# An Analysis of Immigrant Attraction and Retention Patterns Among Western Canadian CMA's

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*Abstract*

This research explores attraction and retention patterns for immigrants locating to six Western Canadian cities between 1991-2000. Local contextual features for each city influence locational decisions and provide a preliminary analysis of gaps to be addressed in local planning and policy decisions.  The research explores how individual municipalities are responding to these issues and highlights the services they provide to both newcomer and established immigrant populations in these communities.  Challenges include lack of leadership and coordination of services; funding formulae that fail to address the needs of individual municipalities and respond to the realities of secondary migration; systemic barriers in employment and education including racism resulting in a need for economic development strategies; lack of affordable housing; and uncertainty of the roles and responsibilities of the three orders of government.

Emerging issues examined include the need for: increased communication and networking on immigration issues at a regional municipal level; increased representation of diverse communities on City Councils and in City Administrations; and increased municipal or local government representation in immigration planning and policy.

Immigration is driving population growth in cities. While national immigration is beyond the mandate and control of local communities, policies and programs designed to influence immigration attraction and retention will be important tools for municipalities in the future.

The extent to which integration is successful so that our communities can benefit from the enormous social and economic capital newcomers bring with them, will depend on our ability to work more effectively with other orders of government, and with community agencies in a coordinated fashion.

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## INTRODUCTION

In the past two decades, Western Canadian cities have experienced significant changes in their population demographics. Canada's natural population increase has experienced a sharp decline as family sizes have decreased among Canadian-born citizens. Those born in the post World War II period are close to reaching retirement age. At the same time, due to changes in immigration patterns, the ethno-cultural populations of the western cities have diversified considerably. Immigration from European countries has declined sharply while the numbers of newcomers arriving from South Asia, Africa, East Asia, China and the Middle East have increased (Citizenship and Immigration Canada, 2004). There is evidence that Western Canada's economies will continue to expand in the next two decades and that immigration will be heavily relied upon to supply an ever-increasing demand for the trade workers, unskilled labourers, professionals and academics.

Citizenship and Immigration Canada projects that immigration will likely account for all net labour force growth by 2011, and projections indicate it will account for total population growth by 2031 (Citizenship and Immigration Canada, 2001). The Urban Futures Institute further advises that without immigration, Canada's population will slowly decline over the next 50 years, from its current 30 million people to approximately 28 million in 2045; and after 2045 the rate of decline will increase (Urban Futures Institute, 2002).

Immigration in Canada has tended to be an urban phenomenon, with close to three quarters of all immigrants settling in Toronto, Vancouver or Montreal. Over the past decade (1991 – 2000), the six western Canadian cities of Winnipeg, Regina, Saskatoon, Calgary, Edmonton and Vancouver received a total of 446,450 immigrants, accounting for less than a quarter (20.2%) of all immigrants to Canada. Over the course of the decade, the share of Canada's immigration that landed in the western cities ranged from 18.1% in 1992, peaking in 1997 at 22.3% and falling again to 18.1% in 2000.

In addition to high levels of immigration, Canada also experiences a great deal of internal migration from city to city and province to province. This adds to the diverse ethnic mix of people living in western cities. Increased ethno-cultural diversity within a given population creates challenges. Mixing groups of people who share different languages and cultural practices can lead to a decreased feeling of social inclusion within the population as a whole. Unrecognized barriers to accessing the services and goods needed for survival can lead to the marginalization of newcomer populations. Fear of change among well-established groups, if not addressed in positive ways, can lead to misunderstandings, stereotyping, discrimination and racist behaviour. In addition, newcomers face all the stresses and challenges that come with settling in a new and unfamiliar environment. There is growing evidence that immigrants will leave communities where they do not feel welcome or are unable to access necessary services (Mandel-Campbell, 2007).

Over the next 25 years, it is projected that important labour shortages that have begun to emerge in the Canadian labour market will continue to worsen due to the aging of the workforce. To the extent that labour force growth is expected to be accounted for

by immigration, the ability of cities, and the western region, to attract and retain immigrant labour will be critical for economic growth. This will be even more critical for smaller centers as intra-Regional competition for labour may grow. Not only will western cities be competing against more established immigrant centres in central Canada, western cities will be increasingly competitive amongst themselves for a share of the immigrant population that is destined to western Canada. Consequently, the attraction and retention of immigrants will be a pressing and growing challenge.

While national immigration is beyond the mandate and control of local communities, policies designed to influence immigrant attraction and retention will be important tools for municipalities in the future. In order to understand what such tools might be, it is necessary to understand the factors that influence secondary migration. These factors can be understood as those pertaining to the individual and those pertaining to the community.

### Individual Factors

Recent research (for example see Abu-Laban et al., 1999) has identified certain individual factors that are associated with an increased tendency to move. First, age is an important influence, as those in the prime working ages of 25-44 years tend to have a greater propensity to secondary migration than do others. Education is a second factor, with the highest rates of secondary migration being among those with the highest education. A third individual factor is immigrant class, as skilled workers and refugees exhibit greater mobility than family class or business class immigrants. Finally, the presence or lack of social supports and resulting feelings of isolation are factors influencing individual mobility decisions (Citizenship and Immigration Canada, 2000, 2001).

### Community Factors

Research has also identified several important community factors influencing secondary migration patterns. First, the presence of an established ethnic/cultural community is of great importance (Citizenship and Immigration Canada, 2000, 2001). Second, the existence of economic/education/employment opportunities is critical (Rao, 2001). This includes meaningful jobs, adequate earnings, adequate income support levels and recognition of international qualifications. In the Abu-Laban (1999) study, the principal concern of the refugees was finding and keeping a job. More than half left their original community of destination due to insufficient or inadequate employment and/or education opportunities.

A third factor is access to services, including both public services, such as health and transportation, as well as immigrant settlement services (for a discussion see Harry Cummings and Associates, 2001; Omidvar and Richmond, 2003; Papillon, 2002). Community receptivity is a fourth factor, with negative experiences, systemic discrimination or perceptions of negative public attitudes affecting individual decisions to remain in or leave a community. People look for a safe community in which to raise their children and which provides them with a sense of community and belonging. Finally, general quality of life factors such as climate, housing market, size and/or the presence of recreational, arts and cultural opportunities are considerations in locational decisions (Citizenship and Immigration Canada, 2000, 2001).

## OBJECTIVES OF THE RESEARCH

In order to be prepared to address these challenges and to do a better job of retaining immigrants, it is imperative that municipalities are able to measure emerging population trends and understand the experiences of newcomers who arrive in their communities. Citizenship and Immigration Canada (CIC) provides immigration statistics that include the number of immigrants arriving annually in each city and Census Metropolitan Area (CMA). CIC also provides demographic breakdowns by country of origin for each city and CMA. Every five years, Statistics Canada, through the Canadian Census, provides information on the ethnic make-up of each city's population. However, there is currently no effective measure that provides a clear picture of how internal migratory trends change the ethnic diversity of these populations. In order to better understand these trends and their potential impacts on Western Canadian cities a research tool was developed to elucidate the migratory patterns among various immigrant groups. In addition, representatives from each of the major cities in Western Canada completed questionnaires relating to the efforts being made at a municipal level to welcome and address the integration needs of immigrants. The intention is to use the data collected to better inform policy and program planning at a municipal level in order to better address the particular needs of these emerging populations.

## METHODOLOGY

This research employed both quantitative and qualitative analyses. A quantitative analysis was conducted using federal census and Citizenship and Immigration Canada (CIC) immigrant landings data to establish retention rates among the six western cities. The results of this analysis were presented to a regional forum convened in April 2007 where representatives from the six cities discussed the results and provided local contextual data. These qualitative data were then used for further quantitative analysis to assess the impact of the issues identified by stakeholders on local retention rates.

### Quantitative Analysis: Establishing Retention Rates

This research examines the period from 1991 – 2000. In order to estimate immigrant retention rates over that period of time, a model was developed to estimate retention.[1] Using Citizenship and Immigration Canada (CIC) data and federal census data it was expected that a retention rate of 100% (full retention) would mean that the total population in 2001 should equal the 1991 population plus any new arrivals less estimated mortality. The difference between the estimated and actual population is attributed to net in or out-migration. A positive retention rate (>100%) reflects net secondary in-migration, and a negative retention rate (<100%) reflects net out-migration. This relationship is expressed in the following equation.

$$P_2 = ((P_1 + P_{new}) - \text{Mortality})* \text{Retention Rate})$$

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[1] For details regarding the development of this model and its application to The City of Calgary see Cook & Pruegger, 2003.

This equation yields an annual retention rate. To calculate the total population $P_n$ in $year_n$, the values of each year are summed.

$$P_n = (P_{1+} P_{2+} P_3 \ldots)$$

This model used federal census data as the $P_1$ (1991) value. The number of immigrant landings in each city as reported by Citizenship and Immigration Canada (CIC) was added as $P_{new}$ for each year of the analysis to produce an estimated 2001 population ($P_n$). The actual 2001 immigrant population as reported in the 2001 federal census was compared to the estimated population.

Assuming a retention rate of 100% (full retention), the total population in 2001 should equal the 1991 population plus any new arrivals less mortality as expressed in the formula above. The difference between the estimated and actual population is attributed to net in or out-migration. The retention rate which returned the actual 2001 value was taken as the retention rate for the period.

This analysis was first conducted for the total immigrant population of each city to provide a base retention for each city as a whole. For the purposes of this study, the city was defined as the Census Metropolitan Area (CMA). The analysis was subsequently repeated for various immigrant cohorts (year of landing) and immigrant regions of origin for each city. This yielded specific retention rates for specific immigration cohorts and regions of origin within each city.

In order to account for variations in age structure of the population, single-year age cohorts from the Census were used and age-specific mortality rates were applied. Immigration data was provided in 10 year age cohorts that were uniformly distributed in single years (see Appendix 1 for a summary of the data).

**Qualitative Analysis: Survey of Regional Partners**

The results of the quantitative analysis described above were presented to a meeting of stakeholders representing the six western cities included in this study: Winnipeg, Regina, Saskatoon, Calgary, Edmonton and Vancouver. At the meeting, partners were asked to provide an overview of the local contextual factors that may be impacting the identified retention patterns. Each partner was asked to respond to the following:[2]

Please provide an overview of your local context re immigration.

- History of immigration to your community (recent 1990's +)
- Current immigration/refugee patterns/note changes or trends
- Local challenges/opportunities and 'hot buttons' for immigrants and refugees
- Services/supports available for immigrants and refugees[3]
- Municipal Government response and why this issue is important to your local government (if it is)

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[2] Note that not all partners responded to all questions. Responses to Question 6 are in a separate section.
[3] A structured list of services and supports for each municipal government is available in Appendix 2. These list only those services provided specifically by local government.

- Note any interface with Aboriginal communities in regards to immigration (if applicable)
- Highlight concerns or needs at the three levels of government and with other stakeholders for your local context

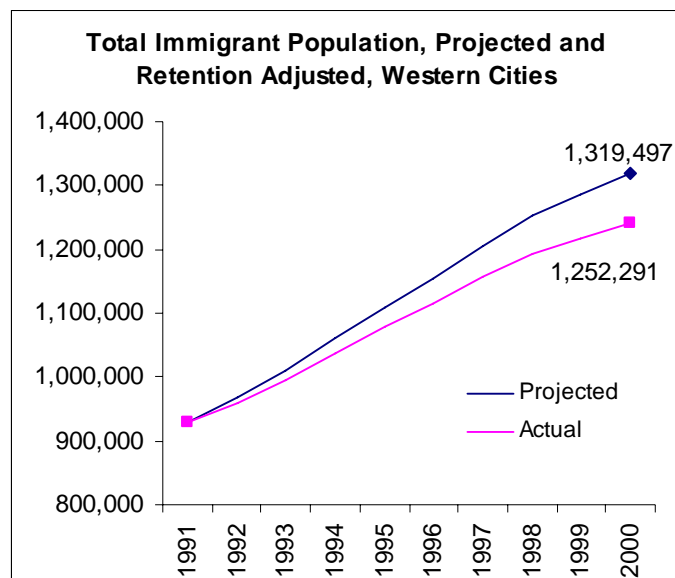**Quantitative Analysis: Correlations between Local Factors and Retention Rates**

Based on the contextual factors identified through the qualitative analysis, a correlational analysis was conducted using quantitative indicators to represent the contextual factors identified. A coefficient of correlation (Pearsons r) was calculated to determine significant correlations between identified factors and local retention rates.

## RESULTS

The results for the western region as a whole are presented first followed by a presentation of the results of both the quantitative and qualitative analysis for each city to provide a city portrait. This is followed by the results of the correlational analysis.

**Regional Overview**

In 1991, there was a total of 927,935 immigrants among the six western CMA's. Over the period from 1991 to 2001, the immigrant population grew by 33.8% to 1,241,460, an increase of 313,325 people. Over that same period of time, a total of 551,540 new immigrants arrived in the western Region. When adjusted for mortality, this should have resulted in a total immigrant population in 2001 of 1,319,497, slightly higher than the actual 2001 population. The difference between the projected and actual population is 78,037. This results in an annual retention rate of 99.0% for the western Region as a whole, indicating that the western Region experienced a marginal net loss of immigrants through secondary migration.

**Total Immigrant Population, Projected and Retention Adjusted, Western Cities**

1,319,497

1,252,291

— Projected
— Actual

While the western Region as a whole exhibited a relatively stable immigrant population, this masks significant shifts and differences between cities in the Region. Among cities in the western Region, Vancouver has by far the largest number of immigrants. In 1991, Vancouver's immigrant population was 476,555 followed by Edmonton (152,830), Calgary (151,760), Winnipeg (113,755), Saskatoon (17,150) and Regina (15,885).

Between 1991 and 2001, the cities of Winnipeg, Saskatoon and Regina all experienced a net loss of immigrants, while the cities of Vancouver, Calgary and Edmonton experienced a net gain in the number of immigrants. The greatest loss of immigrants was reported in Regina, whose immigrant population declined by 11.8%, followed by Winnipeg with a 3.8% decline, and Saskatoon with a 1.7% decline. By contrast, the immigrant population in Vancouver grew by 55.0%, followed by Calgary with 30.1% increase, and Edmonton with an 8.1% increase.

As a result of this differential growth, Vancouver's share of the western Region immigrant population increased from 51.4% in 1991 to 59.5% in 2001. This significant growth resulted in all of the other cities losing share; even Calgary and Edmonton lost share relative to Vancouver despite positive immigrant population growth.

**Annual Retention Rate, Total Immigrants**
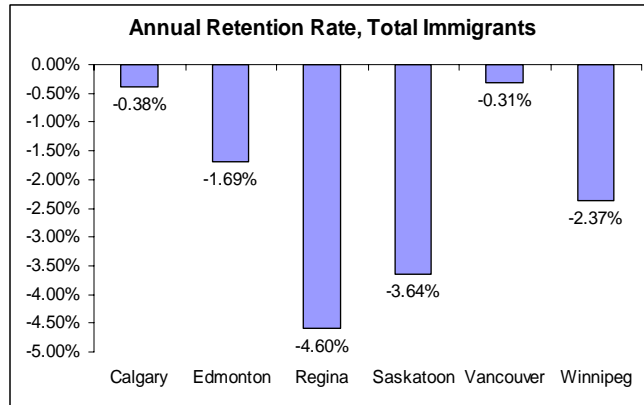


Notwithstanding robust growth of the immigrant population in the three largest western cities, the immigrant population of the western cities, including those that gained population, fell below what would have been projected assuming 100% retention. Therefore, among western cities, all major CMAs experienced negative retention rates, indicating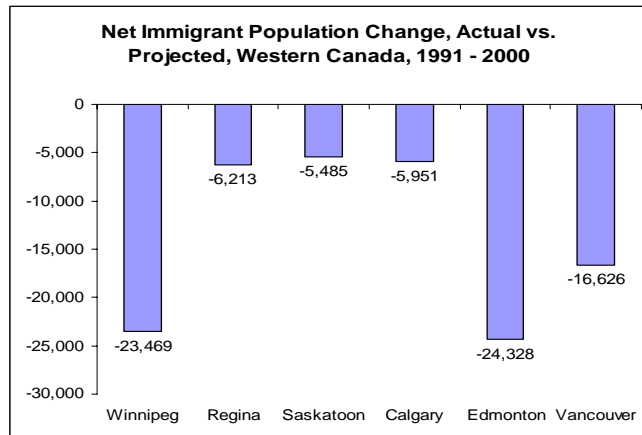 secondary out-migration of varying degrees. The lowest retention rate was experienced by the CMA of Regina (95.4%), followed by Saskatoon (96.4%), Winnipeg (97.6%), Edmonton (98.3%) Calgary (99.6%), and Vancouver (99.7%). In terms of actual population, the greatest net population loss was experienced by the CMA of Edmonton (-24,328), followed by Winnipeg (-23,469), Vancouver (-16,626), Regina (-6,213), Calgary (-5,951) and Saskatoon (-5,485).

**Net Immigrant Population Change, Actual vs. Projected, Western Canada, 1991 - 2000**



Retention rates also varied considerably by region of immigration. Immigrants from Asia tended to have the lowest retention rates in all cities. The highest retention rates tended to be among immigrants from Europe. The low retention rate of Asian immigrants is problematic due to the importance of Asia to overall immigration in western Canada. This is resulting in a significant loss of labour force potential in some cities. Retention rates were also observed to be low among immigrants from the United States. This however, is less problematic as the United States comprises a much smaller share of the total immigrant population in western Canada.

Finally, retention rates varied significantly by period of immigration. Retention rates were positive among all cities for immigrants who arrived between 1961 and 1980. The lowest retention rates were observed among immigrants who arrived between 1981 and 1990. However, the CMAs of Regina and Saskatoon reported significantly lower retention rates among recent immigrants (1991 – 2000), with Regina posting a retention rate of only 87.7%. At the same time, the CMA of Calgary reported a positive retention rate for recent immigrants, suggesting some movement of recent immigrants from other CMAs to Calgary.

**Individual City Overviews**

<u>**Winnipeg**</u>

*History & Current Patterns*

Along with other Canadian cities, Winnipeg is experiencing fundamental demographic shifts. Declining birth rates and aging of the population will continue to impact on labour pool availability. Effects are already being felt and unless the workforce can be strengthened through inclusion of immigrants, there will be a significant negative impact on the local economy over time.

**Annual Retention Rate (1991-01) by Cohort, Winnipeg**

| Category | Rate |
|---|---|
| Total | -2.37% |
| Pre-61 | -1.68% |
| 1961 - 70 | 2.42% |
| 1971 - 80 | 3.49% |
| 1981 - 90 | -3.67% |
| 1991 - 00 | -3.74% |

The immigrant population in Manitoba has remained relatively static since the mid 1990's, with an increase of just .5% between 1996 and 2001, and less than 2% between 2002 and 2006. There has been little change in patterns over the past decade. Adjustments to the Provincial Nominee

**Annual Retention Rate (1991-01) by Region, Winnipeg**

| Region | Rate |
|---|---|
| Total | -2.36% |
| Africa | -2.13% |
| Asia | -3.41% |
| C & S America | -2.41% |
| Carib / Bermuda | -0.74% |
| Europe | -0.48% |
| Oceania | -0.97% |
| United States | -3.41% |

Program (arguably the most progressive in Canada at this time) are expected to increase rates to Manitoba over the coming years. The target has been amended upwards, from 10,000 to 20,000 immigrants to the province.
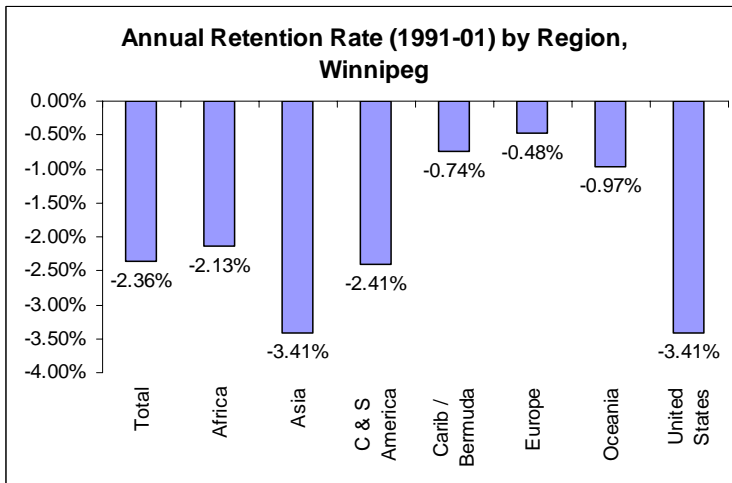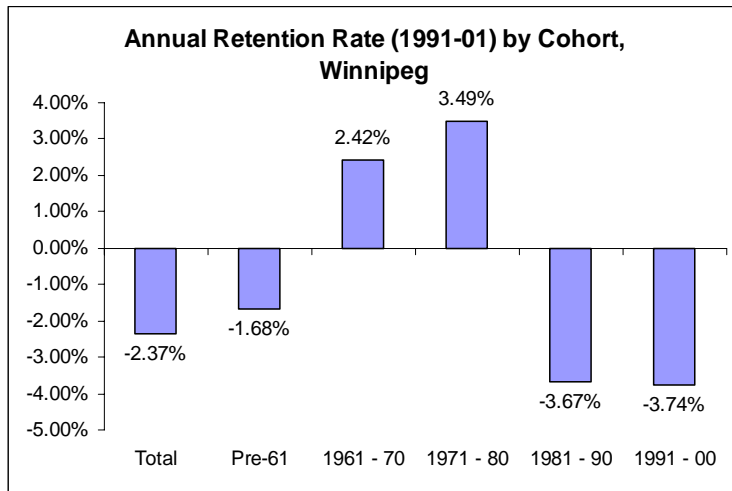
*Retention Patterns*

In 1991, Winnipeg had a total immigrant population of 113,755. Despite an influx of 38,107 new immigrants between 1991 and 2000, by 2001, the total immigrant population had declined to 109,415. When adjusted for mortality, this results in a net loss of 23,469 people and an overall annual retention rate

**Regional Retention Rate by Share of Immigrant Population, 2001, Winnipeg**
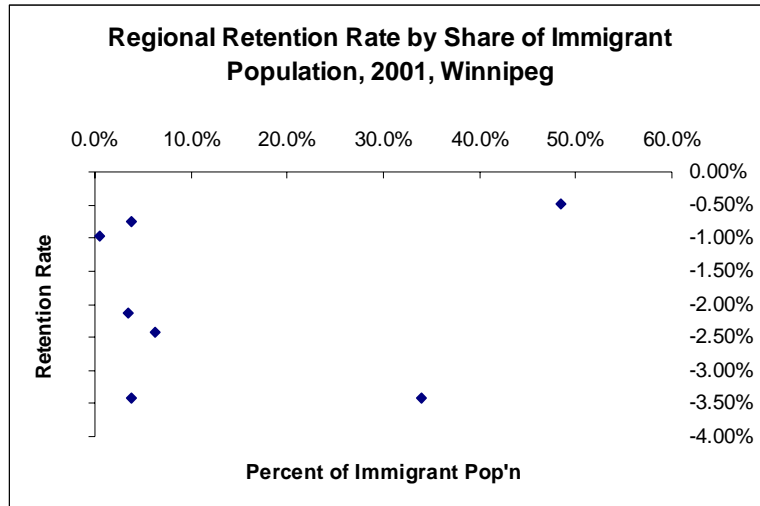
of 97.6%. In 2001, the labour force participation rate for immigrants in Winnipeg was 63.8%. If this rate is applied to the estimated out-migrant population, this results in an estimated loss of 14,973 potential labour force participants over the past decade.

The retention rate was lowest for immigrants who had arrived most recently (1981 – 90 and 1991 – 00), and highest for those who arrived between 1971 and 1980. With respect to the Region of origin, immigrants from Asia and the United States were least likely to stay, with retention rates of 96.6% each. Conversely, immigrants from the Caribbean and Bermuda, Europe and Oceania were most likely to stay, with retention rates of 99.3%, 99.5% and 99.0% respectively.

The low retention rates among recent cohorts (1981 – 90 and 1991 – 00) may reflect the growing importance of Asian immigration to Winnipeg, with immigrants from Asia comprising over 50% of immigrants over the past two decades.[4] As this is a Region with a low retention rate, this may explain the low retention rate among recent immigrants. In fact, between 1991 and 2001, there was an estimated net loss of 11,791 Asian immigrants, by far the greatest net loss among all Regions over the period.

Retention among this group should be of concern as it represents both a large proportion of the immigrant population, while having one of the lowest retention rates. In 2001, the Labour Force Participation rate among Asian immigrants in Winnipeg was 74.7%. If this rate is applied to the estimated out-migrant population, this results in an estimated net loss of 8,807 labour force participants from this group alone.

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[4]     The accompanying scatter plot shows the retention rate of an immigrant group in relation to the importance of that group to the community as measured by its share of the total immigrant population. Immigrant groups that comprise a relatively large share of the immigrant population and also have low retention rates will cluster to the bottom right of the scatter plot.

Regina

*History and Current Patterns*

In 2001, virtually all (98%) of Regina residents were Canadian citizens and the vast majority were born in Saskatchewan. The city's population has become more homogenous since 1996 in the sense that a higher portion of residents were born in Saskatchewan (79% compared with 77% in 1996) and fewer are immigrants or born in another province. There have been a number of waves of internal immigration into Regina since it was first settled. However, as a proportion of the total population, the number of persons born outside of Canada (the definition of "immigrant") has steadily declined – from 9.8% of the population in 1986 to 7.7% in 2001. One quarter of Regina's current immigrant population came to Canada before 1961.

Regina attracts a relatively high portion of international immigrants coming to Saskatchewan. Immigrants make up only 5 % of the provincial population compared with 8% for Regina. In other words, Regina has a big slice of a relatively small pie.

The make-up of the immigrant population is changing. In the past decade, the number of immigrants from the United Kingdom and the United States still living in the Regina CMA has declined. There have been increases in the number of immigrants from Mexico, El Salvador, and the Philippines as well as from several European countries, including Greece, Italy, and the former Yugoslavia.

Regina's immigration patterns can best be understood within the context of the demographics of Regina and Saskatchewan. After a period of growth in the 1970s and 1980s, the City's population remained fairly constant over the 1990s so that the total population in 2001 was similar to the population ten years earlier. Regina's population change in the past decade was typical of the majority of the large urban centres in Saskatchewan. Over the decade, ten of the province's sixteen largest cities had population declines and the remaining six had very modest increases. The population of the city of Regina's population was approximately 180,000 in 2001 as measured by Statistics Canada in the census.[5] In the most recent decade, many people chose to live in the bedroom communities around Regina rather than in the City proper. During a period of time when there was virtually no change in the Regina city population, the population in the area surrounding the city (the CMA excluding the city) grew by 16%.

Regina's and Saskatchewan's population pattern of no growth or modest decline continued into the first-half the 2000s. Inter-provincial migration is one of the reasons for the stagnant growth in the 1990s and beyond. Typically about 3,000 people per year move into the province, but this is offset by almost twice that many leaving for other provinces (particularly Alberta). The net effect of inter-provincial migration is a loss in population of approximately 2,000 people over the past several years.

Recent developments in Saskatchewan and Regina suggest that the stagnant population numbers may be changing. Statistics Canada (2005) population estimates for January to April 2007 calculate that Saskatchewan had the largest growth in one quarter since

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[5]   Other population measures suggest a somewhat larger population. Statistics Canada population estimates for the Regina CMA in 2001 is approximately 196, 817. The "covered population" (population with a valid health card) in Regina is about 187,441.

1985, and Saskatchewan gained more people from other provinces than it lost for the second quarter in a row. This was the fourth straight quarters of growth. At the same time, Saskatchewan set a first quarter record for international immigration with 653 immigrants.

It is widely believed that the population growth in Saskatchewan and Regina can be credited to a number of factors expected to be sustained over the long-term. These include strong economic growth and policy changes by the municipal and provincial governments to encourage investment. At the same time, there has been strategic marketing of Saskatchewan and Regina by the Saskatchewan Premier and the mayors of Regina and Saskatoon to encourage people from other provinces to move to Saskatchewan. There have also been sustained efforts by a combination of sources to attract immigrants to Regina. Regina has a number of other advantages. In particular, Regina's central location in Canada and North America as well as affordable real estate and a lower cost of living than other large urban cities. As well, transportation is relatively convenient with average commutes of less than 20 minutes to work

*Retention Patterns*

In 1991, Regina had a total immigrant population of 15,885. Despite an influx of 7,184 new immigrants between 1991 and 2000, by 2001, the total immigrant population had declined to 14,005. When adjusted for mortality, this results in a net loss of 6,213 people, and an overall annual retention rate of 95.4%. In 2001, the labour force participation rate for immigrants in Regina was 59.4%. If this rate is applied to the estimated out-migrant population, this results in an estimated loss of 3,690 potential labour force participants over the past decade.

The greatest loss of immigrants for the Regina CMA was in recent immigrants (1991 – 00), which reported only an estimated 87.7% retention rate, meaning that over 1 in 10 new immigrants during the decade subsequently migrated out of the CMA.

**Annual Retention Rate (1991-01) by Region, Regina**

| Region | Rate |
|--------|------|
| Total | -4.56% |
| Africa | -8.04% |
| Asia | -8.14% |
| C & S America | -2.30% |
| Carib / Bermuda | -0.84% |
| Europe | -1.99% |
| Oceania | -8.10% |
| United States | -2.66% |

**Annual Retention Rate (1991-01) by Cohort, Regina**

| Cohort | Rate |
|--------|------|
| Total | -4.60% |
| Pre-61 | -1.57% |
| 1961 - 70 | 2.36% |
| 1971 - 80 | 1.05% |
| 1981 - 90 | -3.16% |
| 1991 - 00 | -12.34% |
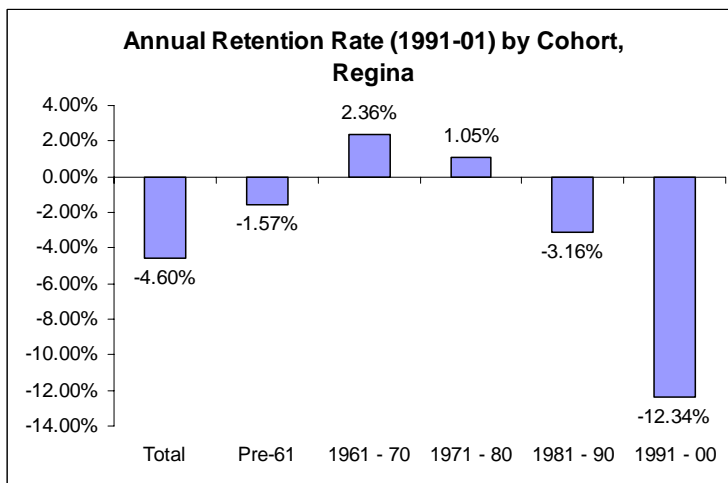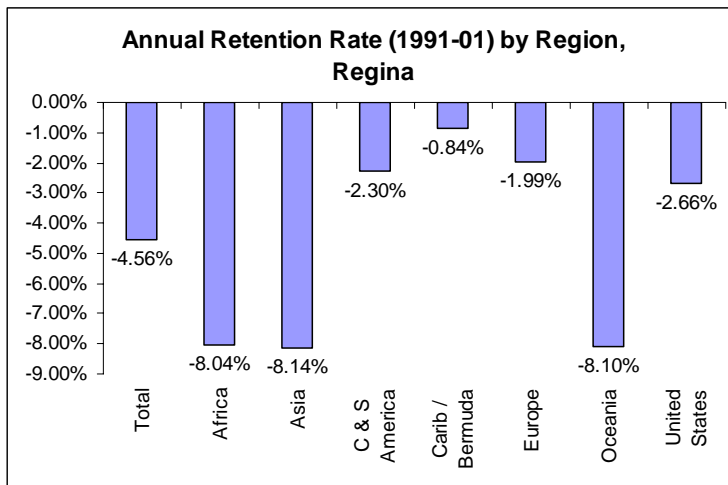
With respect to Regional variations, immigrants from Africa, Asia, and Oceania were the least likely to remain in the Regina CMA, with retention rates of only around 92% for each Region. Of particular concern is the low retention rate among Asian immigrants. Asian immigrants account for 29% of Regina's total immigrant population,

**Regional Retention Rate by Share of Immigrant Population, 2001, Regina**

and almost half of all recent immigrants (1991-00). The low retention rate among this population may account for the overall low retention rate among recent immigrants given the importance of Asian immigration over the past decade. In fact, when adjusted for mortality, there were 3,476 fewer Asian immigrants than expected. Immigrants from Asia in Regina reported a Labour Force Participation Rate of 67.1% in 2001. If this rate is applied to the estimated out-migrant population, this results in an estimated net loss of 2,332 potential labour force participants over the decade.
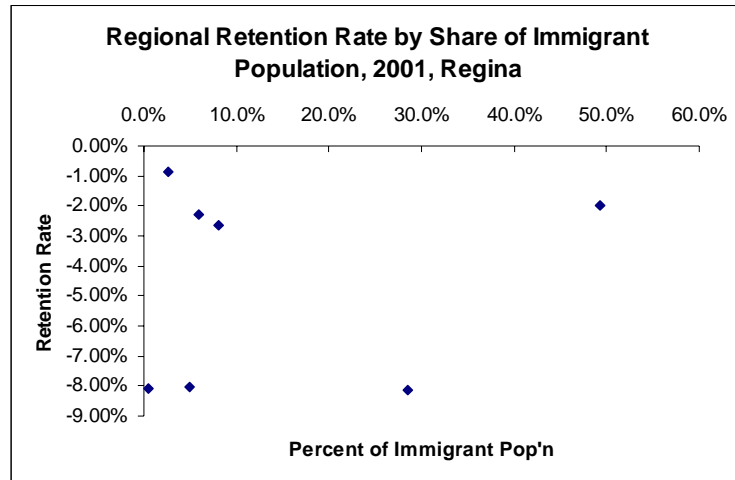
### Saskatoon

*History and Current Patterns.*[6]

A very small proportion of Canada's immigrants come to Saskatchewan or to the Saskatoon Census Metropolitan Area. According to the 2001 Census, only 8% of Saskatoon's population was made up of people who were not born in Canada. Recent immigrants (those who became permanent residents or landed immigrants after 1985) made up 3% of Saskatoon's population and 39% of immigrants living in Saskatoon. Very recent immigrants (those who became permanent residents or landed immigrants after 1995) made up about 1.5% of Saskatoon's population and almost 20% of immigrants living in Saskatoon.

Although *Saskatoon's* immigrant population remained stable between 1986 and 2001, *Saskatchewan's* immigrant population *decreased* by 2% even though the immigrant population *increased* by 2% in Canada. Saskatoon's immigrant population increased by 3% (or approximately 400 people) between1996 and 2001. In comparison, the number of immigrants living in Saskatchewan decreased by 9% between 1996 and 2001. The increase in Saskatoon's immigrant population between 1996 and 2001 may be a reflection of how recent immigrants are assigned to various communities in Saskatchewan: between 1986 and 2001, Saskatoon experienced a large increase in the number of immigrants designated to live here, increasing from 26% in 1986 to 35% in 2001.

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[6] The City of Saskatoon has undertaken research for an Immigration Refugee and Resettlement Plan. For more information on Saskatoon's history, see The City of Saskatoon's Cultural Diversity & Race Relations web-page at: http://www.saskatoon.ca/org/leisure/race_relations/immigration.asp and the report *Building Saskatoon to Become a Global City: A Framework from an Immigration Action Plan – Final Report.*

The sources of Saskatoon's immigrants have changed recently from European/US immigrants to immigrants from China, Afghanistan, Sudan, India, and Iraq resulting in a greater proportion of visible minority groups (Pontikes and Garcea, 2006). Gender also plays a role when looking at a new immigrant's country of origin. For example, when looking at the 2001 census, men made up more than 60% of very recent immigrants from Iran, El Salvador, and India, while women made up more than 60% of very recent immigrants from Germany, the Philippines, and the Russian Federation. Changes in immigrants' countries of origin and their sex composition will have implications on the nature of immigration services required and service delivery.

In recent years, there has been a shift to more economic-class and fewer family-class immigrants coming to Saskatoon: the percentage of immigrants designated to Saskatoon in the economic class jumped from 34% to 47% between the 1986-1990 and the 1996-2000 time periods, while the share of immigrants designated to Saskatoon in the family class fell from 29% to 21% between the same periods.

Recently, countries in Asia and the Pacific have been the source of the largest proportion of economic and non-economic class immigrants while countries in Africa and the Middle East provided the second largest source of non-economic immigrants landing in Saskatoon (Pontikes and Garcea, 2006).

The number of students living in Saskatoon has also been increasing. Recent changes to federal work-permit regulations will provide foreign students with opportunities to obtain Canadian post-secondary degrees and diplomas and Canadian work experience. However, many of these students come to our post-secondary institutions to gain professional training and skills for which there are shortfalls in their countries of origin. While international students can provide an important and convenient way of responding to Saskatoon's labour-force requirements, our immigration strategies in attracting immigrants must be balanced against the ethical considerations of not further contributing to shortages of certain knowledge, skills, and expertise which may be in short supply in the students' homelands, particularly in less developed countries (Pontikes and Garcea, 2006).

*Retention Patterns*

In 1991, Saskatoon had a total immigrant population of 17,150. Despite an influx of 8,345 new immigrants between 1991 and 2000, by 2001, the total immigrant population had declined to 16,850. When adjusted for mortality, this results in a net loss of 5,485 people and an overall annual retention rate of

**Annual Retention Rate (1991-01) by Cohort, Saskatoon**

| Cohort | Rate |
|--------|------|
| Total | -3.61% |
| Pre-61 | -2.45% |
| 1961 - 70 | 2.41% |
| 1971 - 80 | 0.80% |
| 1981 - 90 | -2.86% |
| 1991 - 00 | -7.12% |
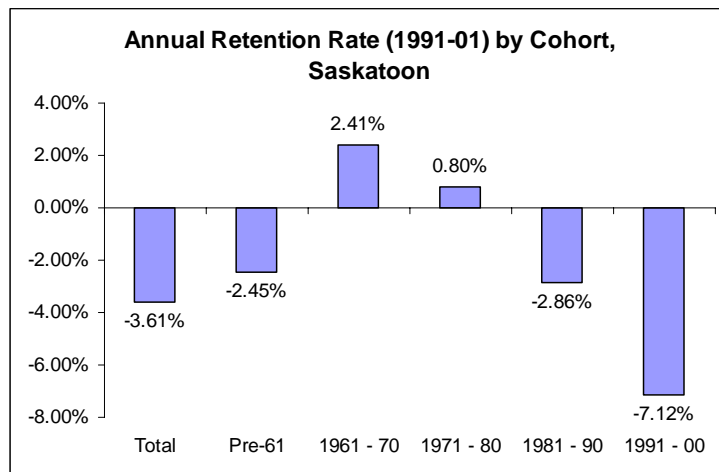
96.4%. In 2001, the labour force participation rate for immigrants in Saskatoon was 60.9%. If this rate is applied to the estimated out-migrant population, this results in an estimated loss of 3,340 potential labour force participants over the past decade.

Retention was lowest for new immigrants (1991 – 00), with an estimated retention rate of only 92.8%. Conversely, there was some slight secondary in-migration among immigrants who immigrated between 1961 and 1980.

Immigrants from Asia were the least likely to remain in the Saskatoon CMA, with a retention rate of only 95%. Immigrants from the United States were also more likely to leave the CMA, with a retention rate of only 95.3%. Immigrants from Asia are of particular concern as Asia accounts for 32% of total immigration to Saskatoon, and 50% of recent immigration. The low retention rate among this population may account for the low retention rate among recent immigrants in Saskatoon generally. In fact,

**Annual Retention Rate (1991-01) by Region, Saskatoon**

Total: -3.61%
Africa: -1.77%
Asia: -5.00%
C & S America: -1.66%
Carib / Bermuda: -1.87%
Europe: -1.39%
Oceania: -3.63%
United States: -4.67%

**Regional Retention Rate by Share of Immigrant Population, 2001, Saskatoon**

Percent of Immigrant Pop'n

the Asian immigrant population in 2001 was 2,445 fewer than expected when adjusted for mortality. The labour force participation rate for this population in 2001 was 68.5%. If this rate is applied to the estimated out-migrant population, this results in a net loss of 1,675 potential labour force participants from this group alone over the decade.
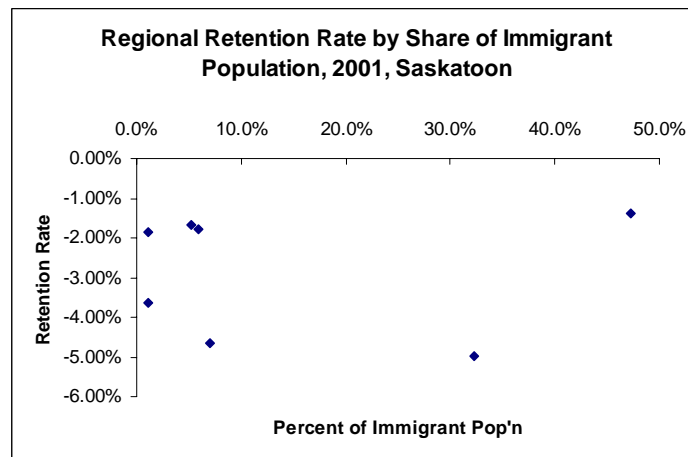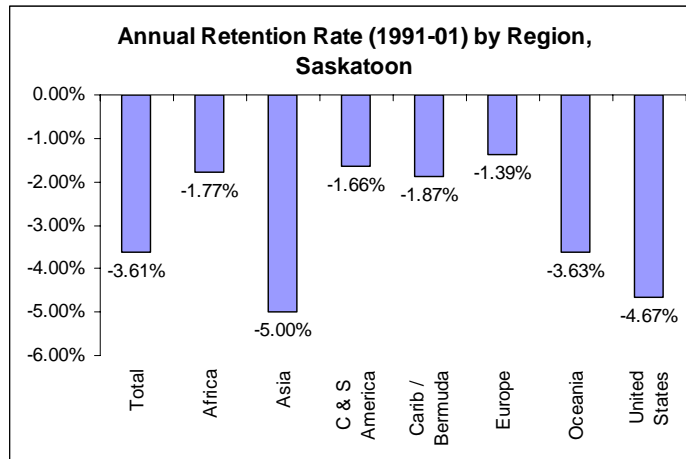
## Edmonton

*History and Current Patterns.*

Most of the economic and social institutions of Edmonton and the surrounding prairie and parkland regions were created by immigrants who settled the area in the past 200 years. These immigrant groups, mostly from the United Kingdom, displaced Aboriginal peoples who populated the great plains of North America for thousands of years previous. During the First World War, many Ukrainian and Polish were persecuted and some were interned in work camps for fear that they might be Bolshevik sympathizers.

In the mid-1940's, Alberta saw the arrival of many Japanese immigrants who had been dispersed from work and interment camps where they had been forced to live by the Canadian government during the Second World War for fear that they sympathized with Japan's position toward the Allied armies of Europe and North America. Post World War II immigration to Edmonton was predominantly from European nations.

Between 1981 and 2001, immigration to Edmonton as a percentage of total immigration to Canada declined steadily from 5.5% to 1.8%. As of 2005 this percentage rebounded slightly to 2.2% (CIC, unpublished data). Between 1981 and 1992, immigration to Edmonton as a percentage of total immigration to Alberta increased from 36.7% to 44.6% then declined steadily to 26.9% by 2001. As of 2005 this percentage also rebounded slightly to 29.2% (CIC, unpublished data). During the same period (1981-2005) the percentage of immigrants to Edmonton from European countries declined rapidly while the percentage of immigrants from South Asia, East Asia, the Middle East and Africa increased sharply. According to 2005 CIC statistics, 68% of Edmonton's immigrants came from theses areas of the world.

*Retention Patterns*

In 1991, Edmonton had a total immigrant population of 152,830. Despite an influx of 55,352 new immigrants between 1991 and 2000, by 2001, the total immigrant population had risen by only 12,410 to 165,240. When adjusted for mortality, this results in a net loss of 24,328 people and an overall annual retention rate of 98.3%. In 2001, the labour force participation rate for immigrants in Edmonton was 64.9%. If this rate is applied to the estimated out-migrant population, this results in an estimated loss of 15,788 potential labour force participants over the past decade.
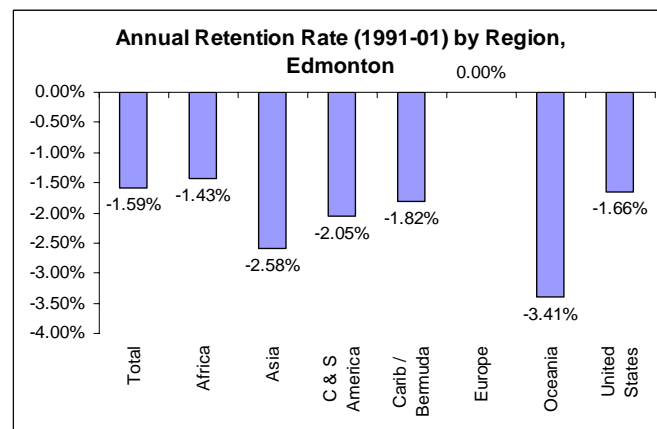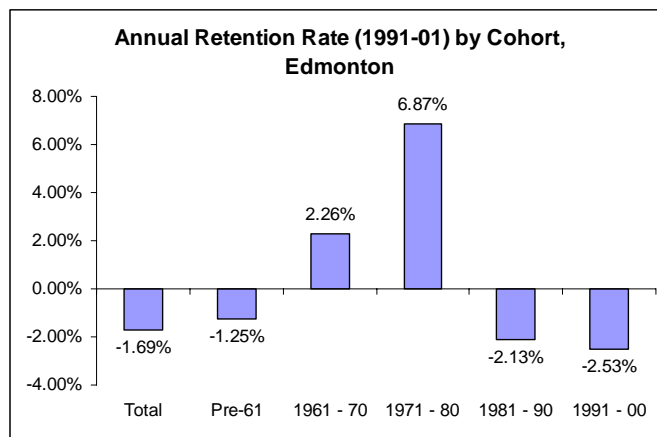
Immigrants who arrived over the past two decades (1981 – 90, and 1991 - 00) were the least likely to remain in the Edmonton CMA, with retention rates of 97.9% and 98.0% respectively. At the same time, there was observed a significant secondary in-migration among immigrants who immigrated between 1971 and 1980. In fact, there were a total of 16,630 more immigrants from this cohort than expected after adjusting for mortality. Of this cohort, three quarters were from Asia (41.9%) or Europe (32.2%).

When Regional patterns are analyzed, immigrants from Asia had among the lowest retention rates (97.4%), though this rate was far higher than that observed in the other prairie cities apart from Calgary. Immigrants from Oceania were the least likely to remain in the Edmonton CMA, although they comprise a relatively small proportion of Edmonton's immigrant population (1.9%).

Of concern is the low retention rate among the Asian immigrant population. Although the rate is higher than most of the other prairie cities, it remains one of the lowest in the Edmonton CMA, and Asian immigration accounts for a significant proportion of total immigration to the CMA. In 2001, Asian immigrants accounted

**Regional Retention Rate by Share of Immigrant Population (2001), Edmonton**

for 38.9% of the total immigrant population, and 57.8% of recent immigrants. In fact, the Asian immigrant population in 2001 was 14,455 people lower than expected after adjusting for mortality. The labour force participation among this group in 2001 was 67.9%. If this rate is applied to the estimated out-migrant population, this results in an estimated net loss of 9,815 people among this group alone.
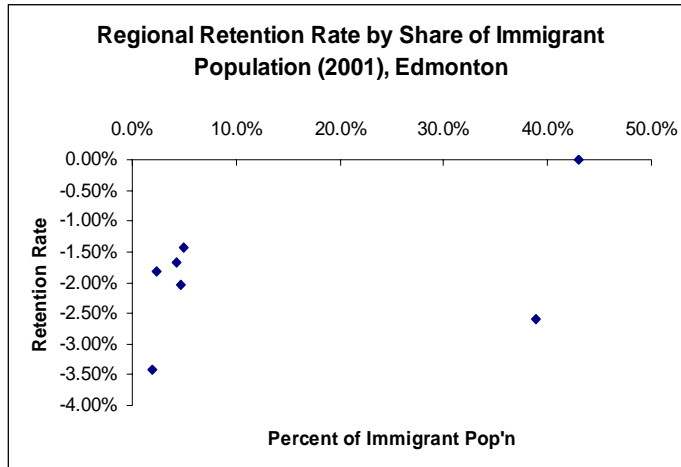
## Calgary

*History/Current Patterns.*

Calgary continues to show steady growth in the number of immigrants received. In 1990, 8,388 new immigrants arrived in Calgary. This number rose to 11,635 in 2006, an increase of 38.7%. According to Statistics Canada (1996, 2001)165,300 immigrants lived in the city in 1996 growing to 190,140 in 2001.

Within the last sixteen years characteristics and skills of immigrants in Calgary have changed. For example, recent immigrants are more likely to be able to speak English. Even though the number of immigrants who speak neither English nor French is still high (37 per cent of all immigrants in Calgary), their share has been continuously declining. In addition, there have been changes in the level of education among immigrants. While the number of immigrants with secondary education or less remains high, and this group still represents the biggest share among all immigrants in Calgary, there is a positive trend in regards to immigrants with university degrees. Between 1990 and 2006 the number of immigrants with a Bachelor's Degree rose from 819 (9.8%) to 2,864(24.6%) and the number of immigrants with a Master's Degree rose from 181 (2.2%) to 1,099 (9.4%).

The majority of recent immigrants to Canada and Calgary are also skilled workers. In Calgary, the share of this immigrant class increased from 34.8 per cent in 1990 to 46.7 per cent in 2006. During the same period the share of immigrants who entered Calgary through the family class program decreased from 39.1 per cent to 31.2 per cent and the share of refugees in Calgary declined by 12.2 per cent points (18.1 per cent in 1990 and 5.9 per cent in 2006).

About one quarter of all recent immigrants in Calgary come from South Asia compared to one in ten in 1990, an increase of 15.3%. The second and third biggest shares are among immigrants from Asia and South East Asia. About one in ten recent immigrants comes from Africa, a 6.2% increase from 1990. Numbers and shares of recent immigrants from regions like Central America, the Caribbean, Eastern Europe and Australia/Oceania have declined since 1990.

*Retention Patterns*

In 1991, Calgary had a total immigrant population of 151,760. Between 1991 and 2001, a total of 74,950 new immigrants landed in Calgary. Assuming that all of these immigrants remained in Calgary, the total 2001 immigrant population should have been 203,351 when adjusted for mortality. The actual 2001 population was slightly less, at 197,400, a difference of 5,951 people, resulting in an overall annual retention rate of 99.6%. In 2001, the labour force participation rate for immigrants in Calgary was 68.4%. If this rate is applied to the estimated out-migrant population, this results in an estimated loss of 4,070 potential labour force participants over the past decade.

**Regional Retention Rate by Share of Immigrant Population 2001, Calgary**

**Annual Retention Rate (1991-01) by Region, Calgary**
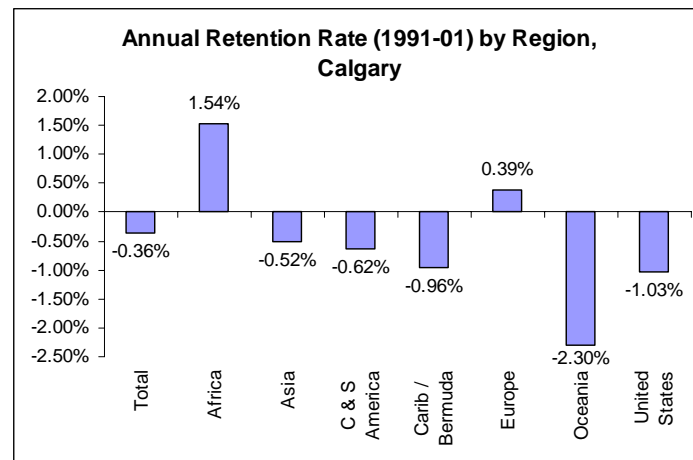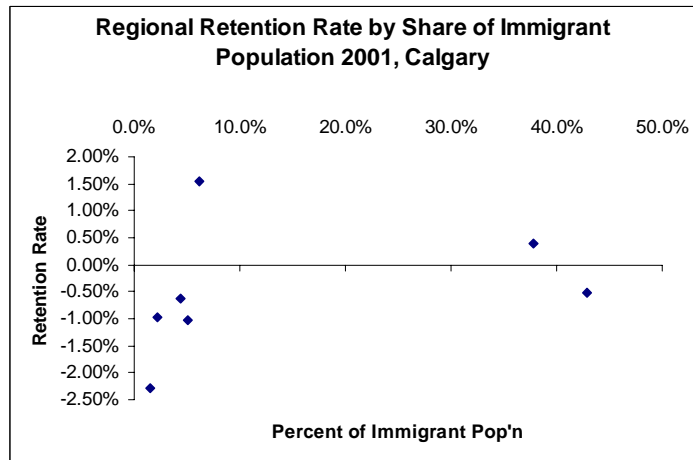
Immigrants who arrived between 1981 and 90 were the least likely to remain in the Calgary CMA, with a retention rate of 98.5%. Conversely, there was significant in-migration among immigrants who arrived between 1971 and 1980, with a retention rate of 107.1%. This cohort was comprised predominantly of immigrants from Asia (41.9%) and Europe (31.8%). There was also some secondary in-migration among recent immigrants (1991-00), with this cohort having a retention rate of 101.0%. This resulted in an additional 3,801 recent immigrants arriving in Calgary as secondary migrants over the decade.

Immigrants from Oceania were the least likely to remain in Calgary, with a retention rate of 97.7%, although this group comprises a small portion of Calgary's total immigrant population (1.6%). Of note with respect to Regional variations is the relatively high proportion of secondary migrants from Africa. While comprising a relatively small proportion

**Annual Immigrant Retention Rate (1991-01) by Cohort, Calgary**

| Cohort | Rate |
|--------|------|
| Total | -0.38% |
| Pre-61 | -0.84% |
| 1961 - 70 | 2.13% |
| 1971 - 80 | 7.13% |
| 1981 - 90 | -1.54% |
| 1991 - 00 | 1.10% |

of total immigration (6.2%), this is the third most significant immigrant population after Asia and Europe. Further, this population comprised 7.7% of recent immigrants (1991 – 00). After adjusting for mortality, there were in fact 1,385 more African immigrants in Calgary in 2001 than expected.
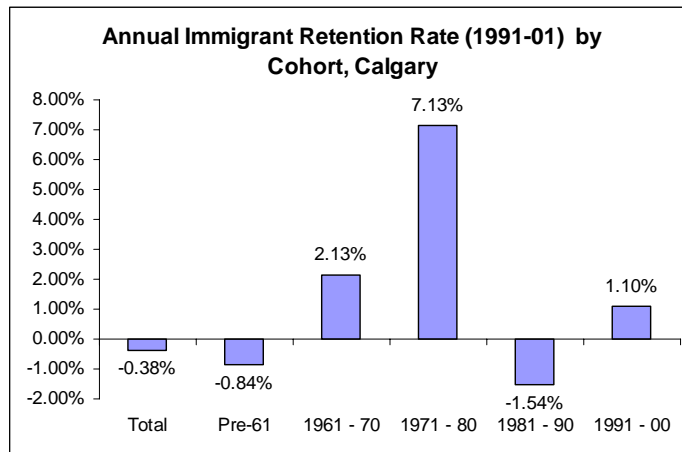
Of some concern is the negative retention rate among immigrants from Asia, with a retention rate of 99.5%. While this rate is significantly higher than the rest of the prairie cities, it is important due to the significant contribution of Asian immigration to total immigration in Calgary. The current retention rate being slightly negative represents a net loss of 3,286 people. In 2001, the labour force participation rate among this group was 68.9%. If this rate is applied to the estimated out-migrant population, this results in a net loss of 2,264 potential labour force participants over the decade.

## Vancouver

*History / Current Patterns.*

Vancouver is made up of people from diverse cultures and backgrounds. The City of Vancouver has long recognized that Vancouver's ethnic diversity is one of the primary contributors to the unique character of the city. Since the mid-1980s, the city's population has grown even more diverse, partly due to inter-provincial migration, and partly from international immigration.

Vancouver is the second largest city in Canada and has a high percentage of visible minority and immigrant populations. In 2001, 49 per cent of the city's total population was of a visible minority background, compared to 44.8 per cent in 1996. In 2001, 45.9 per cent of the city's total population were immigrants (defined as people who were not born in Canada). Vancouver has 14 per cent of BC's population, but it has 24.5 per cent of BC's total immigrants.

The three most populous groups of recent immigrants are of Chinese, Indian and Filipino origin (recent immigrants refers to those who immigrated between 1991-2001). Vancouver residents speak a wide array of languages. The last Census figures indicated that 48.4 per cent (261,365) of the city's population identified English as their mother tongue, while 51.6 per cent (267,545) identified a language other than English. Other than English, common languages spoken at home include: Cantonese, Mandarin, Punjabi, Tagalog (Filipino), Vietnamese, French and Spanish.

The current key source country is China, with the Philippines and Korea being the second and third largest source countries. These sources are expected to continue in the foreseeable future. Vancouver has a large international student population. It is estimated that there are between 40,000 and 50,000 international students in the Lower Mainland and there are over 100 private schools in Vancouver. The number of asylum-seeking refugees has dropped off since the 2000's but Canada is receiving more refugees with special needs, and local service organizations are challenged to provide adequate and appropriate services. Vancouver is also attracting more immigrants with a Francophone background.

**Annual Retention Rate (1991-01) by Cohort, Vancouver**

Total: 1.40%
Africa: 0.18%
Asia: 0.14%
C & S America: 0.28%
Carib / Bermuda: 0.29%
Europe: -0.06%
Oceania: -0.57%
United States: -2.13%

**Annual Retention Rate (1991-01) by Cohort, Vancouver**

Total: -0.31%
Pre-61: -1.08%
1961 - 70: 2.34%
1971 - 80: 5.91%
1981 - 90: -0.64%
1991 - 00: -0.12%

**Regional Retention Rate by Share of Immigrant Population, 2001, Vancouver**
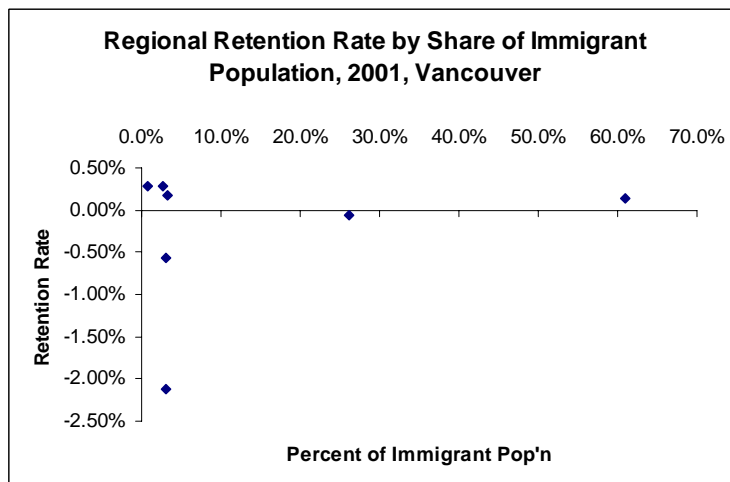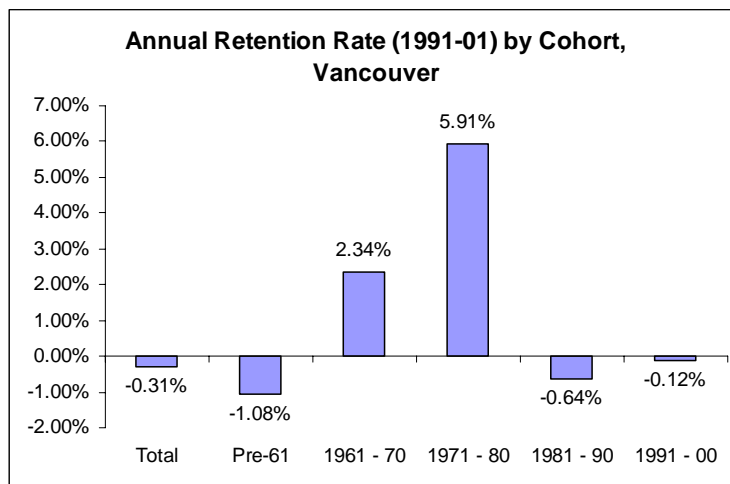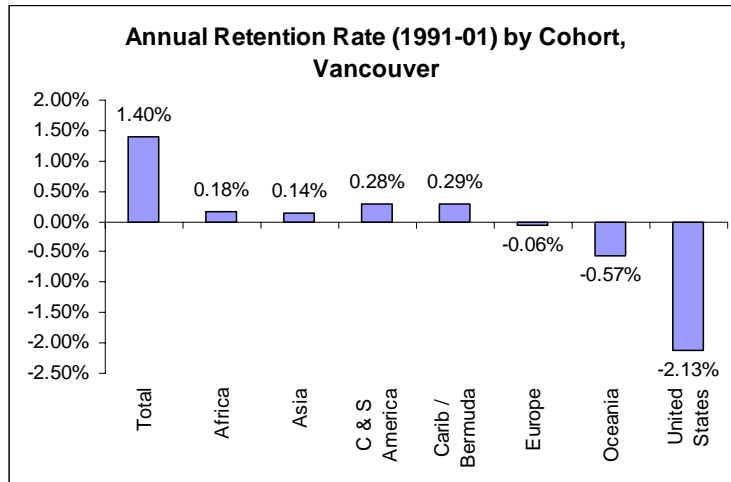
*Retention Patterns*

In 1991, Vancouver had a total immigrant population of 476,555. Between 1991 and 2001, a total of 366,908 new immigrants landed in Vancouver. Assuming that all of these immigrants remained in Vancouver, the total 2001 immigrant population should have been 738,550 when adjusted for mortality. The actual 2001 population in fact was slightly less, at 16,626, a difference of 73,883 people, resulting in an overall annual retention rate of 99.7%.

In 2001, the labour force participation rate for immigrants in Vancouver was 60.5%. If this rate is applied to the estimated in-migrant population, this results in an estimated loss of 10,059 potential labour force participants over the past decade. The highest retention rate was among immigrants who arrived between 1971 – 80, and 1961 – 70, with significant in-migration among these cohorts.

The only Region to exhibit significant out-migration from the Vancouver CMA was the United States, with a retention rate of 97.9%. Immigrants from the US accounted for 3.1% of Vancouver's total immigrant population, but only 1.9% of the recent immigrant population. At the same time, the Asian population accounts for over 60% of Vancouver's total immigrant population, and over three-quarters of its recent immigrant population. Consequently the positive retention rate, albeit only marginally positive, results in an important net population gain with respect to this group. In fact, the 2001 Asian immigrant population was 4,290 more than expected after adjusting for mortality. The 2001 labour force participation rate for this group was 59.2%. If this rate is applied to the estimated secondary in-migrant population, this results in an additional 2,540 potential labour force participants.

## LOCAL CHALLENGES, OPPORTUNITIES AND RESPONSES

### Winnipeg

There is an inadequate stock of affordable housing and it has been many years since new subsidized housing was made available. Such stock as there is, is often not habitable and the situation is further exacerbated by low vacancy rates. In addition, the harsh winter weather conditions are not attractive to immigrants from tropical countries. However, changes to the Provincial Nominee Program; work currently underway at the Provincial level around prior learning; changes to the assessment/ recognition of foreign credentials; and Manitoba's status as a bilingual province may attract immigrants from French speaking African countries. In addition, Winnipeg's well established Filipino community may attract other Filipino immigrants

### Regina

There are a variety of local challenges associated with immigration in Regina. First, it is widely recognized that the presence of an established ethnic community can assist with attraction and retention. The vast majority of immigrants currently living in Regina have lived in Canada/Regina for several decades and these immigrants may not provide the connections that newcomers are seeking. Second, immigrants from tropical climates may consider Regina's winters and changing seasons too harsh. Third, Regina has some unique political and administrative issues related to all three orders of

government that have affected planning, leadership, and coordination. Federal and provincial elections are expected in the near future. The City of Regina is in the midst of major restructuring and The City of Regina's involvement in immigration is fairly recent and still evolving, compared with other municipalities across Canada. Provincially, immigration has become a much higher priority of the provincial government in recent years. This shift, although positive, has also resulted in quick growth of the Provincial Immigration Branch, along with some of the problems associated with rapid growth, such as high staff turnover.

<u>Saskatoon</u>

Mulder and Korenic (2005) conclude that in comparison to other cities in Canada "the largest proportion of immigrants who left their original destination came from Saskatoon" (p.30). Most of these immigrants left for cities such as greater Toronto, Calgary, and greater Vancouver (Mulder and Korenic, 2005). If Saskatoon could do something to reduce the number who relocate to other cities and continue to attract a substantial number from other cities, it would shift from a net loss to a net gain in the internal mobility of immigrants within Canada. To achieve a net gain more attention will have to be devoted to dealing with the factors that will encourage immigrants to come to and stay in Saskatoon (Pontikes and Garcea, 2006).

Because of the small numbers of immigrants coming to Saskatoon, the proportion of foreign-born residents living in Saskatoon is very low relative to other major cities in Canada. Furthermore, over half of Saskatoon's foreign-born population has lived in Canada for at least twenty-years. These characteristics of our population have significant negative implications for Saskatoon's ability to attract, integrate and retain new immigrants to our city – particularly for those immigrants who are seeking to live in communities that contain significant populations with similar cultural backgrounds and immigration experiences. As a result, there is greater responsibility on the city's population as a whole – Canadian-born and foreign-born – to provide a welcoming environment for newcomers to Saskatoon (Pontikes & Garcea, 2006).

<u>Edmonton</u>

Edmonton's immigrant population is facing several important challenges. First, underemployment and unemployment of immigrant populations due to the lack of recognition of their education and work experiences remains a pressing concern. At the same time, immigrants and refugees are increasingly homeless and under-housed due to lack of affordable options in housing. They are also the first along with Aboriginal people to be discriminated against in a rental market that is not adequate to meet the growing need for flexible housing options. Racism and discrimination against immigrants and refugees persists and limits their access to services and goods. Transportation is also a key challenge for immigrants due to the way cities in North America, such as Edmonton, are structured in comparison to their home countries. Children of immigrants and refugees have school completion rates that are far below average due to lack of language and other supports in the school system. This is raising concerns for youth who are having difficulty or have dropped-out of school and are vulnerable to recruitment into criminal activity in the city. Finally, there is an ongoing and great risk of social isolation and violence against immigrant and refugee women.

## Calgary

The most pressing concern in Calgary is housing. In a recent report, the growing needs for appropriate housing and shelter are examined for the immigrant/refugee populations (Pruegger & Tanasescu, 2007). In addition to housing, Calgary faces enormous in-migration from other landing areas without offsetting federal funding dollars. This creates strain on local governments and infrastructure. Finally, despite a booming labour economy, immigrants and refugees, particularly from racialized populations, face discrimination in the workplace and barriers to opportunity in the economic and political life of the community.

## Vancouver

Vancouver has always played a key role in welcoming and supporting immigrants and refugees. Increasingly, The City is called upon by immigrant and refugee communities to assist in addressing complex immigration-related issues including long term integration issues. There is growing demand for multilingual and culturally appropriate services for immigrants, including translation and interpretation services, subsidized/affordable housing, childcare, recreation and library services, and services for youth and seniors. The City needs additional resources to develop and implement long term integration programs and services.

British Columbia has lagged behind the rest of the country in settlement funding, as it is not allocated on a per capita basis. There is a lower level of ESL and settlement services compared to other cities/regions. Long term integration needs are under-funded. The City has been asked to respond to gaps in services.

Regional funding formulae do not always consider individual municipal needs. Funding allocation lacks consultation and input from municipal governments. Vancouver, for example, has lost significant services for some immigrant and refugee groups in the recent provincial contract restructuring.

Under-employment and unemployment among recent immigrants have created widening income gaps among groups. Entrenching social inequities and increased poverty among some groups can lead to unstable and ghettoized communities.

The City requires resources to assist with long range economic development opportunities for newcomer communities. In Vancouver, support to small business development among immigrant communities, or assisting foreign-trained professionals with accreditation, will be key in creating a vibrant local economy.

Vancouver region is host to over 50,000 international students annually. Many private and public language schools, institutions and universities and hundreds of local businesses provide services to these students and benefit from their presence. What is the role of The City and concerned stakeholders in promoting Vancouver as a safe and welcoming destination city for international students?

## Summary

In summary, stakeholders identified a range of local challenges. The first set of challenges related to the capacity of public agencies to address the challenges facing local communities in a coordinated manner. It was pointed that that there is a lack of leadership and coordination of services and uncertainty over roles and responsibilities by the various orders of government involved in immigration and settlement. At the same time governments and government agencies are seen to lack the organizational and resource capacity to effectively address immigration issues. This is the result of under-funding of provincial and federal services such as ESL and settlement services.

While resources are scarce at the federal and provincial levels, municipalities are facing growing demands for services to address immigration and settlement issues. However, municipalities also suffer from a lack of resources to address the growing demands for service being placed upon them. Services that are increasingly being demanded include multilingual and culturally appropriate services for immigrants, including translation and interpretation services, subsidized /affordable housing, childcare, recreation and library services, and services for youth and seniors.

A lack of affordable housing was a further challenge facing local communities. This particular challenge was identified by each of the four largest western cities. A lack of adequate public transportation was also identified as a negative factor.

Economic challenges facing immigrants was another significant challenge identified. This includes the problems of under and un-employment facing recent immigrants. It was suggested that this pattern of labour market disadvantage was contributing to a widening income gap in urban areas. It was suggested that there is a need for resources to municipalities to develop long-range economic development strategies for newcomer communities.

Another challenge identified by stakeholders was the lack of cultural diversity in the smaller urban centres. It was felt that this poses challenges to creating welcoming environments for newcomers, and may contribute to their subsequent decision to leave the community. At the same time, a couple of cities (Winnipeg and Vancouver) identified their own level of cultural diversity as an asset that may help to attract and retain immigrants. Most cities, however, expressed a concern about racism and discrimination in their communities, and viewed this is a significant obstacle to creating welcoming environments that could effectively attract and retain immigrants.

Other challenges identified by stakeholders included poor school completion rates for immigrant children. As well, the potential for social isolation and the risk of violence against immigrant and refugee women was identified. Finally, two cities suggested that harsh winter weather conditions (at least in the prairie provinces) may be a negative contributing factor to out-migration.

## SERVICES / SUPPORTS

### Winnipeg

Winnipeg and surrounding areas have many settlement support services include services targeted specifically to language and orientation, women, counseling for war-affected families, employment, French-speaking immigrants, seniors and people with disabilities.

### Regina

The Provincial Immigration Branch is a key source of support for new immigrants to Saskatchewan and Regina. The provincial government recently announced an $8.5M investment in immigration for 2007/08 to increase immigration and settlement in Saskatchewan and Regina. The investment represents a 40% increase over the previous year. The goal of the Province is to welcome 5,000 newcomers annually through the Saskatchewan Immigrant Nominee Program. There were 454 nominations in 2005/06 and 1,255 nominations in 2006/07. This represents an increase of 176%. Among the 1,255 nomination, 27% or 339 are destined for Regina.

The provincial government works with immigrants, refugees, and service providers and delivers programs and services, such as language, literacy, training, employment and orientation. The overall goals of the provincial immigration strategy are: increasing the processing capacity, streamlining the application processes, expanding marketing efforts, and enhancing and expanding settlement services. The additional money will be used for the Nominee Program, employment and language services, credential recognition, building capacity among service providers, and funding supports to settlement agencies.

The non-profit sector is a major provider of services to immigrants and refugees in Regina. The primary immigrant serving agency in Regina is the Regina Open Door (RODS) a non-profit community-based organization. The RODS provides a variety of services to a highly diverse clientele, including refugees seeking haven from war and prosecution and other classes of immigrants. Some of the services delivered by RODS are the Settlement Assistance Program that provides immediate essential services to government assisted landed immigrants; the Immigrant Settlement and Adaptation Program to assist immigrants and refugees to become self-sufficient; and Reception House which provides temporary accommodation for immigrants and refugees. In addition, RODS provides a Host and Volunteer Program, Interpretation and Translation Services and Employment Services.

In addition to RODS, the Regina Immigrant Women's Centre, a non-government community based women's organization, provides support services and programs geared toward the development of immigrant and refugee women and their families in the Regina area. The goal of Regina Immigrant Women's Centre is to work towards providing and maintaining the values of equity, fairness, and diversity within the Regina community.

There are also a variety of inter-sectoral initiatives underway in Regina to assist integration. In January 2003, the Government of Saskatchewan released *Meeting Needs and Making Connections: A Report on the Saskatchewan Immigrant and Refugee*

*Settlement Needs and Retention Study.* The report summarized the main findings and recommendations of an extensive quantitative and qualitative information gathering and consultation process on service needs of immigrants and refugees in Saskatchewan and factors underlying their secondary migration out of the province. One of the recommendations of the report was a Regina Settlement and Integration Coordinating Committee in Regina, which has since been established.

The mandate of the Regina Settlement and Integration Coordinating is to:

• Provide advice to government and non-government agencies on how to more effectively work together to improve the settlement and integration of immigrants and refugees in Regina and area.

• Develop and implement strategies, work plans, and initiatives to address information-sharing, program and service delivery coordination, and other issues impacting the settlement and retention of immigrants and refugees in Regina and area.

• Bring to the attention of the Saskatchewan Settlement and Integration Planning Council issues which cannot be adequately addressed at the local level.

The Provincial Immigration Branch and Regina Open Door co-chair the Regina Settlement and Integration Coordinating Committee and The City of Regina is a member of this committee.

Currently, the Government of Saskatchewan is proposing an anti-racism strategy based on the principles of inclusion, positive relationships, valuing diversity, healing and reconciliation, and commitment to change. The Province is in the process of seeking input from a cross-section of groups, including organizations representing First Nations and Métis peoples, recent immigrants, visible minorities, and anti-racism groups and a variety of sectors.

<u>Saskatoon</u>

Many government-funded settlement and integration services are delivered through community-based and not-for-profit groups. In Saskatoon, the most prominent newcomer-serving agencies are The Global Gathering Place Inc., International Women of Saskatchewan – Saskatoon Chapter, Saskatchewan Intercultural Association Inc., Saskatoon Open Door Society Inc. and the Saskatoon Refugee Coalition.

Many other community-based organizations also provide settlement and integration services to newcomers as part of their broader mandate. Some of these organizations are multicultural organizations which provide programs that allow their members to celebrate and take pride in their cultural identity and to demonstrate their role in Canada's multicultural society (e.g. Saskatoon Folkfest Inc.). In addition, there are a range of human services organizations, social justice organizations and faith organizations (e.g. Mennonite Central Committee).

The newcomer and community serving agencies have several sets of needs in assisting newcomers. This includes their needs for:

- More information regarding the planned/projected and actual flows of newcomers to Saskatoon [i.e., information regarding their number and demographic and socio-economic profiles].

- More linkages between them and all of the newcomers who come to Saskatoon.

- More linkages and coordination with each other and with other governmental and non-governmental agencies;

- More human and financial resources needed both for planning and delivering programs and for inter-organizational coordination;

- More and appropriate space [i.e., appropriate sizes, configurations, and locations].

## Calgary

Calgary has four immigrant serving agencies all of which are facing funding shortages and mandate expansion due to downloading of settlement responsibilities from the federal and provincial orders of government. The City of Calgary, itself, only funds bridging services so very few dollars from FCSS [7] funding are allocated to this sector. Despite this, these agencies provide a broad range of language, settlement, employment, training and interpretation services.

In addition, Calgary hosts a number of ethno-specific organizations that cater to the needs of specific community groups. Most receive little funding, but they provide a community-based response to newcomers from shared nationalities or ethnicities. Other grassroots supports include not-for-profit agencies which tackle education, programmes and policy initiatives around racism and discrimination issues in our community, often in conjunction with partners from all three orders of government.

In 2000, the Immigrant Intersectoral Council was established which brings together funders from three orders of government and the community (e.g., United Way), as well as immigrant serving and ethnospecific agencies to share information, discuss shared areas of concern, develop opportunities for partnership, and advocate on behalf of immigrants and refugees.

## Vancouver

There are a variety of programs, services and grants available for immigration and settlement from the municipalities within the Greater Vancouver Regional District. These include:

- Emergency Services – multilingual information, workshops, outreach

- Childcare – subsidy, multilingual information and referral services

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[7] Family and Community Support Services (FCSS) is a unique legal partnership between the Province of Alberta and municipalities or Métis Settlements under which locally-driven preventive social service initiatives can be developed to enhance the well-being of individuals, families and communities. The funding provides an 80% grant from the province which municipalities match by providing at least 20 % of the funding in order to create creative, locally responsive programmes and services. For more information see http://www.fcssaa.ab.ca.

- Parks and Recreation – leisure access program ( for low income families, many are immigrant families); youth workers; buddy programs; seniors programs; multilingual services

- Library – multilingual collection; multicultural librarian; outreach/mobile services for immigrant families

- Permits and Licenses – workshops for small business operators, many are newcomers

- Culture and arts – grants for community celebrations; diversity programs

- Youth – grants for youth program aimed at immigrant youth

- Seniors – grants aimed at immigrant seniors

- Families – grants to provide family support

- Translation and Interpretation – city information available through multilingual services and referral;

- Election – outreach targeted at immigrant groups

- Special events – Lunar New Year celebration; Diwali

- A Newcomer's Guide to the City – in five languages

### Summary

All of the cities in this study have a range of support services from community to not-for-profit to government sponsored services. However, the partners recognized that the need of an increasing immigrant population with increasingly complex and diverse needs is straining this infrastructure which is loosely coordinated at best.

## MUNICIPAL GOVERNMENT RESPONSES

For an overview of the range of programmes and services the six local governments provide in regards to immigration/diversity, see Appendix 2.

### Winnipeg

Along with other Canadian cities, Winnipeg is experiencing fundamental demographic shifts. Declining birth rates and aging of the population will continue to impact on labour pool availability. Effects are already being felt and unless the workforce can be strengthened through inclusion of immigrants, the consequences will result in significant negative impact on the local economy over time.

### Regina

Although the constitution does not outline an immigration role for municipalities in immigration, *The Cities Act* gives the Saskatchewan municipalities authority to be involved in quality of life issues. The City of Regina is involved in a number of initiatives designed to positively impact immigration.

In 2005, the City of Regina completed its Core Review. The Core Review examined City services to identify its core priorities. Inclusion is a top priority for City attention. In addition, Regina's vision for 2020 states, in part:

*Inclusive -* Our community welcomes people. We live the values of respect and trust and celebrate the strength that comes from our diversity.

*Harmony -* Empathy and understanding, comes from, and lead to, being safe in our homes and neighbourhoods; building strong social networks throughout the community creates synergy and a sense of belonging."

Based on the City's vision and the Core Review, the City recognizes the importance of working with the Aboriginal community, persons with disabilities, and immigrant communities to ensure that they are active participants as full citizens of Regina. The inclusion strategy identifies and addresses issues important to these communities, including:

- addressing cost, health, transportation, and racial barriers to participation in sport, culture, recreation, and social programs
- partnering and collaborating  with other levels of government and community-based groups
- building capacity in the community through supports and community investments.

The City of Regina is also creating a permanent memorial to be situated in front of Regina City Hall. The memorial will celebrate the contributions immigrants and their families have made to Regina.

In addition, The City of Regina has a Workforce Diversity Strategy (2007-2009). Workplace diversity (employment equity) is a voluntary, employer program endorsed by the Saskatchewan Human Rights Commission. Employers develop plans to achieve a representative workforce, which reflects the diversity of the community, at all levels of the organization. In Saskatchewan, the following four groups have been identified for inclusion in diversity programs: visible minorities, Aboriginal people, women in non-traditional occupations, and people with disabilities. Each of these groups is under represented in the work force. The City of Regina is facing a significant human resource issue with approximately 50% of its staff eligible to retire over the next 10 years and 70% over the next 15 years.

Municipal activities in the area of immigration also include work through the Regina Regional Economic Development Authority (RREDA). RREDA is an independent body created by the Regina City Council with a mandate to encourage economic growth and diversification; bring together business ideas and opportunities; and promote a positive image of Regina as an attractive place to live, work and do business. RREDA is supporting immigration as a way to strengthen Regina's economy.

Regina has also established some significant partnerships to provide services for immigrants and refugees. A health clinic for refugees has been created so that refugees can receive services and be assessed immediately. In addition, daycare services for children of refugees are provided for refugees taking language classes.

## Saskatoon

While federal jurisdiction takes constitutional precedence over that of the provinces, both orders of government have taken the lead, at various times and in various forms,

over immigration. There is no formal, specified role for cities in this constitutional relationship. Cities are created and structured according to provincial legislation. However, in Saskatchewan, *The Cities Act* recognizes that cities serve such purposes as "[fostering] economic, social and environmental well-being" (clause 4 [2] [d]). Cities can play a major role in attracting, integrating and retaining foreign-born newcomers; the limits on this role are more frequently due to the extent of a city's financial and administrative capacities and the political will and priorities of its council and administration. Similarly, the cities' involvement in developing and delivering immigration strategies, programs, and services can be enhanced or frustrated by how federal and provincial governments see themselves working with, or even through, municipalities to serve the needs of newcomers.

Civic departments and agencies provide many services which benefit Saskatoon's residents, including newcomers. During our consultations, many recent immigrants expressed appreciation for these services, particularly no-charge, quality-of-life services such as the Saskatoon Public Library's story hours for young children and the art exhibitions and floral displays at the Mendel Art Gallery and Civic Conservatory. They told us that they want to learn more about the services provided by the City and appreciate the orientation sessions facilitated by settlement agencies, such as tours of the Saskatoon Police Services' building which are organized by the Global Gathering Place for its clients.

Many civic services, strategies, and activities provide benefits to residents throughout the city, as well as those with specific needs, including newcomers. For example, many immigrants have identified Saskatoon Transit Services as an important civic program serving their needs. Many newcomers do not own a private vehicle during their first few months or years in Canada and therefore, the civic transit service is an important means of transportation for them.

In 2007 April, City Council received a report (Pontikes and Garcea, 2006) which describes the justification of the immigration portfolio and the need to continue moving forward with it. This report provided The City of Saskatoon with a framework within which to consider what it can do, directly and indirectly, to attract, integrate, and retain immigrants. In community consultations, there was widespread consensus that the City of Saskatoon must develop and implement policies and programs targeted for attracting, integrating, and retaining immigrants in a way that is parallel and in agreement with the existing and future policies and programs designed to benefit the Aboriginal and non-Aboriginal population with long and strong roots in the city. In other words, it is important that any action plan include strategies related to both immigration and migration to Saskatoon.

- Improving planning and coordination capacity of both governmental and non-governmental agencies providing immigration services;

- Improving recruitment capacity (the ability to attract newcomers to the city both from other countries and other provinces);

- Improving reception capacity (the ability to provide for the immediate needs of newcomers and provide a welcoming environment);

- Improving economic integration capacity (the ability to provide meaningful employment or entrepreneurial opportunities for newcomers that leads to financial independence); and

- Improving community integration capacity (the ability to provide opportunities for newcomers to participate in the local social and civic networks).

In the Administrative report which accompanied the Pontikes and Garcea (2006) report, the Administration outlined 5 recommended next steps to pursue on immigration. These include: to provide leadership and coordination in relation to immigration matters; to develop and implement a detailed action plan and development strategy for Saskatoon; and to create an intergovernmental committee on immigration for which the principal role would be communication, coordination, and collaboration among various orders of government.

"Building Saskatoon to become a Global City, Final Report" can be viewed at: http://www.saskatoon.ca/org/leisure/race_relations/immigration_study.pdf .

<u>Edmonton</u>

In 2005 Edmonton City Council identified special initiatives to address in the 2005-2007 Council term. Immigration and settlement was one initiative. The initiative was initially driven by concern for the economic viability of the region as it faced a deepening labour shortage. Council appointed two Councillors, Michael Phair and Terry Cavanagh, to lead this initiative and they approached the Prairie Centre of Excellence for Research on Immigration and Integration (PCERII) to complete research on potential municipal roles in the attraction of immigrants. The research indicated roles for a municipality in both attracting and retaining immigrants through their inclusion in the economic, political and social life of the city. Council directed Councillors Phair and Cavanagh to review the research and return to Council with potential actions that could address the research report's recommendations.

In 2006, the Office of Diversity and Inclusion was tasked with providing Administrative support to Council with this initiative. In April 2006 Council directed the Administration to research municipal immigration and settlement policy options and initiatives that could address the PCERII reported recommendations. Throughout 2006 Council and the Administration consulted with community stakeholders in the development of specific immigration and settlement initiatives. In November 2006 Council approved several Immigration and Settlement Initiatives including:

- A grants program and a space rental subsidy to support newly arrived immigrant groups,
- An Immigrant Internship Program,
- The publication of a newcomer guide to services,
- A recognition program honouring immigrant contributions to the economic, social and cultural life of the city, and
- Additional staffing to support capacity building with immigrant and refugee groups and engage in policy and program planning to better meet the needs within these communities.

In May 2007 City Council approved an Immigration and Settlement Policy that addresses seven key policy areas:

- Economic integration of immigrants,
- Intergovernmental relations,
- Service access and equity,
- Planning and coordination,
- Communication, public awareness and education,
- Community building and inclusion, and
- Issues specific to the needs of immigrant women.

<u>Calgary</u>

The current municipal government does not view immigration as a local government mandate. However, the impacts to infrastructure, services, employment and community are at the local level. Despite this, The City of Calgary has not implemented a municipal immigration policy or plan. This is an important first step in allowing the municipality to plan for the future, and to identify advocacy gaps or gaps in public policy.

Currently, Alberta has a tripartite table with a sub-committee looking at immigration issues at all three levels of government. This committee has put together a terms of reference and identified several areas for joint partnership. At the time of this writing, no further action on this initiative has occurred since 2006 November.

<u>Vancouver</u>

Overall, The City's role in regard to immigration issues has been to facilitate integration of newcomers into the local community, to enhance access to civic services and programs, and to ensure broad engagement and participation of diverse groups, including newcomers, in different civic arenas.

**Summary**

While some municipal governments, particularly in areas that are actively working to attract immigrants to their communities, have recognized the importance of specifically addressing immigrants and immigration in business plans, policy and practice, others see it as the responsibility of other orders of government and are reluctant to take on a costly and complicated issue outside their mandates. However, the reality is that immigration impacts at the local level and without a local immigration plan there is an inability to assess the costs and benefits to the community, the gaps in service and the opportunities to advocate or partner with other orders of government to ensure effective integration and settlement services, as well as create welcoming communities.

## CONCERNS / NEEDS

<u>Regina</u>

Immigration is driving population growth in cities. While national immigration is beyond the mandate and control of local communities, policies and programs designed to

influence immigration attraction and retention will be important tools for municipalities in the future. Municipal governments are often the first place new immigrants turn for help. As a result, local governments need to tailor their services to meet the needs of these new residents.

Municipal governments should be regularly consulted on immigration policy and settlement issues. As the role of the municipal government in immigration expands, funding for municipal settlement services is required and needs to be increased and made permanent to ensure municipal governments can provide the full range of services needed to ensure newcomers succeed. The federal government needs to take the lead in forging a national plan and building a cooperative partnership with other orders of government, as an initial step. The non-profit sector needs to be well-funded and supported and to have a key role with all three orders of government.

<u>Saskatoon</u>

Agencies all need more authority and resources to deal with immigration in a way that ensures maximum benefit for the local and regional community and economy. Therefore, some proposed that the City of Saskatoon should build the existing organizational capacity of at least one of its departments or agencies to ensure that it can actively participate in and contribute to various planning and programming initiatives designed to attract, integrate and retain immigrants.

Provincial and federal governmental agencies must have the requisite human and financial resources located in Saskatoon that will allow them to engage more extensively in planning and programming initiatives either on their own or in collaboration with other governmental and non-governmental agencies in the city. Toward that end, the provincial government should establish an immigration office in Saskatoon, and the federal government should ensure that its immigration office in the city has: [a] adequate capacity to collect information regarding the precise needs of Saskatoon for newcomers and the needs of newcomers in Saskatoon; and [b] greater authority and autonomy in dealing with immigration and integration matters in the Saskatoon city region. Provincial and federal agencies also need more assistance from various other governmental and non-governmental agencies in Saskatoon to ensure that their recent efforts to attract, integrate and retain more newcomers are successful.

The federal government has entered into agreements with various provinces and territories to facilitate the coordination and implementation of immigration and refugee protection policies, programs, and services. These agreements outline intergovernmental responsibilities and mechanisms for provincial or territorial involvement. Over the past five years, the Saskatchewan government has also increased its interest, role, and activities in attracting, integrating and retaining immigrants through at least five broad initiatives. The first initiative was the commissioning of two reports – *Meeting Needs and Making Connections: A Report on the Saskatchewan Immigrant and Refugee Settlement Needs and Retention Study* (2002) and *Open Up Saskatchewan!* (2003. Together, these reports suggested five key areas on which to build provincial strategies for attracting, integrating and retaining foreign-born newcomers:

- Improving opportunities and eliminating obstacles to careers and career training and education,

- Creating welcoming communities, including the provision of support programs and services, such as housing, transportation, child care, and counselling,

- Developing community and organizational capacity through partnerships involving various governmental and non-governmental actors in the immigration and integration sectors,

- Reviewing and revising existing policies and programs that impinge on immigration and integration, and

- Establishing a network of settlement and integration coordination committees at the local and provincial levels through which immigration strategies and work plans could be developed and implemented.

Other initiatives involved renewing the Canada-Saskatchewan Immigration Agreement and expanding the Saskatchewan Immigration Nominee Program [SINP]; increasing the financial resources and staffing that it is devoting to immigration; and negotiating agreements and entering into partnerships which will assist various categories of permanent and temporary residents to work and live in the province.

<u>Edmonton</u>

The City of Edmonton has identified a range of needs with regards to the three levels of government. First, there is the need for involvement of municipalities with local stakeholders, such as immigrant and refugee groups and settlement agencies, in ongoing policy and program planning as it relates to immigration and settlement issues that impact the region. At the same time, there is a need for commitments from the other orders of government to adequately fund services and work with the municipality in addressing issues related to housing, employment and service access in education, health and social support. Greater action within provincial ministries that are outside of Alberta Employment, Immigration and Industry are also required to address issues that have a significant impact on the well-being of immigrants, refugees and their children and families (i.e., housing, health, justice, child care). This speaks to the need for greater inter-ministerial information sharing and coordination of action and the active involvement of municipalities in immigration planning for the region.

<u>Calgary</u>

The Action Plan of the Alberta Trilateral Partnership Table on Community Sustainability identified immigration as a high priority, and established a working committee to examine areas for further collaboration. There are several key objectives that are of shared trilateral interest. The attraction of international workers who meet the range of skills and abilities required in Alberta communities is a concern of all governments. Immigrant retention, supported by the effective settlement, full participation and integration of immigrants, is an objective for successful immigration programming that helps to build sustainable labour markets and communities. Finally, continuing to create welcoming communities allows Albertans to reap the full benefits that immigration brings, and it is also the foundation for attraction and retention.

Many of the impacts, successes and challenges of immigration are experienced at the local level, and greater trilateral cooperation could reduce potential overlap and duplication of activities while facilitating coherent approaches to support immigrants. In the area of attraction there are already several successful levers in place (e.g., federal visa posts and overseas missions, the Provincial Nominee Program and Alberta promotion activities, attraction activities of many municipal economic development corporations).

Governments also play a key role by facilitating information on and access to core supports and services (e.g., affordable housing, health, education, child services, recreation) and leading by example (e.g. acting as employers of choice through promoting diversity in the workplace, ensuring a fair justice system, anti-racism initiatives).

Areas for greater trilateral collaboration include:

- labour market integration activities, such as diversity in the workplace workshops;
- community integration activities, such as grants to support innovative community integration projects
- support for immigrant sector councils
- collaboration around community immigration plans

At the same time the 3 orders of government need to coordinate and partner more effectively.  They also need to work more seamlessly with immigrant serving agencies and ensure adequate operational funding is in place for these agencies to meet the growing demand for services and bridging programmes.

## Vancouver

It would be useful to look at a tripartite table for all three levels of government to address immigration-related issues. Vancouver's Mayor's Task Force on Immigration will be proposing to continue exploring ways for municipal government to provide input to other levels of government on immigration-related issues at a local level.

## Summary

All of the partners agreed there needs to be more inter-governmental cooperation and coordination of services. All agreed that municipal governments have key roles to play in terms of creating welcoming communities and fostering integration of newcomers in their communities. Greater inter-ministerial information sharing and coordination of action is also required to address intersecting needs in areas such as employment, housing, health, justice and child care. One concern that was raised in the partnership meeting, but which we are unable to address in detail in the scope of this report, is the growing reliance on temporary foreign worker (TFW) programs. Industries are using these programs at a growing rate to address particular job shortages in a wide range of occupations. Lacking adequate monitoring mechanisms, there is evidence that these programs are being used by some employers in an exploitive manner, contributing to worker vulnerability at the job site and in the broader community. There is also evidence of growing resentment among established immigrant populations who perceive employers as using the TFW program to access vulnerable and cheap labour

from overseas while overlooking qualified immigrant job-seekers already here in Canada. As these programs expand, provincial and federal authorities must also allocate resources to monitoring employers and responding effectively to worker complaints. Every effort should be made to ensure that TFW practices occur within the parameters set out in human rights legislation and employment standards law at both the provincial and federal levels.  For a through discussion of some of the issues and recommendations for Alberta, see Alberta Federation of Labour (2007).

## INTERSECTION:  IMMIGRANT POPULATIONS AND ABORIGINAL PEOPLES

It was noted in our discussions at the partnership meeting, that many immigrants arrive in Canada with very little knowledge of Aboriginal peoples and their history. As such, they often adopt the negative attitudes of the dominant society and rarely have an opportunity to interact with Aboriginal communities to dispel myths and misconceptions. So, we asked our partners if municipalities are doing anything to foster these relationships and found that some are.

*Winnipeg.* In Winnipeg, KaNiKanichik, an Aboriginal organization has initiated an "All My Relations" Welcoming Dinner for Newcomers. The Aboriginal community hosts the event and shares its culture and food. This organization has also developed a booklet entitled "*Aboriginal People of Canada*" which highlights the history and contemporary issues, belief systems, culture, and population. This event is growing in popularity.

*Regina.*  Regina's Aboriginal population has been increasing over the years and this growth requires a variety of services to assist with social inclusion and cohesion. As a result, the capacity within the Aboriginal community itself to become involved in immigration issues is limited.

*Saskatoon.* The consultants hired by the City of Saskatoon to complete the *Building Saskatoon to Become a Global City: A Framework for an Immigration Action Plan – Final Report* consulted with First Nation and Métis people in the community of Saskatoon regarding the immigration research project. The final report mentions that the focus on immigration will not occur at the expense of municipal and community efforts to address the needs of Saskatoon's First Nation and Métis and non-Aboriginal populations. The intention is to harmonize the City of Saskatoon's immigration action plan with other strategies, such as expanding employment and services for First Nation and Métis residents.

The First Nations and Métis will be a member stakeholder in the formation of an immigration working committee that will be comprised in the near future to assist the City of Saskatoon in developing joint strategies, priorities and action plans that are associated with the recommendations affiliated with the City's immigration project.

*Edmonton.* In 2005, City Council approved an Aboriginal Special Initiative. Administratively, the Office of Diversity and Inclusion manages both the Aboriginal Relations Office and the Immigration and Settlement Initiatives. Staff members from both of these areas share information and mutual support at weekly staff meetings. Coordinated actions to address discrimination and racism against immigrants, visible minorities and Aboriginal People are being developed through the City of Edmonton's

participation in the *Canadian Coalition of Municipalities Against Racism and Discrimination*. Representatives from the immigrant and Aboriginal communities sit on the local committee responsible for the development and implementation of an Action Plan to address these issues in the Edmonton region.

*Calgary.* Although many Aboriginal and immigrant groups work together on a variety of issues and events, e.g., Globalfest, this is ad-hoc and not formalized. There has been no formal attempt to help newcomers to Calgary understand the history and traditions of urban and rural Aboriginal peoples in our community. However, The City of Calgary has signed on to *the Canadian Coalition of Municipalities Against Racism and Discrimination* and is creating an action plan with representation from people with expertise in the areas of immigrant and Aboriginal issues. More recently, funding has been obtained to pilot a project similar to the one highlighted above for Winnipeg.

*Vancouver.* In Vancouver, there are efforts made to bring together minority communities and First Nations people, e.g. Storyscapes, which document and highlight the sharing and interaction between Chinese and Aboriginal communities. Increasingly, Aboriginal people are moving to cities, and there are complex issues which can be shared between them and immigrant communities, e.g. employment related issues; building new social network; youth issues etc.

## CORRELATIONAL ANALYSIS BETWEEN CONTEXTUAL FACTORS AND RETENTION

Cities present at the roundtable identified a range of factors that they considered to affect local retention rates. Factors identified were considered to either positively affect retention (attractors) or negatively affect retention (detractors). Attractors included the bilingual nature of the community (e.g., Winnipeg) as well as the degree of diversity of the population. Detractors included a lack of affordable housing, racism/discrimination, under-employment /unemployment, inadequate public transportation, and inadequate levels of ESL and settlement services. It was also suggested that low retention rates may be attributed to general patterns of population decline in some cities, not unique to the immigrant population in particular.

In order to test these factors, where possible, indicators for each factor were selected. In addition to these factors, poverty is also understood to be a significant barrier to immigrants, particularly recent immigrants. Consequently, this variable is also tested. These indicators were then used for a correlation analysis between the factor and the retention rate for each specific immigrant group in each city. A Pearson's correlation coefficient was calculated for each variable with the retention rate for the specific immigrant group as the independent variable.

### Population Diversity

It was postulated that immigrants may be more comfortable in social environments that are more culturally diverse. In order to test this hypothesis, retention rates were correlated with measures of population diversity. The measures selected were the percentage of the population of the host community that were immigrants, and the percentage of the population of the host community that were visible minority persons.

It was expected that there would be a positive relationship between these variables, as retention rates would increase as the diversity of the population increased. Our analysis found a significant positive correlation between these factors, $r$ = 0.413 (n=78), p. < .01 for the immigrant population variable, and $r$ = 0.393 (n=78), p. < .01 for the visible minority population variable.

### Affordable Housing

Affordable housing is a critical need for recent immigrants. Consequently, it was suggested that a lack of affordable housing may contribute to out-migration. In order to test this relationship, retention rates were correlated with measures of housing affordability. The measures selected were rental households as a percentage of total households in the host community, average rental cost in the host community, and average rental cost in the host community as a percentage of median total income of specific immigrant groups. A negative relationship was expected between these variables. Our analysis did not find a significant negative correlation between housing affordability and retention. There was no significant relationship between retention and rental stock or rent as a percentage of income. There was, however, a significant positive relationship between retention and average rent, suggesting that retention rates increase with rents, $r$ = 0.405 (n=78), p. < .01. While this seems counter-intuitive, it suggests that another relationship is operative; retention rates tend to be higher for larger centres and average rents tend to be higher in larger centres. This suggests that housing costs, while potentially burdensome, are not significant factors in relocation decisions. They may, however, be factors in decisions about landing, although we are unable to test that possibility.

### Employment

Meaningful employment opportunities are important for the successful integration of newcomers into Canadian society. It is expected that immigrants would seek to maximize their employment opportunities and, therefore, may tend to relocate to centres where employment opportunities are greater. To test this hypothesis, retention rates for specific immigrant groups were correlated with selected measures of employment. The employment measures selected were unemployment rate, labour force participation rate and average full-time employment income. A negative relationship was expected between these variables. Our analysis did not find any significant relationship between measures of employment and retention. This suggests that, while employment is a significant issue for immigrants, it does not appear to significantly affect migration decisions.

### Poverty

Income security is a critical factor for immigrants, particularly recent immigrants. Poverty rates for recent immigrants tend to be significantly higher than average. It may be expected that immigrants would seek to maximize their income opportunity and also minimize their exposure to poverty where possible. In order to test this hypothesis, retention rates for specific immigrant groups were correlated with measures of income security. The measures of income security selected were median total income and poverty rates for economic families and unattached individuals. A positive relationship was expected between median total income and retention. A negative relationship was expected between retention rates and poverty rates. Our

analysis revealed a significant positive relationship between retention rates and median income, $\underline{r} = 0.365$ [(n=76), p. < .01, as expected. Also as expected, the analysis revealed a significant negative relationship between poverty rates and retention for both Economic Families, $\underline{r} = -0.287$ (n=76), p. < .05 and Unattached Individuals, $\underline{r} = -0.284$ (n=77), p. < .05.  This suggests that immigrants are less likely to relocate if they have sufficient income, but may relocate in order to avoid conditions of poverty.

Discrimination

It was suggested that racist and discriminatory environments may be negative factors contributing to people's decision to relocate from a community. While it is difficult to test the level of discrimination present in a community, some indirect measures were developed. The indirect measures used were the difference between immigrant and non-immigrant unemployment, labour force participation and poverty rates, and incomes. It was expected that there would be a negative relationship between the degree of difference and the retention rates. In other words, as the degree of difference between immigrants and non-immigrants increased, the more likely it would be that immigrants would choose to leave. The difference between immigrants and non-immigrants on these variables, then, would be attributed to discriminatory practices or environments. Our analysis did not reveal a significant relationship between retention and measures of difference on the employment variables. It did, however, reveal a significant negative relationship between retention and difference on the poverty variables.

Transportation

As recent immigrants may be more dependent upon public transit, the existence of an adequate public transportation system was considered to be a potential factor in migration decisions. In order to test this hypothesis, the percentage of the population using public transit to work was used as an indicator of the relative capacity of local transit systems, assuming that increased ridership is indicative of a well-performing system. Retention rates were then correlated with ridership. A positive correlation was expected between these two variables. Our analysis did reveal a positive relationship between these variables, $\underline{r} = 0.404$ (n=78),  p. < .01. This may suggest that public transit is an important consideration for immigrants. It may, however, be a spurious relationship, as larger cities will tend to have better functioning transit systems and greater ridership. The relationship between transit use and retention may therefore be more related to city size than transit.

Community Population Change

Communities experiencing low retention rates were also experiencing slow or negative population growth during the study period generally. Therefore, it could be possible that negative immigrant retention rates are more related to overall population change in these centres, and may not be specific to the immigrant population. In order to test this relationship, retention rates were correlated against the percentage population change of the community between 1996 and 2001. Our analysis revealed a significant positive relationship between these variables, $\underline{r} = 0.419$ (n=78), p. < .01. This suggests that, while there are important factors contributing to migration decisions, these decisions are also being made in the context of a community that is experiencing slow

population growth or population decline generally. Consequently, the immigrant experience in these communities may not be all that unique.

**Summary**

A number of factors appear to be related to migration decisions. For example, the level of diversity of the host community is important. Retention rates tend to be higher among cities with higher levels of population diversity as measured by the immigrant and visible minority populations in those cities. Economic security also appears to be a significant factor in locational decisions. Retention rates tend to increase with income, while higher poverty rates are associated with higher levels of out-migration. Also of significance is the degree of difference in poverty rates between immigrants and non-immigrants, as retention appears to be related not only to the poverty rates of the specific immigrant groups, but also to the degree to which they experience higher poverty rates than the host community average. It is interesting that employment opportunities and affordable housing did not appear to be significantly related to migration decisions. In fact, average housing cost was positively correlated with retention. This may suggest that larger cities are more effective at attracting immigrants for a variety of reasons, such as their greater level of diversity, and that these benefits may offset factors such as higher housing costs. From these findings, it is evident that a qualitative study that discusses these issues with immigrants themselves, will provide an important addition to our understanding of these findings.

| Factor | Variable | Expected Relationship | Actual Relationship (Pearsons r) | n | Significance Level |
|---|---|---|---|---|---|
| Population Diversity | **Immigrants as % of Host Community Population** | **Positive** | **.413** | **78** | **0.01** |
| | **Visible Minority Persons as % of Host Community Population** | **Positive** | **.393** | **78** | **0.01** |
| Affordable Housing | Rental Households as Percent of Total Households for Host Community | Positive | .065 | 78 | |
| | **Average Rental Cost** | **Negative** | **.405** | **78** | **0.01** |
| | Average Rental Cost as % of Median Income | Negative | -.040 | 78 | |
| Employment | Unemployment Rate | Negative | -.082 | 78 | |
| | Labour Force Participation Rate | Positive | .006 | 78 | |
| | Average Full-time Employment Income | Positive | .201 | 76 | |

| Poverty | Median Income | Positive | .365 | 76 | 0.01 |
|---|---|---|---|---|---|
| | **Poverty Rate – Economic Families** | **Negative** | **-.287** | **76** | **0.05** |
| | **Poverty Rate – Unattached Individuals** | **Negative** | **-.284** | **77** | **0.05** |
| Discrimination | Difference Between Immigrant and Non-immigrant Unemployment Rate | Negative | -.034 | 78 | |
| | Difference Between Immigrant and Non-immigrant Labour Force Participation Rate | Negative | -.046 | 78 | |
| | Difference Between Immigrant and Non-immigrant median total income | Negative | .015 | 76 | |
| | Difference Between Immigrant and Non-immigrant average full-time employment income | Negative | -.029 | 76 | |
| | **Difference Between Immigrant and Non-immigrant Poverty Rates – Economic Families** | **Negative** | **-.257** | **78** | **0.05** |
| | **Difference Between Immigrant and Non-immigrant Poverty Rates – Unattached Individuals** | **Negative** | **-.259** | **78** | **0.05** |
| Public Transportation | **Percent of Population using Public Transport to Work** | **Positive** | **.404** | **78** | **0.01** |
| Community Population Change | **% Population Change, 1996 - 2001** | **Positive** | **.419** | **78** | **0.01** |
| Settlement Services | Not tested | | | | |

## EMERGING ISSUES

At a meeting of all the partners held in Calgary 2007 April, a number of issues arose that we agreed presented challenges for our local governments. These included:

- Lack of diversity of City Councils. It appears that Vancouver is the only municipality with at least 3 Counselors belonging to the immigrant population and/or a visible minority group. This is also evident within administrative and advisor levels within municipal governments.
- Need for better information sharing within the Corporation on immigration issues through Administration.
- Need to acknowledge service providers who work on their own (churches, associations etc.) without municipal, provincial or federal funding and to work toward better understanding their needs/challenges.
- Need to develop strategies that attract newcomer participation in civic decision making.
- Create funded engagement opportunities to ensure community and agency leaders are able to attend meetings regarding immigration.
- Integrate representatives from the health and education systems into policy and strategy planning as they are far behind in terms of understanding immigration issues and have an enormous impact on attracting, integrating and retaining newcomers.
- Need for increased municipal government impact on federal policies that influence immigration levels and immigrant quality of life as municipal services often have to deal with policy outcomes (e.g. providing support for survivors of torture, etc.)
- Consider  long-term solutions in programs
- Recognize there is less room for action in smaller urban cities as larger municipalities receive the majority of available funding through the provincial and federal government
- Need for more collaboration with regions/more regional planning
- Develop better communication strategies between and among cities

## POLICY RECOMMENDATIONS

Bi or tri-lateral immigration agreements can offer an opportunity to create more holistic and integrated approaches by providing a lever to bundle services and policies which assist in efforts improve immigrant economic and social integration outcomes (Scott, 2007). Many of the partners in this study highlighted the importance of creating tri-lateral agreements to ensure local governments have a voice in immigration policy and programmes.

We also need to think of immigration over the life-span and how settlement factors differentially impact different groups. Currently, we are seeing a growing diaspora of immigrants and their Canadian-born children due to lack of opportunities in this country (see Mandel-Campbell, 2007). A recent study has noted that about 4 in 10 of the newcomers who arrived in the business and skilled worker classes left within 10 years after arrival (Statistics Canada, 2006). This represents an important

draining of needed resources and community capital. How can we stem this tide and understand what is required to keep people in Canada. Many cite the lack of opportunities for racialized individuals which speaks to a need to address the foreign credential recognition issue in a meaningful way, and to put teeth into Canada's Action Plan Against Racism. We also have to examine the exploitation of live-in care workers and how long-term issues such as de-skilling, alienation of children/husbands, and high poverty rates impact local communities. Exploitation is also of issue with regard to temporary foreign workers and what appears to be a flawed program designed by policy makers working within a different immigration context that did not anticipate today's global economic development, demographic and migration trends. The current programme does not provide adequate information to employers or workers with regard to their rights and responsibilities, is weak in the area of employer monitoring and enforcement, and needs to direct more resources toward supporting workers who are being exploited by their employers. Neglect in these areas is leading to enormous impacts on services and infrastructure at the local level.

A number of partners noted the attraction of international students to their communities. We need to track these students to see how many take up permanent residence and get a job in their desired field.

Immigration policy is consumed with who we let in rather than the consequences of settlement (CHRA, 2007). One issue critical to effective settlement among immigrants is housing. Housing policy needs to recognize that decent, secure housing is a precondition for many other outcomes such as success in school and stable employment. We need to ensure that relevant ministries are working together to create successful integration outcomes for newcomers. Nearly all our partners noted the need for affordable housing.

The Federal Government needs to ensure that adequate funding is received by municipal governments and settlement agencies to address immigration and integration. Municipal governments act as first responders but traditional revenue sources are inadequate to address integration needs (CHRA, 2007). The competition for a small pool of dollars prevents many settlement agencies from being able to respond to the demand for services, especially in smaller immigrant-receiving communities. There is also evidence that internal migration trends increasingly represent the movement of secondary migrants. A more concerted effort is needed to identify these movements, consider these populations at a policy level, and distribute resources in a flexible manner that will best meet changing needs within given municipalities and regions.

Governments and service providers should develop a one-window service support model to connect immigrants to what they need on arrival to fully participate in the community; a wrap-around approach (CHRA, 2007).

## FUTURE RESEARCH

One of the limitations of this study was that 2006 Statistics Canada data was not yet available. It is expected that a great deal has changed, especially in Alberta, in the past 5 years. As such, the partners from this study will be developing a follow-up paper assessing any changes once those data are available.

There is also a need to qualitatively contextualize the findings obtained in this report. The partnership is in the process of applying for funding for Phase 2 that would address this issue.

## CONCLUSION

This study has shown that there are considerable differences among cities in the western region with respect to their ability to retain immigrants; while some cities have benefited from secondary migration, other cities continue to experience a significant loss of immigrants. In addition to differences among cities, there are also significant differences in the propensity of immigrants to relocate based on their region of origin and time of immigration. Factors that appear to be significantly related to relocation decisions include the diversity of the population in the host community, income, and poverty rates. Secondary out-migration may also be a reflection of general population change, being most pronounced in cities that are experiencing slow population growth and out-migration generally.

Immigration will continue to be a challenge and opportunity for municipal governments and communities into the foreseeable future. The extent to which integration is successful so that our communities can benefit from the enormous social and economic capital newcomers bring with them, will depend on our ability to work more effectively with other orders of government, and with community agencies in a coordinated fashion. We also need to be aware of the unique needs and challenges in different areas so that we do not try to develop a one-size fits all model for integration and services. We have seen that the cities in this study have unique attractors and retention issues which will require creative solutions to address them. We have also seen the value of looking at regional patterns as a way to learn effective practices and approaches from each other.

This study has demonstrated the utility of the model in helping local governments to identify patterns in their communities that can lead to targeted solutions and regional cooperation strategies. While municipalities, individually, largely lack the jurisdiction and resources to affect many of the factors that contribute to migration decisions, the development of a collective regional strategy may provide municipalities the opportunity to collectively address such issues.

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## APPENDIX 1: DATA SUMMARY TABLES

| Immigrant Retention, All Immigrants, 1991- 2001 | | | | | | | |
|---|---|---|---|---|---|---|---|
| | Region | Winnipeg | Regina | Saskatoon | Calgary | Edmonton | Vancouver |
| Actual Population (1991) | 927,935 | 113,755 | 15,885 | 17,150 | 151,760 | 152,830 | 476,555 |
| Actual Population (2001) | 1,241,460 | 109,415 | 14,005 | 16,850 | 197,400 | 165,240 | 738,550 |
| Total New (1991 - 2001) | 551,540 | 38,107 | 7,184 | 8,345 | 74,950 | 57,352 | 366,908 |
| Projected Population (No Mortality) | 1,479,475 | 151,862 | 23,069 | 25,495 | 226,710 | 210,182 | 843,463 |
| Projected Population (Mortality Adjusted) | 1,319,497 | 132,884 | 20,218 | 22,335 | 203,351 | 189,568 | 755,176 |
| Projected Population (Retention Adjusted) | 1,241,460 | 109,415 | 14,005 | 16,850 | 197,400 | 165,240 | 738,550 |
| Retention Rate Applied | 99.0% | 97.6% | 95.4% | 96.4% | 99.6% | 98.3% | 99.7% |
| Difference (Actual / Projected) | -78,037 | -23,469 | -6,213 | -5,485 | -5,951 | -24,328 | -16,626 |

| Retention Rate Summary | | | | | | |
|---|---|---|---|---|---|---|
| | Winnipeg | Regina | Saskatoon | Calgary | Edmonton | Vancouver |
| Total | 97.63% | 95.40% | 96.36% | 99.62% | 98.31% | 99.69% |
| | | | | | | |
| Pre-61 | 98.32% | 98.43% | 97.56% | 99.16% | 98.75% | 98.92% |
| 1961 - 70 | 102.42% | 102.36% | 102.41% | 102.13% | 102.26% | 102.34% |
| 1971 - 80 | 103.49% | 101.05% | 100.80% | 107.13% | 106.87% | 105.91% |
| 1981 - 90 | 96.33% | 96.84% | 97.15% | 98.46% | 97.87% | 99.36% |
| 1991 - 00 | 96.26% | 87.66% | 92.77% | 101.10% | 97.47% | 99.88% |
| | | | | | | |
| Africa | 97.86% | 91.96% | 98.24% | 101.54% | 98.58% | 100.18% |
| Asia | 96.94% | 92.60% | 95.53% | 99.96% | 97.84% | 100.14% |
| C & S America | 97.59% | 97.70% | 98.36% | 99.38% | 97.96% | 100.31% |
| Carib / Bermuda | 99.26% | 99.25% | 98.10% | 99.02% | 98.18% | 100.16% |
| Europe | 99.60% | 98.07% | 98.72% | 100.45% | 100.07% | 99.96% |
| Oceania | 99.03% | 91.90% | 96.38% | 98.68% | 97.03% | 99.43% |
| United States | 96.59% | 97.41% | 95.45% | 98.97% | 98.33% | 97.83% |

| | Actual Population (1991) | Actual Population (2001) | Total New (1991 - 2001) | Projected Population (No Mortality) | Projected Population (Mortality Adjusted) | Projected Population (Retention Adjusted) | Retention Rate Applied | Difference (Actual / Projected) | Percentage Change 1991-01 | Percent of Total 1991 | Percent of Total 2001 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Western Region Total | 927,935 | 1,241,460 | 551,540 | 1,479,475 | 1,319,497 | 1,241,460 | 99.0% | -78,037 | 33.8% | 100.0% | 100.0% |
| Winnipeg Total | 113,755 | 109,415 | 38,107 | 151,862 | 132,884 | 109,415 | 97.6% | -23,469 | -3.8% | 12.3% | 8.8% |
| Regina Total | 15,885 | 14,005 | 7,184 | 23,069 | 20,218 | 14,005 | 95.4% | -6,213 | -11.8% | 1.7% | 1.1% |
| Saskatoon Total | 17,150 | 16,850 | 8,345 | 25,495 | 22,335 | 16,850 | 96.4% | -5,485 | -1.7% | 1.8% | 1.4% |
| Calgary Total | 151,760 | 197,400 | 74,950 | 226,710 | 203,351 | 197,400 | 99.6% | -5,951 | 30.1% | 16.4% | 15.9% |
| Edmonton Total | 152,830 | 165,240 | 57,352 | 210,182 | 189,568 | 165,240 | 98.3% | -24,328 | 8.1% | 16.5% | 13.3% |
| Vancouver Total | 476,555 | 738,550 | 366,908 | 843,463 | 755,176 | 738,550 | 99.7% | -16,626 | 55.0% | 51.4% | 59.5% |
| Western Region Pre 1961 | 222,980 | 154,145 | 0 | 222,980 | 171,898 | 154,145 | | -17,753 | -30.9% | 100.0% | 100.0% |
| Winnipeg Pre 1961 | 34,920 | 22,510 | 0 | 34,920 | 26,210 | 22,510 | 98.3% | -3,700 | -35.5% | 15.7% | 14.6% |
| Regina Pre 1961 | 5,675 | 3,675 | 0 | 5,675 | 4,237 | 3,675 | 98.4% | -562 | -35.2% | 2.5% | 2.4% |
| Saskatoon Pre 1961 | 5,895 | 3,480 | 0 | 5,895 | 4,348 | 3,480 | 97.6% | -868 | -41.0% | 2.6% | 2.3% |
| Calgary Pre 1961 | 32,955 | 24,125 | 0 | 32,955 | 26,018 | 24,125 | 99.2% | -1,893 | -26.8% | 14.8% | 15.7% |
| Edmonton Pre 1961 | 38,725 | 26,795 | 0 | 38,725 | 30,004 | 26,795 | 98.8% | -3,209 | -30.8% | 17.4% | 17.4% |
| Vancouver Pre 1961 | 104,810 | 73,560 | 0 | 104,810 | 81,080 | 73,560 | 98.9% | -7,520 | -29.8% | 47.0% | 47.7% |

| | Actual Population (1991) | Actual Population (2001) | Total New (1991 - 2001) | Projected Population (No Mortality) | Projected Population (Mortality Adjusted) | Projected Population (Retention Adjusted) | Retention Rate Applied | Difference (Actual / Projected) | Percentage Change 1991 - 01 | Percent of Total 1991 | Percent of Total 2001 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Western Region 1961 - 70 | 143,445 | 143,445 | 0 | 143,445 | 116,865 | 143,446 | | 26,580 | 0.0% | 100.0% | 100.0% |
| Winnipeg 1961 - 70 | 18,850 | 18,850 | 0 | 18,850 | 15,201 | 18,850 | 102.4% | 3,649 | 0.0% | 13.1% | 13.1% |
| Regina 1961 - 70 | 2,890 | 2,890 | 0 | 2,890 | 2,342 | 2,890 | 102.4% | 548 | 0.0% | 2.0% | 2.0% |
| Saskatoon 1961 - 70 | 2,790 | 2,790 | 0 | 2,790 | 2,252 | 2,790 | 102.4% | 538 | 0.0% | 1.9% | 1.9% |
| Calgary 1961 - 70 | 22,985 | 22,985 | 0 | 22,985 | 19,019 | 22,985 | 102.1% | 3,966 | 0.0% | 16.0% | 16.0% |
| Edmonton 1961 - 70 | 25,085 | 25,085 | 0 | 25,085 | 20,515 | 25,085 | 102.3% | 4,570 | 0.0% | 17.5% | 17.5% |
| Vancouver 1961 - 70 | 70,845 | 70,845 | 0 | 70,845 | 57,536 | 70,845 | 102.3% | 13,309 | 0.0% | 49.4% | 49.4% |
| Western Region 1971 - 80 | 151,495 | 230,290 | 0 | 151,495 | 138,071 | 230,290 | | 92,219 | 52.0% | 100.0% | 100.0% |
| Winnipeg 1971 - 80 | 18,325 | 22,685 | 0 | 18,325 | 16,663 | 22,685 | 103.5% | 6,022 | 23.8% | 12.1% | 9.9% |
| Regina 1971 - 80 | 2,480 | 2,410 | 0 | 2,480 | 2,193 | 2,410 | 101.1% | 217 | -2.8% | 1.6% | 1.0% |
| Saskatoon 1971 - 80 | 3,005 | 2,885 | 0 | 3,005 | 2,686 | 2,885 | 100.8% | 199 | -4.0% | 2.0% | 1.3% |
| Calgary 1971 - 80 | 23,875 | 40,945 | 0 | 23,875 | 22,028 | 40,945 | 107.1% | 18,917 | 71.5% | 15.8% | 17.8% |
| Edmonton 1971 - 80 | 22,165 | 36,960 | 0 | 22,165 | 20,330 | 36,960 | 106.9% | 16,630 | 66.7% | 14.6% | 16.0% |
| Vancouver 1971 - 80 | 81,645 | 124,405 | 0 | 81,645 | 74,170 | 124,405 | 105.9% | 50,235 | 52.4% | 53.9% | 54.0% |

| | Actual Population (1991) | Actual Population (2001) | Total New (1991 - 2001) | Projected Population (No Mortality) | Projected Population (Mortality Adjusted) | Projected Population (Retention Adjusted) | Retention Rate Applied | Difference (Actual / Projected) | Percentage Change 1991 - 01 | Percent Of Total 1991 | Percent Of Total 2001 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Western Region 1981 - 90 | 298,605 | 250,405 | 0 | 298,605 | 284,053 | 250,405 | | -33,648 | -16.1% | 100.0% | 100.0% |
| Winnipeg 1981 - 90 | 33,040 | 22,560 | 0 | 33,040 | 31,585 | 22,560 | 96.3% | -9,025 | -31.7% | 11.1% | 9.0% |
| Regina 1981 - 90 | 3,635 | 2,625 | 0 | 3,635 | 3,503 | 2,625 | 96.8% | -878 | -27.8% | 1.2% | 1.0% |
| Saskatoon 1981 - 90 | 4,025 | 2,985 | 0 | 4,025 | 3,874 | 2,985 | 97.1% | -889 | -25.8% | 1.3% | 1.2% |
| Calgary 1981 - 90 | 50,855 | 42,085 | 0 | 50,855 | 48,398 | 42,085 | 98.5% | -6,313 | -17.2% | 17.0% | 16.8% |
| Edmonton 1981 - 90 | 47,855 | 37,565 | 0 | 47,855 | 45,609 | 37,565 | 97.9% | -8,044 | -21.5% | 16.0% | 15.0% |
| Vancouver 1981 - 90 | 159,195 | 142,585 | 0 | 159,195 | 151,083 | 142,585 | 99.4% | -8,498 | -10.4% | 53.3% | 56.9% |
| Western Region 1991 - 00 | 0 | 473,405 | 551,540 | 551,540 | 489,840 | 473,405 | | -16,435 | | | 100.0% |
| Winnipeg 1991 - 00 | 0 | 26,415 | 36,801 | 36,801 | 32,414 | 26,415 | 96.3% | -5,999 | | | 5.6% |
| Regina 1991 - 00 | 0 | 3,255 | 7,184 | 7,184 | 6,397 | 3,255 | 87.7% | -3,142 | | | 0.7% |
| Saskatoon 1991 - 00 | 0 | 5,145 | 8,345 | 8,345 | 7,427 | 5,145 | 92.8% | -2,282 | | | 1.1% |
| Calgary 1991 - 00 | 0 | 68,855 | 74,950 | 74,950 | 65,054 | 68,855 | 101.1% | 3,801 | | | 14.5% |
| Edmonton 1991 - 00 | 0 | 44,915 | 57,352 | 57,352 | 51,768 | 44,915 | 97.5% | -6,853 | | | 9.5% |
| Vancouver 1991 - 00 | 0 | 324,820 | 366,908 | 366,908 | 326,780 | 324,820 | 99.9% | -1,960 | | | 68.6% |

| | Actual Population (1991) | Actual Population (2001) | Total New (1991 - 2001) | Projected Population (No Mortality) | Projected Population (Mortality Adjusted) | Projected Population (Retention Adjusted) | Retention Rate Applied | Difference (Actual / Projected) | Percentage Change 1991 - 01 | Percent of Total 1991 | Percent of Total 2001 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Western Region - Africa | 34,060 | 51,145 | 22,879 | 56,939 | 51,706 | 51,146 | 99.8% | -560 | 50.2% | 3.7% | 4.1% |
| Western Region - Asia | 353,630 | 657,255 | 396,047 | 749,677 | 680,822 | 657,255 | 99.3% | -23,567 | 85.9% | 38.1% | 52.9% |
| Western Region - C. S. America | 35,110 | 46,175 | 17,756 | 52,866 | 49,565 | 46,176 | 99.1% | -3,389 | 31.5% | 3.8% | 3.7% |
| Western Region - Caribbean & Bermuda | 17,565 | 19,195 | 4,378 | 21,943 | 20,490 | 19,195 | 99.2% | -1,295 | 9.3% | 1.9% | 1.5% |
| Western Region - Europe | 415,645 | 416,300 | 69,927 | 485,572 | 417,751 | 416,300 | 99.9% | -1,450 | 0.2% | 44.8% | 33.5% |
| Western Region - Oceania | 23,160 | 29,745 | 11,691 | 34,851 | 32,224 | 29,745 | 98.7% | -2,479 | 28.4% | 2.5% | 2.4% |
| Western Region - United States | 48,585 | 47,365 | 14,011 | 62,596 | 56,127 | 47,364 | 97.5% | -8,763 | -2.5% | 5.2% | 3.8% |

| | Actual Population (1991) | Actual Population (2001) | Total New (1991 - 2001) | Projected Population (No Mortality) | Projected Population (Mortality Adjusted) | Projected Population (Retention Adjusted) | Retention Rate Applied | Difference (Actual / Projected) | Percentage Change 1991 - 01 | Percent of Total 1991 | Percent of Total 2001 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Winnipeg Africa | 2,285 | 3,900 | 3,023 | 5,308 | 4,512 | 3,900 | 97.9% | -612 | 70.7% | 6.7% | 7.6% |
| Winnipeg Asia | 33,865 | 38,980 | 19,949 | 53,814 | 49,447 | 38,980 | 96.9% | -10,467 | 15.1% | 9.6% | 5.9% |
| Winnipeg C. S. America | 6,825 | 7,135 | 2,306 | 9,131 | 8,736 | 7,135 | 97.6% | -1,601 | 4.5% | 19.4% | 15.5% |
| Winnipeg Caribbean & Bermuda | 4,050 | 4,285 | 839 | 4,889 | 4,567 | 4,285 | 99.3% | -282 | 5.8% | 23.1% | 22.3% |
| Winnipeg Europe | 60,680 | 55,565 | 7,775 | 68,455 | 57,480 | 55,565 | 99.6% | -1,915 | -8.4% | 14.6% | 13.3% |
| Winnipeg Oceania | 470 | 565 | 226 | 696 | 610 | 565 | 99.0% | -45 | 20.2% | 2.0% | 1.9% |
| Winnipeg United States | 5,500 | 4,405 | 1,026 | 6,526 | 5,889 | 4,405 | 96.6% | -1,484 | -19.9% | 11.3% | 9.3% |
| Regina Africa | 690 | 705 | 685 | 1,375 | 1,241 | 705 | 92.0% | -536 | 2.2% | 2.0% | 1.4% |
| Regina Asia | 4,055 | 4,115 | 3,808 | 7,863 | 7,184 | 4,115 | 92.6% | -3,069 | 1.5% | 1.1% | 0.6% |
| Regina C. S. America | 775 | 860 | 322 | 1,097 | 1,045 | 860 | 97.7% | -185 | 11.0% | 2.2% | 1.9% |
| Regina Caribbean & Bermuda | 355 | 385 | 78 | 433 | 410 | 385 | 99.3% | -25 | 8.5% | 2.0% | 2.0% |
| Regina Europe | 8,520 | 7,100 | 1,537 | 10,057 | 8,332 | 7,100 | 98.1% | -1,232 | -16.7% | 2.0% | 1.7% |
| Regina Oceania | 135 | 80 | 43 | 178 | 161 | 80 | 91.9% | -81 | -40.7% | 0.6% | 0.3% |
| Regina United States | 1,405 | 1,155 | 253 | 1,658 | 1,444 | 1,155 | 97.4% | -289 | -17.8% | 2.9% | 2.4% |

| | Actual Population (1991) | Actual Population (2001) | Total New (1991 - 2001) | Projected Population (No Mortality) | Projected Population (Mortality Adjusted) | Projected Population (Retention Adjusted) | Retention Rate Applied | Difference (Actual / Projected) | Percentage Change 1991 - 01 | Percent of Total 1991 | Percent of Total 2001 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Saskatoon Africa | 440 | 1,055 | 885 | 1,325 | 1,184 | 1,056 | 98.2% | -129 | 139.8% | 1.3% | 2.1% |
| Saskatoon Asia | 4,210 | 5,770 | 4,490 | 8,700 | 7,912 | 5,770 | 95.5% | -2,142 | 37.1% | 1.2% | 0.9% |
| Saskatoon C. S. America | 805 | 920 | 314 | 1,119 | 1,057 | 920 | 98.4% | -137 | 14.3% | 2.3% | 2.0% |
| Saskatoon Caribbean & Bermuda | 205 | 200 | 51 | 256 | 235 | 200 | 98.1% | -35 | -2.4% | 1.2% | 1.0% |
| Saskatoon Europe | 9,400 | 8,445 | 1,782 | 11,182 | 9,381 | 8,445 | 98.7% | -936 | -10.2% | 2.3% | 2.0% |
| Saskatoon Oceania | 210 | 200 | 68 | 278 | 270 | 200 | 96.4% | -70 | -4.8% | 0.9% | 0.7% |
| Saskatoon United States | 1,765 | 1,260 | 389 | 2,154 | 1,844 | 1,260 | 95.5% | -584 | -28.6% | 3.6% | 2.7% |
| Calgary Africa | 8,125 | 12,475 | 4,106 | 12,231 | 11,091 | 12,475 | 101.5% | 1,384 | 53.5% | 23.9% | 24.4% |
| Calgary Asia | 50,285 | 86,305 | 45,408 | 95,693 | 86,543 | 86,305 | 100.0% | -238 | 71.6% | 14.2% | 13.1% |
| Calgary C. S. America | 6,600 | 8,850 | 3,328 | 9,928 | 9,301 | 8,850 | 99.4% | -451 | 34.1% | 18.8% | 19.2% |
| Calgary Caribbean & Bermuda | 3,920 | 4,340 | 1,098 | 5,018 | 4,706 | 4,340 | 99.0% | -366 | 10.7% | 22.3% | 22.6% |
| Calgary Europe | 70,745 | 76,265 | 13,132 | 83,877 | 73,465 | 76,265 | 100.4% | 2,800 | 7.8% | 17.0% | 18.3% |
| Calgary Oceania | 2,500 | 3,170 | 1,296 | 3,796 | 3,524 | 3,170 | 98.7% | -354 | 26.8% | 10.8% | 10.7% |
| Calgary United States | 9,570 | 10,180 | 2,744 | 12,314 | 11,075 | 10,180 | 99.0% | -895 | 6.4% | 19.7% | 21.5% |

| | Actual Population (1991) | Actual Population (2001) | Total New (1991 - 2001) | Projected Population (No Mortality) | Projected Population (Mortality Adjusted) | Projected Population (Retention Adjusted) | Retention Rate Applied | Difference (Actual / Projected) | Percentage Change 1991 - 01 | Percent of Total 1991 | Percent of Total 2001 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Edmonton Africa | 6,600 | 8,345 | 3,467 | 10,067 | 9,328 | 8,345 | 98.6% | -983 | 26.4% | 19.4% | 16.3% |
| Edmonton Asia | 50,800 | 66,185 | 33,872 | 84,672 | 78,101 | 66,185 | 97.8% | -11,916 | 30.3% | 14.4% | 10.1% |
| Edmonton C. S. America | 7,520 | 7,850 | 2,291 | 9,811 | 9,333 | 7,850 | 98.0% | -1,483 | 4.4% | 21.4% | 17.0% |
| Edmonton Caribbean & Bermuda | 3,880 | 4,010 | 1,061 | 4,941 | 4,678 | 4,010 | 98.2% | -668 | 3.4% | 22.1% | 20.9% |
| Edmonton Europe | 73,660 | 73,060 | 10,124 | 83,784 | 72,608 | 73,060 | 100.1% | 452 | -0.8% | 17.7% | 17.5% |
| Edmonton Oceania | 2,760 | 3,225 | 1,947 | 4,707 | 4,109 | 3,225 | 97.0% | -884 | 16.8% | 11.9% | 10.8% |
| Edmonton United States | 7,645 | 7,315 | 1,722 | 9,367 | 8,419 | 7,315 | 98.3% | -1,104 | -4.3% | 15.7% | 15.4% |
| Vancouver Africa | 15,920 | 24,665 | 10,713 | 26,633 | 24,350 | 24,665 | 100.2% | 315 | 54.9% | 46.7% | 48.2% |
| Vancouver Asia | 210,415 | 455,900 | 288,520 | 498,935 | 451,635 | 455,900 | 100.1% | 4,265 | 116.7% | 59.5% | 69.4% |
| Vancouver C. S. America | 12,585 | 20,560 | 9,195 | 21,780 | 20,093 | 20,560 | 100.3% | 467 | 63.4% | 35.8% | 44.5% |
| Vancouver Caribbean & Bermuda | 5,155 | 5,975 | 1,251 | 6,406 | 5,894 | 5,975 | 100.2% | 81 | 15.9% | 29.3% | 31.1% |
| Vancouver Europe | 192,640 | 195,865 | 35,577 | 228,217 | 196,483 | 195,865 | 100.0% | -618 | 1.7% | 46.3% | 47.0% |
| Vancouver Oceania | 17,085 | 22,505 | 8,111 | 25,196 | 23,550 | 22,505 | 99.4% | -1,045 | 31.7% | 73.8% | 75.7% |
| Vancouver United States | 22,700 | 23,050 | 7,877 | 30,577 | 27,455 | 23,050 | 97.8% | -4,405 | 1.5% | 46.7% | 48.7% |

## APPENDIX 2. MUNICIPAL AMENITIES

Winnipeg

Regina

Saskatoon

Edmonton

Calgary

Vancouver

## MUNICIPALITY AMENITIES - WINNIPEG

| | YES | NO | PENDING |
|---|---|---|---|
| **Municipality has an immigration policy / plan** | | X | |

| | YES | NO | PERIODICALLY ON SPECIFIC ISSUES |
|---|---|---|---|
| **Municipality is working with other orders of government on immigration** | X | | |

| | YES | NO | PERIODICALLY |
|---|---|---|---|
| **Municipality uses interpreting and related services** | | | |
| Interpreting/translating services | X | | |
| Multilingual pamphlets | | X | |
| Multilingual staff **(employee volunteers)** | X | | |
| On-site interpreters **(employee volunteers)** | X | | |
| Multilingual signs | | X | |
| Telephone Interpreter services **(employee volunteers)** | X | | |
| Multilingual letters | | X | |
| Community notice board | | X | |
| Dual handset phones at counters | | X | |

| | YES | NO |
|---|---|---|
| **Municipality funds bridging or integration programs** | | X |

| | YES | NO | PERIODICALLY |
|---|---|---|---|
| **Municipality sends information about new policies and programs, as well as employment opportunities, to specified sites/representatives (including non-English speaking background organizations)** | | | |
| Libraries | X | | |
| Community centres | X | | |
| Ethnic organizations | X | | |
| Ethnic print media | X | | |
| Immigrant resource centre | X | | |
| Child care centres | | X | |
| Ethnic radio | X | | |
| Social and sporting clubs | X | | |
| Religious centres | | X | |
| Religious schools | | X | |
| Ethnic day schools | X | | |
| Post office / banks | | X | |
| Citizen ceremonies | | X | |
| Health care professionals serving immigrants, refugee populations | X | | |
| English classes | X | | |

| MUNICIPALITY AMENITIES - WINNIPEG | | | |
|---|---|---|---|
| | YES | NO | |
| **Municipality has an immigrant internship / mentorship program** | X | | |
| | YES | NO | PERIODICALLY |
| **Municipality uses consultation and participation techniques for non-English speaking background minorities** | | | |
| Publications | | X | |
| Public meeting | | X | |
| Focus group / workshop | | X | |
| Polling / survey | | X | |
| Advising committee | | X | |
| Advertising | | X | |
| Research / project officer | | X | |
| Consultative committee | | X | |
| Discussion paper | | X | |
| Public inquiry | | X | |
| Seminar / conference | | X | |
| | YES | NO | PERIODICALLY ON SPECIFIC ISSUES |
| **Municipality targets specific ethnic groups in order to increase their participation in civic affairs** | X | | |
| | YES | NO | PERIODICALLY ON SPECIFIC ISSUES |
| **Municipality has frequent contact with specific cultural advocacy groups** | X | | |
| | YES | NO | PENDING |
| **Municipality has signed onto the Canadian Coalition of Municipalities Against Racism and Discrimination** | | | X |
| | YES | | NO |
| **Municipality has staff AND adequate resources expended on immigration issues** | | | X |
| | YES | NO | PENDING |
| **Municipality has web space dedicated to or clear links to information on immigration to the municipality, e.g. location of services, climate, demographics, etc.** | X | | |

## MUNICIPALITY AMENITIES - REGINA

| | YES | NO | PENDING |
|---|---|---|---|
| **Municipality has an immigration policy / plan** | | | To be determined. Regina has an inclusion strategy, which incorporates immigration |
| | YES | NO | PERIODICALLY ON SPECIFIC ISSUES |
| **Municipality is working with other orders of government on immigration** | X | | |
| | YES | NO | PERIODICALLY |
| **Municipality uses interpreting and related services** | | | |
| Interpreting/translating services | | | As Needed |
| Multilingual pamphlets | | X | |
| Multilingual staff | X | | |
| On-site interpreters | | | As needed |
| Multilingual signs | | X | |
| Telephone Interpreter services | | | As needed |
| Multilingual letters | | X | |
| Community notice board | | X | |
| Dual handset phones at counters | | X | |

| | YES | NO | |
|---|---|---|---|
| **Municipality funds bridging or integration programs** | X | | |

| | YES | NO | PERIODICALLY |
|---|---|---|---|
| **Municipality sends information about new policies and programs, as well as employment opportunities, to specified sites/representatives (including non-English speaking background organizations)** | | | |
| Libraries | X | | |
| Community centres | X | | |
| Ethnic organizations | | | X |
| Ethnic print media | | X | |
| Immigrant resource centre | | | X |
| Child care centres | X | | |
| Ethnic radio | | | X |
| Social and sporting clubs | X | | |
| Religious centres | | | X |
| Religious schools | | | X |
| Ethnic day schools | | | X |
| Post office / banks | | | X |
| Citizen ceremonies | | | X |
| Health care professionals serving immigrants, refugee populations | | | X |
| English classes | | | X |

| | YES | NO |
|---|---|---|
| **Municipality has an immigrant internship / mentorship program** | pending | |

## MUNICIPALITY AMENITIES - REGINA

|  | YES | NO | PERIODICALLY |
|---|---|---|---|
| **Municipality uses consultation and participation techniques for non-English speaking background minorities** |  |  |  |
| Publications |  |  | X |
| Public meeting |  |  | X |
| Focus group / workshop |  |  | X |
| Polling / survey |  |  | X |
| Advising committee |  |  | X |
| Advertising |  |  | X |
| Research / project officer |  |  | X |
| Consultative committee |  |  | X |
| Discussion paper |  |  | X |
| Public inquiry |  |  | X |
| Seminar / conference |  |  | X |

|  | YES | NO | PERIODICALLY ON SPECIFIC ISSUES |
|---|---|---|---|
| **Municipality targets specific ethnic groups in order to increase their participation in civic affairs** |  |  | X |

|  | YES | NO | PERIODICALLY ON SPECIFIC ISSUES |
|---|---|---|---|
| **Municipality has frequent contact with specific cultural advocacy groups** |  |  | X |

|  | YES | NO | PENDING |
|---|---|---|---|
| **Municipality has signed onto the Canadian Coalition of Municipalities Against Racism and Discrimination** |  | X |  |

|  | YES | NO |
|---|---|---|
| **Municipality has staff AND adequate resources expended on immigration issues** | In the process of determining City needs |  |

|  | YES | NO | PENDING |
|---|---|---|---|
| **Municipality has webspace dedicated to or clear links to information on immigration to the municipality, e.g. location of services, climate, demographics, etc.** |  |  | Website is being updated |

## MUNICIPALITY AMENITIES - SASKATOON

| | YES | NO | PENDING |
|---|---|---|---|
| **Municipality has an immigration policy / plan** | ✔ | | |

| | YES | NO | PERIODICALLY ON SPECIFIC ISSUES |
|---|---|---|---|
| **Municipality is working with other orders of government on immigration** | ✔ | | |

| | YES | NO | PERIODICALLY |
|---|---|---|---|
| **Municipality uses interpreting and related services** | | | |
| Interpreting/translating services | | | ✔ |
| Multilingual pamphlets | | X | |
| Multilingual staff | ✔ | | |
| On-site interpreters | | X | |
| Multilingual signs | | X | |
| Telephone Interpreter services | | X | |
| Multilingual letters | | X | |
| Community notice board | ✔ | | |
| Dual handset phones at counters | | X | |

| | YES | | NO |
|---|---|---|---|
| **Municipality funds bridging or integration programs** | Pending | | |

| | YES | NO | PERIODICALLY |
|---|---|---|---|
| **Municipality sends information about new policies and programs, as well as employment opportunities, to specified sites/representatives (including non-English speaking background organizations)** | | | |
| Libraries | | | ✔ |
| Community centres | | X | |
| Ethnic organizations | | | ✔ |
| Ethnic print media | | X | |
| Immigrant resource centre | | | ✔ |
| Child care centres | | X | |
| Ethnic radio | | X | |
| Social and sporting clubs | | X | |
| Religious centres | | X | |
| Religious schools | | X | |
| Ethnic day schools | | X | |
| Post office / banks | | X | |
| Citizen ceremonies | | X | |
| Health care professionals serving immigrants, refugee populations | | X | |
| English classes | | | ✔ |

| | YES | NO | PERIODICALLY |
|---|---|---|---|
| **Municipality has an immigrant internship / mentorship program** | | | ✔ |

## MUNICIPALITY AMENITIES - SASKATOON

| | YES | NO | PERIODICALLY |
|---|---|---|---|
| **Municipality uses consultation and participation techniques for non-English speaking background minorities** | | | |
| Publications | | X | |
| Public meeting | | X | |
| Focus group / workshop | | X | |
| Polling / survey | | X | |
| Advising committee | | X | |
| Advertising | | X | |
| Research / project officer | | X | |
| Consultative committee | | X | |
| Discussion paper | | X | |
| Public inquiry | | X | |
| Seminar / conference | | | ✔ |

| | YES | NO | PERIODICALLY ON SPECIFIC ISSUES |
|---|---|---|---|
| **Municipality targets specific ethnic groups in order to increase their participation in civic affairs** | | | ✔ |

| | YES | NO | PERIODICALLY ON SPECIFIC ISSUES |
|---|---|---|---|
| **Municipality has frequent contact with specific cultural advocacy groups** | ✔ | | |

| | YES | NO | PENDING |
|---|---|---|---|
| **Municipality has signed onto the Canadian Coalition of Municipalities Against Racism and Discrimination** | ✔ | | |

| | YES | NO |
|---|---|---|
| **Municipality has staff AND adequate resources expended on immigration issues** | | X |

| | YES | NO | PENDING |
|---|---|---|---|
| **Municipality has webspace dedicated to or clear links to information on immigration to the municipality, e.g. location of services, climate, demographics, etc.** | | | ✔ |

## MUNICIPALITY AMENITIES – EDMONTON

| | YES | NO | PERIODICALLY |
|---|---|---|---|
| **Municipality uses interpreting and related services** | | | |
| Interpreting/translating services | | | X |
| Multilingual pamphlets | | | X |
| Multilingual staff | | | X |
| On-site interpreters | | | X |
| Multilingual signs | | | X |
| Telephone Interpreter services | | | X |
| Multilingual letters | | | X |
| Community notice board | | | X |
| Dual handset phones at counters | | | X |
| | **YES** | **NO** | **PERIODICALLY** |
| **Municipality sends information about new policies and programs, as well as employment opportunities, to specified sites/representatives (including non-English speaking background organizations)** | | | |
| Libraries | X | | |
| Community centres | X | | |
| Ethnic organizations | X | | |
| Ethnic print media | | | X |
| Immigrant resource centre | | | X |
| Child care centres | X | | |
| Ethnic radio | | | X |
| Social and sporting clubs | X | | |
| Religious centres | | | X |
| Religious schools | | | X |
| Ethnic day schools | | | X |
| Post office / banks | | X | |
| Citizen ceremonies | X | | |
| Health care professionals serving immigrants, refugee populations | | | X |
| English classes | | | X |
| | **YES** | **NO** | **PERIODICALLY** |
| **Municipality uses consultation and participation techniques for non-English speaking background minorities** | | | |
| Publications | X | | |
| Public meeting | X | | |
| Focus group / workshop | X | | |
| Polling / survey | | | X |
| Advising committee | X | | |
| Advertising | | | X |
| Research / project officer | | | X |
| Consultative committee | X | | |
| Discussion paper | X | | |
| Public inquiry | X | | |
| Seminar / conference | | | X |

## MUNICIPALITY AMENITIES - CALGARY

| | YES | NO | PENDING |
|---|---|---|---|
| **Municipality has an immigration policy / plan** | | X | |

| | YES | NO | PERIODICALLY ON SPECIFIC ISSUES |
|---|---|---|---|
| **Municipality is working with other orders of government on immigration** | X | | |

| | YES | NO | PERIODICALLY |
|---|---|---|---|
| **Municipality uses interpreting and related services** | | | |
| Interpreting/translating services | | | X |
| Multilingual pamphlets | | | X |
| Multilingual staff | | | X |
| On-site interpreters | | X | |
| Multilingual signs | | X | |
| Telephone Interpreter services | X | | |
| Multilingual letters | | X | |
| Community notice board | | X | |
| Dual handset phones at counters | | X | |

| | YES | | NO |
|---|---|---|---|
| **Municipality funds bridging or integration programs** | X | | |

| | YES | NO | PERIODICALLY |
|---|---|---|---|
| **Municipality sends information about new policies and programs, as well as employment opportunities, to specified sites/representatives (including non-English speaking background organizations)** | | | |
| Libraries | X | | |
| Community centres | X | | |
| Ethnic organizations | | | X |
| Ethnic print media | | X | |
| Immigrant resource centre | | X | |
| Child care centres | | X | |
| Ethnic radio | | X | |
| Social and sporting clubs | | X | |
| Religious centres | | X | |
| Religious schools | | X | |
| Ethnic day schools | | X | |
| Post office / banks | | X | |
| Citizen ceremonies | | X | |
| Health care professionals serving immigrants, refugee populations | | | X |
| English classes | | X | |

| | YES | | NO |
|---|---|---|---|
| **Municipality has an immigrant internship / mentorship program** | | | X |

| MUNICIPALITY AMENITITES - CALGARY | | | |
|---|---|---|---|
| | YES | NO | PERIODICALLY |
| **Municipality uses consultation and participation techniques for non-English speaking background minorities** | | | |
| Publications | | X | |
| Public meeting | | | X |
| Focus group / workshop | | | X |
| Polling / survey | | | X |
| Advising committee | | | X |
| Advertising | | X | |
| Research / project officer | | | X |
| Consultative committee | | | X |
| Discussion paper | | | X |
| Public inquiry | | | X |
| Seminar / conference | | X | |
| | YES | NO | PERIODICALLY ON SPECIFIC ISSUES |
| **Municipality targets specific ethnic groups in order to increase their participation in civic affairs** | | | X |
| | YES | NO | PERIODICALLY ON SPECIFIC ISSUES |
| **Municipality has frequent contact with specific cultural advocacy groups** | | | X |
| | YES | NO | PENDING |
| **Municipality has signed onto the Canadian Coalition of Municipalities Against Racism and Discrimination** | X | | |
| | YES | | NO |
| **Municipality has staff AND adequate resources expended on immigration issues** | | | X |
| | YES | NO | PENDING |
| **Municipality has webspace dedicated to or clear links to information on immigration to the municipality, e.g. location of services, climate, demographics, etc.** | | X | |

## MUNICIPALITY AMENITIES - VANCOUVER

| | YES | NO | PENDING |
|---|---|---|---|
| **Municipality has an immigration policy / plan** | X | | Identified six Priority Areas, with forthcoming implementation plan |

| | YES | NO | PERIODICALLY ON SPECIFIC ISSUES |
|---|---|---|---|
| **Municipality is working with other orders of government on immigration** | X | | There is City representation on Joint Federal Provincial Advisory Council on Immigration |

| | YES | NO | PERIODICALLY |
|---|---|---|---|
| **Municipality uses interpreting and related services** | | | |
| Interpreting/translating services | X | | |
| Multilingual pamphlets | X | | |
| Multilingual staff | X | | |
| On-site interpreters | | | X |
| Multilingual signs | X | | |
| Telephone Interpreter services | X | | |
| Multilingual letters | X | | |
| Community notice board | | | X |
| Dual handset phones at counters | | | Pending launch of 311 Access Services |

| | YES | NO |
|---|---|---|
| **Municipality funds bridging or integration programs** | X | |

| | YES | NO | PERIODICALLY |
|---|---|---|---|
| **Municipality sends information about new policies and programs, as well as employment opportunities, to specified sites/representatives (including non-English speaking background organizations)** | | | |
| Libraries | X | | |
| Community centres | X | | |
| Ethnic organizations | | | X |
| Ethnic print media | X | | |
| Immigrant resource centre | | | X |
| Child care centres | | | X |
| Ethnic radio | X | | |
| Social and sporting clubs | | | X |
| Religious centres | | | X |
| Religious schools | | X | |
| Ethnic day schools | | X | |
| Post office / banks | | X | |
| Citizen ceremonies | | | X |
| Health care professionals serving immigrants, refugee populations | | X | |
| English classes | | X | |

| MUNICIPALITY AMENITIES - VANCOUVER | | | |
|---|---|---|---|
| | **YES** | | **NO** |
| **Municipality has an immigrant internship / mentorship program** | | | X |
| | **YES** | **NO** | **PERIODICALLY** |
| **Municipality uses consultation and participation techniques for non-English speaking background minorities** | | | |
| Publications | X | | |
| Public meeting | X | | |
| Focus group / workshop | X | | |
| Polling / survey | X | | |
| Advising committee | X | | |
| Advertising | X | | |
| Research / project officer | X | | |
| Consultative committee | X | | |
| Discussion paper | | | X |
| Public inquiry | | | Not sure |
| Seminar / conference | | | X |
| | **YES** | **NO** | **PERIODICALLY ON SPECIFIC ISSUES** |
| **Municipality targets specific ethnic groups in order to increase their participation in civic affairs** | X | | |
| | **YES** | **NO** | **PERIODICALLY ON SPECIFIC ISSUES** |
| **Municipality has frequent contact with specific cultural advocacy groups** | | | X |
| | **YES** | **NO** | **PENDING** |
| **Municipality has signed onto the Canadian Coalition of Municipalities Against Racism and Discrimination** | | X | |
| | **YES** | | **NO** |
| **Municipality has staff AND adequate resources expended on immigration issues** | X | | |
| | **YES** | **NO** | **PENDING** |
| **Municipality has web space dedicated to or clear links to information on immigration to the municipality, e.g. location of services, climate, demographics, etc.** | X | | |