into place (possible sources include research literature and government policy literature); the examination should include both the original reasons and new rationales if the practice has been altered over time
  - b. description of the stated goals of the practice drawn from information used to promote it (website, pamphlets, evaluations, logic models used in evaluations); the goals include both the original goals and any changes in goals over time.
  - c. specific targets and outcomes identified, including the time frames in which they are expected to be achieved (background information sources include: Government of Canada documents: Part I and II - *Main Estimates*; Part III - Reports on Plans and Priorities (RPP ); Part III - Departmental Performance Reports (DPR); annual departmental reports; evaluation studies.) Generic links connecting to potentially useful resources will be noted on the WCI website; for example: <http://www.cic.gc.ca/english/resources/menu-audit-eval.asp>
  
2. Analysis of key features of the practice:
  - a. how does it differ from other similar practices

### Potential comparisons (examples)

- ◆ programs with similar goals and methods
- ◆ programs with similar goals but different methods: e.g., different approaches to teaching people how to interact with employers
- ◆ different program settings but similar methods ('technology transfer'): e.g., similar approaches to providing cultural sensitivity training to health providers versus to police
- ◆ similarity to practices for delivering services to non-immigrants
- ◆ similarity to practices employed by other governments (typically federal, provincial, municipal but, potentially, other countries)

- b. what features are considered to contribute to the success and innovative nature of the practice, as identified by those who use it or have experience with it
- c. what features are innovative and unique as determined by the team conducting the analysis

Expressions of innovation (examples)

- ◆ Increasing uptake
- ◆ Addressing the needs of a previously underserved population
- ◆ Facilitating integration with other programs
- ◆ Lowering delivery cost
- ◆ Promoting ancillary objectives (such as bridging)
- ◆ Addressing a broader or somewhat different set of objectives.

Unique contributory features (examples)

- ◆ Conceptual base of program
- ◆ Manner of implementation (including flexible guidelines)
- ◆ Funding methods (contract, grant, contribution agreement)

3. Analysis of purported evidence pertaining to the success of the practice:
  - a. why are people saying it is a best practice: anecdotal evidence
  - b. what research or evaluation of the practice is available; how reliable and valid is this information
  - c. what are the specific endogenous factors that promote its effectiveness (endogenous factors are factors internal to the organization delivering the service, such as research capacity, or internal to the specific program itself, such as flexible guidelines that permit experimentation).
  - d. what are the specific exogenous factors that promote its effectiveness (exogenous factors are factors external to the organization, such as the state of the economy or the prevailing public mood and public attitudes).
  - e. how does the evidence relate to the goals of the practice as identified in 'step 1' above
  - f. what can we conclude from the evidence

The analysis should include an evaluation of the potential for transferring the practice to other locations (large, small and Northern communities should be distinguished); to different client populations and to different (but related) goals. It should also establish whether the practice be scaled easily (i.e., made larger or smaller)

Factors linked to the potential for transfer (examples)

- ◆ ease with which distance learning and electronic techniques can be used
- ◆ ease with which staff can be trained
- ◆ availability of training materials or trainers
- ◆ applicability to a wide range of situations and populations
- ◆ ability to transfer the technique to mainstream organizations
- ◆ need for sufficient numbers to achieve efficiency
- ◆ prior requirement for detailed information about the 'marketplace' or local environment



## Recent and Upcoming Conference Presentations

Andrew, Caroline & Abdillahi, Dekka. (2011, March). *Mieux prévenir l'itinérance*. Workshop presentation at the 13<sup>th</sup> National Metropolis Conference, Vancouver, BC, Canada.

Bangarth, Stephanie. (2011, March). *The Politician as Social Activist: F. Andrew Brewin in Action*. People and Politics: Interactions Between Citizens and the Canadian State. Centre for Canadian Studies, Mount Allison University, Sackville, NB, Canada.

Bangarth, Stephanie. (2011, May). *Citizen Activism, Immigrants, Refugees, and the State: Two Case-Studies in Canadian History*. Canadian Association for Refugee and Forced Migration Studies Conference, McGill University, Montreal, QC, Canada.

Beaudoin, Julianna. (2011, April). *Trends and Inconsistencies in Immigration and Refugee Board (IRB) Case Decisions*. Poster presentation for "Taking Stock of a Turbulent Decade and Looking Ahead: Immigration to North America 2000-2010", London, ON, Canada.

Beaudoin, Julianna & McIlwraith, Elaine. (2011, April). *Renegotiating Contested Memories and Identities of Romani and Andalucian Histories*. Department Presentation for the Anthropology Department, The University of Western Ontario, Canada.

Beaudoin, Julianna. (2011, May). *Categorical Consequences for Refugee Claimants in Canada*. Panel presentation at Canadian Association for Refugee and Forced Migration Studies Conference "Forced Migration: Human Rights Challenges", Montreal, Quebec, Canada.

Erdogan, Secil. (2011, June). *Negotiation of Identities in the Process of Acculturation and Its Importance for a Successful Integration*. Oral presentation at the 2011 Congress of the Humanities and Social Sciences, Canadian Sociological Association Annual Meeting, University of New Brunswick & St. Thomas University, Fredericton, New Brunswick, Canada.

Esses, Victoria M. (2011, April). *Nation of immigrants: The myths and truths of Canadian immigration*. Lecture to Alumni Western's Lecture Series, Toronto, Canada.

Ferrer, Ana. (2011, February). *Age at Migration, Language and Fertility Patterns among Migrants to Canada*. Toulouse School of Economics seminar series in Development, Toulouse, France.

Ferrer, Ana. (2011, April). *Age at Migration, Language and Fertility Patterns among Migrants to Canada*. Annual Meeting of the Society of Labour Economists and CLSRN annual meeting, Vancouver, Canada.

Ferrer, Ana. (2011, June). *Fertility Patterns of Child Migrants: Age at Migration and Ancestry in Comparative Perspective*. Workshop at Annual Workshop of Child Migration. Barcelona Spain.

Fleras, Augie. (2011, February). *The politics of multicultural governance in a globalizing world of transmigration, diaspora, and cosmopolitanism: The case for multiversality and multiculturalism in Canada*. Paper presented at Conference at the University of Matanzas, Cuba.

Lund, D. E. (2010, December). *The language(s) of diversity* [invited lecture]. Language Research Centre, University of Calgary, Calgary, AB, Canada.

Lund, D. E. (2011, February). *Uncomfortable conversations on diversity* [invited talk]. Presentation at the Calgary City Teachers' Convention, Calgary, AB, Canada.

Lund, D. E., & Grain, K. M. (2011, March). *Social action projects to foster welcoming communities: Understanding the experiences of student leaders*. Presentation at a workshop entitled, "Diversity Within Diversity: Learning From Experience" at the 13<sup>th</sup> Annual National Metropolis Conference, Vancouver, BC, Canada.

Lund, D. E., & Pascuzzo, T. (2011, March). *Measuring the welcoming capacities of host urban and rural communities*. Presentation at a workshop entitled, "Measuring Immigrant Integration Across Multiple Domains" at the 13<sup>th</sup> Annual National Metropolis Conference, Vancouver, BC, Canada.

Lund, D. E. (2011, April). *Diversity and inclusion: From celebration to respect*. Invited keynote speaker at a luncheon of the Direct Energy Diversity and Inclusion Council, Calgary, AB, Canada.

Lund, D. E. (2011, April). *Facing the challenges and opportunities of diversity*. Invited keynote at the "Multicultural Team Development: Leveraging Diversity" Symposium, Council on Inclusive Work Environments, Conference Board of Canada, Calgary, AB, Canada.

Lund, D. E., & Ball, D. A. (2011, April). *"I feel like a second class citizen": A case study of school choice, school culture and social class*. Paper presented at the Annual Meeting of the American Educational Research Association, New Orleans, LA, USA.

Marshall, Alison R. (2010, November). *Reconsidering the heritage of Chineseness in Winnipeg Archives*. Archival Symposium, Winnipeg, Manitoba.

Marshall, Alison R. (2011, January). *Sun Yatsen, the KMT, and the Chinese Canadians who made Manitoba home*. Keynote Address at Centennial Celebrations of the Zhongguo Guomindang (Chinese Nationalist League).

Marshall, Alison R. (2011, March). Book Launch: *The Way of the Bachelor: Early Chinese Settlement in Manitoba* (UBC Press)." Winnipeg Chinese Cultural and Community Centre. Winnipeg, MB, Canada.

Marshall, Alison R. (2011, April). *The Way of the Bachelor: the way that Chinese Canadians were welcomed, accepted and even embraced in Manitoba*. Simon Fraser University, BC, Canada.

Marshall, Alison R. (2011, May). *Billy Dong is some curler: sports, entertainment production and the making of Chinese Canadian identity from 1920 to 1947*. Folklore Studies Association. Annual General Meeting, Edmonton, Alberta, Canada.

Marshall, Alison R. (2011, June). *From 'Chinaman' to Modern Western Gentleman: Sports and dressing for the Chinese Canadian Christian encounter from 1911-1949*. International Conference on Chinese Overseas: Culture, Religions and Worldview. University of Hong Kong, Hong Kong.

Marshall, Alison R. (2011, June). *In and Beyond Chinatown: the impact of social, political and technological networks on racism toward early Chinese prairie settlers*. Canadian Historical Association Annual Meeting, New Brunswick, Canada.

Medianu, Stelian & Sutter, Alina. (2011, May). *Refugee Media Depictions: Themes and Implications*. Paper presentation at Canadian Association for Refugee and Forced Migration Studies Conference "Forced Migration: Human Rights Challenges", Montreal, Quebec, Canada.

Schneider, B. H., Malik, Y. & Udvari, S.J. (2011, March), *Cultural Encapsulation of Children's Friendships: A Sign of Prejudice or Pride?*. Keynote address, International Conference on Psychology in Education, Valladolid, Spain.

Tossutti, Livianna S., & Esses, Victoria M. (2011, May). *Local Perspectives on Immigration and Diversity in 15 Ontario Municipalities*. Conference paper to be presented at the Annual General Meeting of the Canadian Political Science Association, Waterloo, ON, Canada.

If you have any recent or upcoming presentations that you would like to have included in future issues of the WCI E-bulletin, please email the information to [wci@uwo.ca](mailto:wci@uwo.ca). For the next issue you may submit any presentation which occurred between March 1<sup>st</sup> and June 30<sup>th</sup> 2011.

## Recruiting Immigrants to Complete an Online Survey about their Job Experiences

Leah Hamilton, a Ph.D. student at the University of Western Ontario, is recruiting immigrants to complete an online survey about their job experiences in Canada. To assist her in completing this study, please consider sending this information out to your networks:

Researchers at the University of Western Ontario are recruiting immigrants to complete an online survey about their job experiences in Canada. The survey will take less than one hour to complete and you will have a 1 in 15 chance of winning a \$50 gift certificate to Chapters/Indigo.

To participate you must be: employed, at least 18 years old, and an immigrant who has been living in Canada for less than 10 years.

To sign up, please email [uwojobstudy@gmail.com](mailto:uwojobstudy@gmail.com) or click on the following link:  
<http://www.surveymonkey.com/s/VTRN9J2>

## Update on The Post-secondary Experiences and Outcomes Study

In November 2010, the Post-secondary Experiences and Outcomes Study was reported in the e-bulletin. This study was developed through a partnership between the Academica Group (<http://www.academica.ca/>) and the Education and Education Policy Domain, working cooperatively with the Higher Education Quality Council of Ontario (<http://www.heqco.ca/en-CA/Pages/default.aspx>). The study examines similarities and differences among immigrant and non-immigrant students from second and third tier cities and the Greater Toronto Area (GTA). Only preliminary analyses have so far been completed.

One component of the study draws on a pool of 50,000 college applicants from 2007-2010. It examines their application patterns, motivations, other determinants and scholastic decisions. The preliminary analyses suggest that a higher percentage of immigrant students from both second and third tier cities as well as the GTA had a grade average of 90% or higher in their last year of high school. This advantage persisted despite a general rise in the percentage for all groups over the 2007-2010 period. Interestingly, immigrant students were more likely to cite both career advancement and improved social status as their reasons for applying to postsecondary education while non-immigrant students generally cited only career preparation.

These same results were confirmed in an analysis that focused on both college and university applicants in 2010. For immigrants and non-immigrants, applicants with averages of 90% or higher were more frequently found among university aspirants. The tendency for immigrant students to cite both career advancement and social status as reasons for pursuing post secondary education while non-immigrant students cite only career preparation, held for both university and college applicants.

The study is also looking at the post-secondary experiences and outcomes of students and at the factors that influenced their pathways. Interestingly, in the population of students completing or having completed post-secondary education (as distinct from the applicant population), the proportion of non-immigrants with a 90% or better high school leaving grade was higher than for immigrants. This held for both second and third tier cities and the GTA. The relationship between the career goals and pathways of these students and their educational experiences are now being analyzed in depth.

More comprehensive analyses will be offered in the future and reports will be posted on the WCI website. The project serves as one of the WCI's baseline studies and is funded through the Social Sciences and Humanities Research Council of Canada CURA Grant. The primary researchers for the project are Dawn Zinga and Christine Tardif-Williams. Questions can be directed to Dawn Zinga via phone (905-688-5550, ext. 3152) or e-mail ([dzinga@brocku.ca](mailto:dzinga@brocku.ca)).

## Thank You

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