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WELCOMING COMMUNITIES INITIATIVE

bulletin

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Québec Transforms the Delivery of Settlement and Integration Services

*Prepared by Mireille Paquette,
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Earlier this year, the Ministère de l'Immigration et des Communautés culturelles (MICC) announced a plan to reform the delivery of pre-arrival, settlement and economic integration services. Two elements were central to this reform: First, a comprehensive transfer of economic integration programs from MICC to the province's employment department; second, a withdrawal of MICC from settlement service delivery shifting this role to the settlement sector. While these new directions were confirmed in the budget presented by Minister Bachand on March 20th, most of the changes were in the making for some time and will come into effect before the end of 2012.

The new approach makes the Ministère de l'Emploi et de la solidarité sociale (MESS) entirely responsible for the province's efforts in the area of economic integration. The Department was already active in respect of newcomers' labour market access - for example, the PRIIME program - but it will now take over all of the immigrant-related programs, including the new measures announced in the March budget. These include the creation of a program to help newcomers acquire relevant work experience in Québec (*Mon premier emploi*) as well as the expansion of two programs for mentoring, network-

ing and internships in regions outside of Montreal (*Interconnexion* and *Passerelle*).

With MICC stepping away from the direct delivery of settlement and integration services to individuals (except for 'French as a second language' programming, which remains unaffected), the settlement sector will become the central agent of delivery throughout the province. This will include existing programs such as the umbrella program for settlement and integration (*Programme d'accompagnement des nouveaux arrivants - PANA*). The government also intends to involve the settlement sector in the delivery of pre-arrival services, first line reception services and the implementation of new orientation programs (e.g. *Premières démarches d'intégration*).

The sharp cutback in MICC's role in service delivery presents a major break with the province's longstanding approach to integration and settlement, which always included an important role for the state. The move towards a mode of delivery centered on contractual relations with the settlement sector will almost certainly lead to a new, more mature relationship between the sector and the government. Taken at face value, the decision suggests a considerable degree of faith in the expertise and capacity of the province's settlement agencies; how this works out in practice will depend on a range of factors, including sector financing, relations between the sector and government; and the ability of the sector as a whole to gear up for its new role. There will be intense interest in how this evolves in the coming months.

Immigration in the News - Top Stories of the Past Month

Below are links to top stories that the WCI is following. These stories and other material can be accessed through the [Media Corner](#) of the WCI's website. The Corner provides links to articles appearing in the national and local media, including newspapers, magazines, and newsletters. Some international content is also included. Articles are refreshed regularly and archived.

- ◆ [Globe - March 15 Quebec's Controversy Over Halal Meat is Another Manifestation of Politics of Exclusion.](#) *The debate over reasonable accommodation of religious minorities continues.*
- ◆ [CBC - March 12 - Arctic Multiculturalism.](#) *As newcomers to Canada head north in search of money and a better life, they're changing the face of the northern landscape.*
- ◆ [Globe - March 11 Desperate for Workers, West Seeks New Immigration Powers.](#) *Canada's Western premiers want greater immigration powers to manage a growing skills shortage.*
- ◆ [Globe - March 9 Provincial Immigrant Nominee Programs.](#) *Agreements with Ottawa allow provinces to nominate candidates.*
- ◆ [Globe - March 9 Ottawa Targets "High-Value" Entrepreneurs with New Program.](#) *Ottawa plans to replace the immigrant entrepreneur program it shelved last year.*
- ◆ [Chronicle Herald - March 9 "Broad Immigration" Strategy Needed for Coming Labour Shortage.](#) *Nova Scotia is facing a labour crunch. Immigration is seen as a panacea, but a cap on provincial nominees could hamper efforts to expand the workforce.*
- ◆ [Calgary Herald - March 9 Alberta to Crack Down on Agencies Ripping Off Temporary Foreign Workers.](#) *New rules aim to stop unscrupulous practices by employment agencies.*
- ◆ [Calgary Herald - March 8 Minister Takes Aim at Barriers to Skilled Immigrants.](#) *Immigration Minister Jason Kenney is calling for rule changes to promote skilled immigration.*
- ◆ [Montreal Gazette - March 8 New Rules Would Favour Skilled Newcomers.](#) *Canada will consider legislating away its massive backlog of immigration applications in a bid to make the immigration system more relevant economically.*
- ◆ [Toronto Star - March 7 Toronto Immigrants are Freewheeling into the City's Lifestyle.](#) *The Toronto Cyclists' Union and Culture-Link Settlement Services teach immigrants to navigate Toronto by bike.*
- ◆ [Calgary Herald - March 3 University Reaches Out to Keep Foreign Students.](#) *The University of Calgary is encouraging foreign students to stay in Canada.*
- ◆ [Winnipeg Free Press - March 3 Filipinos Transform Manitoba.](#) *Manitoba's Filipino community has exploded to nearly 60,000 people, a 50 per cent increase in the last five years.*
- ◆ [Globe - March 2 Ontario Goes It Alone, Says Ottawa's Policy Hurts Province.](#) *Ontario's share of immigration has fallen sharply. The province blames federal policies.*

Spotlight on Student Research

This month's student research spotlight is on Amy Ratcliffe, a PhD Candidate at the University of Western Ontario in London. Amy is in the Geography Department and is a member of the Collaborative Graduate Program in Migration and Ethnic Relations. She can be reached at aratcli@uwo.ca.

The recent shift of immigration from the large metropolises to small and medium-sized cities raises important questions about multicultural policies and practices, and their relationship with the acculturation experiences of both newcomers and members of host communities in these smaller, more homogenous contexts. Amy's PhD research focuses on the settlement and integration of recent immigrants in London, Ontario using a geographical approach to identify and understand the spaces in which newcomers and members of the host community successfully share space, in other words, the locales where the practice of multiculturalism literally 'takes place'.

This research builds on her Master's work, in which Amy 'mapped' the personal geographies of newcomers participating in the Host Program. Her research revealed a variety of socio-spatial processes of self-identified 'successful integration' occurring in different 'spaces' in newcomers' everyday transactions. Amy is now investigating the characteristics, services, functions, and potential uses of these 'welcoming places' - such as the public library or recreational spaces, with a view to understanding the formal and informal practices and policies that help create and sustain successful 'multicultural spaces' in London. Amy is also interested in exploring the impact of the London and Middlesex Local Immigration Partnership on the discourse of multiculturalism within the municipality. Amy's objective is to identify best practices associated with the creation and maintenance of successful 'welcoming places'.

Engaging Community Leaders in Immigrant Integration: Dispatch from the U.S. Immigrant Integration Conference

Erin Tolley, Queen's University

The Fourth Annual U.S. Immigrant Integration Conference took place in Seattle, Washington from October 24 to 26, 2011. The conference brought together policy-makers, practitioners, researchers, elected officials, government employees, business representatives, and faith communities for three days of dialogue. Keen to benefit from the discussion, the Welcoming Communities Initiative participated in a number of conference sessions. In earlier dispatches, we examined a number of [new tools for welcoming communities](#) (pp 3-4) and provided tips on [engaging with the media](#). In our third instalment, we look at ways to involve community leaders in immigrant integration.

In this session, presenters noted that the bulk of Americans are neither completely in favour nor entirely hostile to immigration; rather, they exist somewhere in the middle. Although Canadians are generally more positively disposed to immigration than are citizens of other countries, there are still a sizable number who are generally ambivalent. Engaging this population can have an important impact on overall support for immigration and diversity, and presenters in this session argued that making in-roads with mainstream community leaders is an important first step. With this in mind, initiatives to engage business leaders, faith communities and elected officials were the focus of this session.

Joe Fugere, owner and operator of Tutta Bella, a local restaurant chain, noted that a large number of his employees are immigrants, and this sparked his interest in the relationship between fiscal and social responsibility. In 2006, rallies were held across the United States to protest proposed changes to immigration legislation. Tutta Bella declared an Employee Appreciation Day and closed its restaurants for the day so staff could participate in the rallies. When the move elicited media coverage and employees expressed concern about the potential fallout of this exposure, Fugere engaged an immigrant rights organization to advise employees on their rights. In addition, Tutta Bella offers restaurant space to newcomers who are taking workplace-based ESL courses, an initiative that not only enhances employees' English language fluency, but also serves as a forum for social interaction.

Ricardo Gambetta, of the [National League of Cities](#), talked about the importance of targeting elected officials who have an immigrant background or a connection to the immigrant community, who have travelled overseas on economic development missions, or who have advocated on immigrant issues in the past. Gambetto also suggested going beyond elected officials and engaging political staff and city employees: these, he claimed, are the people who do much of the work! He noted that establishing strong partnerships with non-political actors institutionalizes relationships so that activities outlast changes in political leadership.

Matthew Soerens, of [World Relief](#), talked about the role that faith communities can play in immigrant integration. He noted that faith can bring together groups that are otherwise disparate, including native-born citizens, immigrants, and ethnocultural communities. This means bringing together disconnected parts of the church and finding champions who are interested in building these relationships. With this as a foundation, individuals can be encouraged to take action. This may include ministry opportunities, such as providing services to immigrants in the community, the formation of friendship groups, or the provision of ESL classes. Faith groups may bring in religious scholars or host a Bible or Koran study that focuses on the treatment of migration in religious texts.

There are a number of ways to engage community leaders in immigrant integration, but this session emphasized the following key points:

1. **Be prepared.** Before meeting with community leaders, research their backgrounds and potential policy interests and then focus on one or two key priorities. Do not bombard officials with a laundry list of ideas. Bring them convincing data, good stories, and a potential solution. Most important: show up on time!
2. **Follow the "3M rule."** This includes: *message* (have a unique, fresh and consistent set of talking points with data that support that message); *money* (some resources are needed to build relationships, even if it is just to invite community leaders for coffee); and *media* (cultivate relationships with the media as a means of promoting your cause).
3. **Keep the interests of potential partners in mind.** For example, politicians respond to voters. Show them data on public support for immigration, on the number of people affiliated with your cause, and on your media coverage. This helps convince elected officials that immigration is an important – and potentially vote-fertile – issue. Meanwhile, business leaders are typically motivated by economics. Demonstrate the business case for immigration and the potential return on investment.
4. **Adopt a broad-based approach.** Target elected officials from a broad political spectrum, business leaders in many sectors, and a number of media outlets. Do not put all of your eggs in one basket.
5. **Ask, but don't pressure.** Community and business leaders often need to be encouraged to engage, but the initial approach should be casual. Invite elected officials to events, ask a local entrepreneur to donate space for an upcoming meeting, or invite a local restaurant to cater an event. This creates a natural link upon which you can build.
6. **Make use of community insiders.** You need messengers and leaders with whom communities identify and take seriously. This enhances credibility and allows you to forge additional relationships. Such relationships are the only way to turn people who are marginally supportive into passionate advocates for immigration and diversity.
7. **Remember that most leaders are natural risk-takers.** When they are asked to do something, they are usually more inclined to find a way to say "yes" than an excuse to say "no." Use this to your advantage. Do not give leaders reasons to say no.

You can read more about the National Immigrant Integration Conference [here](#).

Peterborough Partnership Council on Immigrant Integration

We believe that immigrant integration is essential for long-term social, cultural, economic and environmental prosperity in the Peterborough region.



The Peterborough Partnership Council on Immigrant Integration (PPCII) was established in 2008 to create a cohesive regional response to the needs of newcomers in the City and County of Peterborough. In 2009, the PPCII began the research and community consultation process necessary to develop its five- year immigrant integration strategy.

Launched in 2010, the [PPCII Integration Strategy](#) outlines the objectives which need to be met to improve immigrant integration in the County and City of Peterborough.

The significant growth in our membership, from four founding members to more than 150 individual and organizational members, has allowed us to make a great deal of progress towards advancing the objectives of our integration strategy. Some of the successes of the PPCII's strategy include:

Newcomer Integration Toolkit: This toolkit supports social service agencies by providing resources, practical solutions and best practices that enable the community to better meet the unique needs of newcomers. The toolkit is the product of collaboration between the PPCII, the New Canadians Centre, and the Community and Race Relations Committee. The toolkit can be found [here](#) .

Multicultural Organizations: The map and directory of multicultural organizations in Peterborough are available as tools and reference materials for both newcomers and longstanding residents of Peterborough. These resources make it easier for newcomers and residents of Peterborough to access and contact the multicultural organizations that reflect the diversity of the people of Peterborough. You can find these resources [here](#).

Peterborough Welcome Pass: A joint program of PPCII and its 22 partner organizations, this pass is designed to give newcomers to Peterborough an introduction to cultural, arts, and recreational spaces in the Peterborough area. Once registered, the individuals and their families obtain a pass that allows them free or discounted access to different cultural spaces and activities. The Peterborough Welcome Pass is funded by the Greater Peterborough Museum Network and the Community Foundation of Greater Peterborough. More information about the Peterborough Welcome Pass Program can be found [here](#).

'Together we Prosper' Conference: In November of 2011, more than 140 community members from diverse backgrounds attended the PPCII's second 'Together we Prosper' Conference. Distinguished local and regional speakers as well as newcomers to Peterborough presented on a variety of issues, including Creativity and the Economy, Diversity and Inclusion in the Workplace, Newcomer Mental Health, Immigrant Integration Best Practices, and Engaging Newcomer Youth in Peterborough. The conference attracted wide media coverage and was opened by the Mayor of Peterborough, Daryl Bennett, and the Deputy Warden of the County of Peterborough, Barry Rand.

An Assessment of Health Beliefs Among Muslim Women in Canada: Implications for Culturally and Religiously Appropriate Health Care Practices

Ruhksana Ahmed, Assistant Professor,
Department of Communication, University of Ottawa

This study was funded by the Social Sciences and Humanities Research Council (SSHRC) - Major Collaborative Research Initiative (MCRI) program: The Religion and Diversity Project.

The main objectives of this study were twofold: a) to investigate health beliefs among Muslim immigrant women in Canada, and b) to determine the implications for developing culturally and religiously appropriate health care practices for this population. The study group is made up of women who practice the Islamic faith and thus self-identify as Muslim, are foreign born, and have lived in the Ottawa area for at least one year.

Health beliefs and health care needs of Muslim immigrants, a rapidly growing minority in Canada, are relatively unknown. In addition to highlighting the importance of looking at provider-patient communication in relation to cultural, religious, and socio-economic factors, studies have also reported differences in health care needs between men and women.¹ There is a gap in the literature with regard to health care issues faced by Muslim women in general, and Muslim immigrant women in Canada in particular. What literature is available underscores the importance of considering how culture² and health care providers' lack of knowledge about Islamic culture³, impact the care that Muslim immigrant women receive.⁴

Employing a mixed-methods approach, data were collected using Focus Group discussions and paper-pencil surveys. Recruited through stratified, purposive, snowball sampling and personal networks, women who self-identified as Muslim, were foreign born, had lived in Ottawa for at least one year, had visited a health care provider for themselves or a family member at least once in the past year, and were able to communicate their experiences in English, were invited to participate in the study.

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1. Tabenkin, H., Goodwin, M. A., Zyzanski, S. J., Stange, K. C., Medalie, J. H. (2004). Gender differences in time spent during direct observation of doctor-patient encounters. *Journal of Women's Health, 13*(3), 341-349.
 2. Simpson, J. L., & Carter, K. (2008). Muslim women's experiences with health care providers in a rural area of the United States. *Journal of Transcultural Nursing, 19*, 16-23.
 3. Tsianakas, V., & Liamputtong, P. (2002). What women from an Islamic background in Australia say about care in pregnancy and prenatal testing. *Midwifery, 18*, 25-34.
 4. Roberts, K. (2003). Providing culturally sensitive care to the childbearing Islamic family: Part II. *Advances in Neonatal Care, 5*(3), 250-255.

The research project was carried out in two sequential phases:

Phase One: Four focus groups were conducted with Muslim immigrant women living in Ottawa. These covered topics such as Muslim immigrant women's beliefs about issues of health, illness, and healing; use of preventive care; risk reduction measures; health related media consumption; perceptions about health care providers' communication skills; cultural and/or religious practices for health care; the effects of immigration and other socio-cultural factors on health-seeking behaviour; and reproductive health care practices.

Phase Two: Surveys were administered to one hundred Muslim immigrant women in Ottawa. In addition to drawing from existing literature and scales, the phase one focus groups also helped inform the survey questionnaire. The survey focused on assessing Muslim immigrant women's health care experiences with doctors; satisfaction with doctor visits; communication experiences with doctors; experiences with health care accessibility, including seeking professional assistance for emotional health; opinions about various health beliefs, behaviours, and practices regarding reproductive health, preventive care and risk reduction measures; health related media consumption; and the importance of doctor's understanding of patient's cultural and religious practices.

Findings from this research project are expected to raise diversity awareness within Canadian health care settings, contribute to a better understanding of the health care needs of Muslim immigrant women, as well as to improved healthcare provider-receiver communication, especially, in Ottawa which is becoming increasingly diverse.

Once the analyses are complete, the findings and recommendations will be disseminated to both academic and non-academic audiences by means of:

- ◆ Full project report (in the Fall of 2012)
- ◆ Conference presentations
- ◆ Publications in peer-reviewed journals
- ◆ Media coverage (e.g., newsletter contribution, op-ed article).

British Columbia Task Force Presages Changes in Economic Immigration

Submitted by WCI Planning and Policy Fellow Meyer Burstein

In December 2011, British Columbia announced the creation of a task force to assess federal and provincial immigration programs with a view to increasing skilled immigrant and investor numbers. The task force is expected to deliver its report by month's end. In announcing the review, B.C.'s premier cited forecasts of more than one million new job openings in British Columbia over the next decade.

The main focus of the task force has been the suite of economic immigration programs that include the Provincial Nominee Program, the Federal Skilled Worker Program, the Canadian Experience Class and the Federal Immigrant Investor Program. Consideration has also been given to temporary foreign worker measures and student flows. In order to arrive at its recommendations, the task force has been consulting employers, industry and sector associations, settlement service providers, community associations and other relevant groups. Included in this are B.C.'s western partners in the newly formed New West Partnership, a grouping that includes Alberta and Saskatchewan who are also lobbying the federal government to ease access to skilled international workers and to cede control over immigrant selection and processing to the provinces.

John Yap, the member of the legislative assembly who is heading B.C.'s task force, has signaled that, in an ideal world, British Columbia would like the same selection powers as Quebec but would settle for a larger role in determining both immigrant numbers and the speed of processing. This responds to what the task force has heard from business leaders and business associations. The oil and gas industry has been especially vociferous, but small business owners throughout the province have also been clamouring for more skilled workers.

British Columbia's task force and the interest expressed by provinces, on both coasts, in faster entry and greater control over immigrant numbers and skill composition are taking place against a background of federal announcements concerning plans for speedier processing and a larger role for employers in the selection of highly skilled immigrants. Issues of jurisdiction and control aside, the fact that both the provinces and the federal government have accessibility, speed of processing, and larger numbers of skilled workers in their cross-hairs suggests that significant policy and operational changes in skilled worker and entrepreneurial immigration will almost certainly occur in the coming months.

Recent and Upcoming Conference Presentations

Andrew, C. (2012, February). *La vitalité des communautés et l'inclusion*. Presentation as part of the pre-conference event on Francophone Immigration in Canada at the 14th National Metropolis Conference, Toronto, Ontario, Canada.

Augustine, Hon. J. (2011, November). *Canadian Network of National Associations of Regulators Presentation*. Workshop at the Canadian Network of National Associations of Regulators Conference, Toronto, Ontario, Canada.

Augustine, Hon. J. (2011, November). *Address to Greater Sudbury Local Immigration Partnership Assembly*. Keynote address at the Greater Sudbury Local Immigration Partnership Assembly, Sudbury, Ontario, Canada.

Augustine, Hon. J. (2011, November). *Diversity, Integration, Opportunity: Capitalizing on New-comer Expertise*. Keynote address at the Employment Forum of the Multicultural Association Chaleur Region, Bathurst, New Brunswick, Canada.

Augustine, Hon. J. (2012, February). *Strengthening Toronto's Economy Through Internationally Educated Professionals*. Keynote address at the Rotary Club Luncheon, Toronto, Ontario, Canada.

Augustine, Hon. J. (2012, February). *Address to Sault Ste. Marie Local Immigration Partnership Welcoming Diversity Forum*. Sault Ste. Marie, Ontario, Canada.

Bollman, R. (2012, February). *Where is Agriculture Important to Canada's Rural Economy?* Presentation to the Department of Bioresources, Policy, Business and Economics, University of Saskatchewan, Saskatoon, Saskatchewan, Canada.

Bollman, R. (2012, February). *Understanding Rural Canada: Implications for Rural Development Policy and Rural Planning Policy*. Presentation to the Rural Development Planning Symposium, Brandon, Manitoba, Canada.

Bollman, R. (2012, February). *Canada's Rural Population is Growing: A Rural Demography Update to 2011*. E-seminar presentation to the Rural Development Network.

Dyson, D. (2012, February). *How Can We Collect Information About Impacts: Is Primary Research out of Reach?* Community Research Symposium at the CERIS pre-conference, Toronto, Ontario, Canada.

Esses, V.M., & Medianu, S. (2012, March). *Pre-Arrival Services for Provincial Nominees: Research Needs, Challenges, and Priorities*. In B. Amoyaw (Chair), Pre-arrival services for provincial nominees. Workshop presented at the 14th annual Metropolis Conference, Toronto, Ontario, Canada.

Fleras, A. (2012, March). *Policing the Kaleidoscope: Inclusivity as Bridge-Building*. Invited Keynote address to the Association for New Canadians, St John's, Newfoundland, Canada.

Guo, Y., & Hébert, Y. (2012, March). *Educational Integration of Immigrant Children and Youth: Policy Ineffectiveness*. Paper presented at the National Metropolis Conference in Toronto, Ontario, Canada.

Guo, Y. (2012, February). *Addressing the Needs of English Language Learners: Mobilizing Immigrant Parent Knowledge in Teacher Education*. Paper presented at the Conference of the Western Canadian Association for Student Teaching (WestCAST), Calgary, Alberta, Canada.

Guo, Y. (2012, February). *What Do Immigrant Parents Say About Parental Involvement?* Paper presented at the Calgary Teachers' Convention, Calgary, Alberta, Canada.

Guo, Y. (2012, January). *Unlearn Their Privileges: Pre-Service Teachers Learning from Immigrant Parents.* Paper presented at the Hawaii International Conference on Education, Honolulu, Hawaii, USA.

Guo, Y. (2011, December). *Immigration, Diversity, and Knowledge Construction: Exploring Pre-Service Learning of Teacher Candidates in Canada.* Paper presented at the 7th International Conference on Researching Work and Learning, East China Normal University, Shanghai, China.

Hamilton, L. K., Esses, V. M., & Finegan, J. (2012, April). *Attributions Moderate the Effects of Perceived Underemployment Among Immigrants.* Paper to be presented at the 27th annual meeting of the Society for Industrial and Organizational Psychology, San Diego, California, USA.

Huot, S., Dodson, B., & Laliberte Rudman, D. (2012, February). *Negotiating Integration Within a Minority Context: Critically Exploring the Experiences of French-Speaking Immigrants to Ontario, Canada.* Paper accepted at the American Association of Geographers (AAG) Annual Conference, New York, New York, USA.

Jafri, N. (2012, March). *Regulatory and Registration Oversight and the Impact on Internationally Trained Professionals: An Ontario Perspective.* Workshop presentation at the 14th National Metropolis Conference, Toronto, Ontario, Canada.

Manning, L. (2012, January). *Secrets for Productivity in a Diverse Workplace.* Presented at Cannexus 2012, Ottawa, Ontario, Canada.

Manning, L. (2012, February). *Beyond Your Horizons: Finding New Talent.* Keynote Address, HRPA Ottawa Chapter and Ottawa Chamber of Commerce Breakfast, Ottawa, Ontario, Canada.

Nunes, F. (2012, March). *The Canadian Partnership Model of Immigrant Settlement and Integration Services: Perspectives from Governments.* Paper presented at 14th National Metropolis Conference, Toronto, Ontario, Canada.

Radice, M., & Canning, T. (2012, February). *Public Libraries as Inclusive Public Space: What Libraries do for the Integration of Newcomers in Halifax.* Paper presentation at 14th National Metropolis Conference, Toronto, Ontario, Canada.

Radice, M., & Canning, T. (2012, April). *Between the Universal and the Particular: Stories of Public library Provision for Newcomers in Halifax, Nova Scotia.* Paper presentation at the conference Diverse Spaces: Examining identity, community and citizenship within Canadian public culture, Frost Centre for Canadian Studies and Indigenous Studies, Trent University, Peterborough, Ontario, Canada.

Steinbach, M. (2012, March). *Social Integration of Immigrant Adolescents in Secondary Schools in Regional Quebec.* Paper presentation at 14th National Metropolis Conference, Toronto, Ontario, Canada.

Turegun, A. (2012, March). *Settlement Services under Canadian Federalism: A Portrait of Federal and Provincial/Territorial Programming, Funding, and Delivery.* Paper presentation at the 14th National Metropolis Conference. Toronto, Ontario, Canada.

Highlights of Recent Additions to the WCI Website

- ◆ Our [listing of Local Immigration Partnerships](#) in Ontario has been updated to include the Five Eastern Counties LIP des cinq comtés de l'Est, Leeds & Grenville, Northwestern Ontario, Quinte, Renfrew & Lanark County, Simcoe, and the Smith Falls LIPs. Up-to-date LIP contact details, settlement and integration strategies, and LIP websites are accessible on this page. New LIPs are added as soon as they become operational. Information has recently been added to the Prairie Region section, and new content is upcoming for the Atlantic Region section.
- ◆ Two new papers added to the WCI Library focus on the attraction and retention of immigrants in Western Canada: [Attraction and Retention of Immigrants: Policy Implications for the City of Calgary](#) and [An Analysis of Immigrant Attraction and Retention Patterns Among Western Canadian CMAs](#). The entire Library, including reports and presentations by WCI members, as well as information from past WCI conferences and workshops, can be accessed [here](#).
- ◆ The [Current Research](#) section of the website has been updated to include new and ongoing projects being undertaken by WCI members. Once completed, products will be posted in our [Library](#).
- ◆ Former WCI Workplace Integration domain leader Linda Manning's presentation *The Way We Work Doesn't Work Anymore*, hosted by TEDx, is the video showcased on [our homepage](#) (bottom left). Visit our frequently updated [Audio-Video](#) page.
- ◆ [Talent is Ready: Promising Practices for Helping Immigrant Professionals Establish Their American Careers](#) was recently added to the [Community Toolkits and Resources](#) page. This toolkit offers a snapshot of skilled immigrant workforce integration in the U.S., details promising practices and offers practical, tested advice for those who seek to better serve immigrant professionals residing in their communities.
- ◆ Upcoming conference: *Diverse Spaces: Examining Identity, Community and Citizenship Within Canadian Public Culture*, will take place on April 18-20 at Trent University's Frost Centre for Canadian Studies and Indigenous Studies. Our [event listings](#) are updated frequently, and members can now submit their events more easily via our new Suggest an Event feature, located immediately below the calendar on the Events page.

Thank You

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