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Call for Input into Pathways to Prosperity Pan-Canadian Projects

This month's eBulletin represents a milestone in the life of the Pathways to Prosperity Partnership. With the publication of its first series of proposed pan-Canadian research projects, the Partnership marks a transition from establishing its internal machinery to initiating studies of policy and practice. The seven projects described below are designed to address important questions. Indeed, the project team hopes that the ideas contained in these projects will resonate with governments, service provider organizations, and other institutions concerned with the integration of newcomers and the creation of welcoming communities across Canada.

In future years, feedback on the P2P's comparative research agenda will be solicited using the consultative structures developed expressly for this purpose. As these are not yet fully functional, we have decided to publish the proposed research projects in this eBulletin. We ask our partners and collaborators to comment on these proposals either using the online survey we have set up for this purpose or by sending an email to admin@p2pcanada.ca, with the header "Feedback on P2P proposals". We welcome comments about the relative importance of these projects, as well as any specific comments on the questions to be posed and issues to be addressed. Please provide feedback by **January 15, 2013** in order that we can take your advice into account as we move forward. Government partners will be contacted directly for discussion of the proposals.

The link to commence the online survey can be found here:
https://uwopsych.qualtrics.com/SE/?SID=SV_2cwKwxt4QpJRD9P

Once feedback has been obtained, we will develop teams of collaborators and partners to elaborate the proposals and to establish the means to implement the research. We are looking forward to obtaining your reactions.

The seven proposals include:

1. [The Warmth of the Welcome: On Economic and Social/Communal Integration of Immigrants in Canada](#)
2. [Comparison of Place-Based Community Partnerships, including Local Immigration Partnerships \(LIPs\) and other Community-Based Partnerships Designed to Facilitate Immigrant Settlement and Integration](#)
3. [International Students as Future Citizens](#)
4. [Building Capacity and Supporting Innovation within Settlement Agencies and the Settlement Sector](#)
5. [Promoting the Role of Employers and the Private Sector in Newcomer Integration](#)
6. [Delivering Settlement Services in New Destination Communities](#)
7. [Sports and Recreation as Integrative Tools](#)

Proposals for Pan-Canadian Comparative Research – 2012-2013

1. The Warmth of the Welcome: On Economic and Social/Communal Integration of Immigrants in Canada

Policy and Practice Rationale

Words such as 'immigrant underclass', 'ethnic enclaves', and 'parallel communities' are now more often mentioned in debates on immigrants' integration in Canada and elsewhere. Jason Kenney, Canada's Minister of Citizenship, Immigration, and Multiculturalism, for instance, recently stated: "We want to avoid the kind of ethnic enclaves or parallel communities that exist in some European countries." The ways in which such outcomes could be avoided, however, are not fully understood. The purpose of this research is to contribute to existing knowledge on this issue.

The integration of immigrants in host societies is a multi-dimensional process. Thorough integration involves integration into three broad domains: 1) the institutional domain; 2) the economic domain; and, 3) the social/communal domain. Integration into the institutional domain refers to immigrants' ability to become fully functional citizens, without facing systemic barriers emanating from the structure and functioning of major institutions such as education, health-care, justice, police, and so on. Integration into the economic domain refers to immigrants' ability to enter the job market and work in capacities commensurate with their qualifications, training, and educational credentials. Integration into the social/communal domain refers to immigrants' ability to develop social ties and have meaningful social interactions with the native-born segment of the population; such interactions could happen in neighbourhoods, workplaces, schools, etc. A well-integrated immigrant group is one which faces no institutional obstacles, no market disadvantage, and no social isolation.

The processes of integration into these three domains are not simple reflections of one another. This is to say that, at least theoretically, it is possible for immigrants to successfully integrate into one but not the other domains. Moreover, integration into any one of these three domains is not independent from integration into the others. For example, integration into an accommodating institutional environment could facilitate integration into the economic domain; an illustration of this would be the impact of 'employment equity' legislation on the employability of visible minority immigrants. Integration into the economic domain, by the same token, can foster a more positive view among immigrants towards Canada and native-born Canadians. Furthermore, a stronger economic profile of an immigrant group can increase their influence on the laws governing the structure and the functioning of public institutions. The purpose of this research proposal is to study the mutual influences of integration into the social/communal and economic domains.

Conceptual/Theoretical Framework

The guiding hypothesis of the study is that the stronger the degree of immigrants' integration in each of these two domains, the stronger their integration into the other. Also, it is hypothesized that in the early years of their arrival in Canada, immigrants' positive experiences in the economic domain – i.e., economic integration – will generate among them positive views towards Canada and the native-born population, and will raise their readiness to integrate into social/communal Canadian life. Their acceptance into the

social/communal domain by the native-born, in turn, reinforces their economic integration in later years. Conversely, failure by the host society to welcome immigrants in the social/communal domain will eventually translate into immigrants suffering in the economic domain, and may erode their willingness to integrate into Canadian social and communal life.

Integration into the social/communal domain can occur at several different levels ranging from immigrants' full engagement in communal and civic life and the acceptance of such engagement by the host population, to social interactions in social networks consisting of both immigrants and the native-born, and an absence of negative stereotypes among each group towards the other. Economic integration, on the other hand, can vary across immigrants' working in jobs commensurate with their qualifications, the absence of discrimination against them, and the experience of pleasant working relationships with co-workers. The questions to be addressed in this study revolve around the mutual relationships between these two sets of indicators, using an eclectic conceptual/theoretical framework which draws on recent scholarship on this issue in a wide range of disciplines, such as sociology, economics, social psychology, political science, and religious studies, among others.

Research Questions

Specifically, the following questions will be addressed in this research:

- ◆ What relationships exist among immigrants' social, civic, and economic integration?
- ◆ What role do social capital and local community attachment play in economic integration?
- ◆ What role does economic integration play in newcomers' social integration and their sense of belonging to the local community and to Canada?
- ◆ Do investments in newcomer social integration (e.g., community connections) have effects on other aspects of integration, including economic integration?
- ◆ Do social, civic and economic integration play out in the same way for different ethnic, cultural and religious groups? If so, what are the factors at work and what are the program implications?
- ◆ Are those experiences different in different cities/provinces? If they are, what factors contribute to those differences? Are there any differences between the experiences of immigrants who live in smaller versus larger cities?
- ◆ Do social, civic, and economic integration play out differently in a minority context (e.g., Francophone communities)?
- ◆ How could the findings be translated into policies, programs, and practices?
- ◆ Description of the Project and Possible Approaches

The above research questions will be addressed using a mixed-methods approach, including both quantitative and qualitative methods of data collection. The sources of the data are: existing surveys conducted by Statistics Canada and other public and private agencies, focus groups, and face-to-face interviews with immigrants and native-born Canadians. The possible lacunae in the data identified in the first phase will then be addressed through conducting new surveys.

The project will also draw on data from other immigrant-receiving countries, such as the United States, Australia, and several countries in Western Europe. The comparative nature of the project will make it possible to identify success stories and to draw on them for the purpose of policy-making and program development.

2. Comparison of Place-Based Community Partnerships, including Local Immigration Partnerships (LIPs) and other Community-Based Partnerships Designed to Facilitate Immigrant Settlement and Integration

Policy and Practice Rationale

There is a growing appreciation by governments at all levels – both domestically and internationally - of the importance of locating the capacity to plan and integrate settlement services as close as possible to the individuals and communities that the services are intended to benefit. This tendency is driven by an understanding that services need to be integrated from the bottom up rather than top down; by a realization that integration requires a capacity not only to target individuals but also neighbourhoods; and by an appreciation that effective programming and delivery require tacit knowledge as well as sound analysis. Fiscal pressures have also increased interest in promoting efficiency, through better local coordination, as well as in leveraging resources, especially from organizations that offer only universal services.

Community partnerships such as the CIC-funded LIPs initiative, the Regional Gateways in Saskatchewan, and place-based partnerships in other locations are key to supporting the regionalization of immigration, an important objective of both federal and provincial governments and, increasingly, municipalities. This research will investigate how best to structure these partnerships to promote their effectiveness, and what strategies to use to assess their impact.

Conceptual/Theoretical Framework

The research would contribute to the growing literature on place-based policies and multilevel governance. For example, it would contribute to a deeper understanding of how to structure and support place-based policies to optimize their effectiveness, and how multilevel governance can best operate in relation to immigration policy and practice. It would also contribute to theorizing on regionalization and on welcoming communities.

Research Questions

Specifically, the following questions will be addressed in this research:

- ◆ What features of community-based partnerships contribute to their success in promoting immigrant settlement and integration?
- ◆ What are best practices for establishing and operating community-based partnerships, and how might these practices be effectively transferred?
- ◆ Are there practices that are likely to be particularly effective for Francophone and Northern communities where specialized immigrant services may be in short supply? The study would extend to francophone networks in various provincial and territorial jurisdictions.
- ◆ How do we measure the effectiveness of these partnerships from an organizational perspective as well as in terms of the community outcomes they promote?
- ◆ How do we group or categorize communities for purposes of comparison, for evaluating outcomes, and for sharing promising practices? What community features are most important for this purpose (e.g., community size, immigrant composition, economic situation, strategic goals)?

Description of the Project and Possible Approaches

The research proposal has a number of thematic components that would be investigated by P2P teams and integrated into a cohesive project:

1. A pan-Canadian comparison of place-based community programs aimed at promoting settlement and integration. The comparisons would take place along dimensions that include: program objectives; key program structures and processes; institutional arrangements (staffing, committees, and support); main activities mandated under the program; analytic support for planning and action; program financing; and existing evaluations and analyses.
2. Studies of critical points in the operation of place-based programs. These would include initial project creation and management of relations with pre-existing community undertakings; formation of key councils and committees; and development of strategic and operational plans.
3. Studies of select best practices, defined with respect to better coordination, increased leverage, broader community involvement, and better (better quality and more resources) integration programs. The best practice studies would focus on program features rather than offering pronouncements on the overall effectiveness of community programs. The best practice studies would be modelled along the lines of the Open Method of Coordination – an expert, team-study methodology employed by the European Union to assess and improve social policy initiatives. The analyses would target different types of communities, including those that differ in size and immigrant composition, Northern communities, and Francophone communities.
4. A study designed to provide baseline measures and to help measure outcomes produced by place-based initiatives. This study would build on work that the Welcoming Communities Initiative (WCI) has conducted for CIC NHQ and Ontario Region. In 2010, the WCI produced a report for CIC NHQ outlining 18 characteristics of a welcoming community and potential strategies for assessing these characteristics. In 2012, the WCI completed a related project for CIC Ontario in which it identified objective indicators for many of these characteristics and produced baseline indicator tables for a sample of Ontario LIPs, based on data from the 2006 census, Canadian Community Health Survey, EQAO educational outcome data, and other sources. The proposed study would conduct similar analyses for place-based initiatives across Canada, using more recent datasets. Depending on availability, the 2011 census would be used, as well as other datasets available from Statistics Canada and other sources. The importance of this project is that it would permit objective assessments of where communities stand (by creating welcomeability measures) and what areas require further attention. The research could also be used to assess the effectiveness of select actions in particular areas. The aim of the study would be to develop a grid – a reference frame of comparable communities – against which place-based community partnerships could evaluate the success of their respective strategic plans and interventions. The grid would also facilitate the sharing of best practices (by ensuring that practices were exchanged among similar communities). To construct the comparison grid, the research would examine alternative approaches for classifying the ‘circumstances’ of any given community so that communities with *similar* circumstances would be classified together in a peer group (e.g., based on community size, growing or declining demand for labour, presence of recent immigrants in the community). This would allow researchers, evaluators, and practitioners to assess how a community is performing compared to other communities operating in similar circumstances, and to share best practices tailored to these circumstances.

3. International Students as Future Citizens

Policy and Practice Rationale

Student migration is a recent and growing area of scholarly and policy interest. Post secondary institutions in North America, Australia, New Zealand, Europe and some countries of Asia are now competing to attract and retain fee-paying foreign students. For governments of immigrant-receiving countries, foreign-born university graduates represent an attractive pool of potential new immigrants who have the potential to contribute to the labour force immediately after graduation. Following in the footsteps of Australia and New Zealand, the Canadian government has begun to elaborate its strategies for attracting foreign students as future citizens: since 2008, changes in immigration policy have made it easier for international students to obtain permanent resident status in Canada. Simultaneously, Canadian universities are increasingly focused on recruiting fee-paying foreign undergraduate students as an untapped source of revenue and as a strategy to enhance their international profile and network. Indeed, a recent task force commissioned by the federal government recommended that Canada nearly double the number of international students from 239,000 in 2011 to 450,000 by 2022. In this context, a national research project focusing on international students is timely.

Conceptual/Theoretical Framework

The project will determine whether theories of migrant motivation, adaptation, and well-being can be applied to the specific context of international students. It will also make significant contributions to an understanding of transnationalism and the mobility patterns of the highly educated. In addition, the project will contribute to scholarship in the sociology of education, particularly an understanding of the educational experiences of minority students.

Research Questions

Specifically, the following questions will be addressed in this research:

- ◆ What can Canadian universities and the communities in which they are situated do to increase the successful adaptation and retention of international students?
- ◆ What can policy makers and communities do to increase the likelihood that international students will stay in Canada, remain in smaller communities, and become citizens?
- ◆ Are there specific strategies that Northern and minority Francophone communities can use to recruit international students and retain them after graduation?
- ◆ What kinds of networks could be created for these students in order to improve their adaptation and retention?
- ◆ Are particular types of students (e.g., based on background, personality characteristics, milieu from which they originate, program of study in Canada) especially likely to stay in Canada and to settle in smaller communities?
- ◆ How does the economic performance of immigrants who originally entered as students compare with the performance of economic migrants who entered in other streams?
- ◆ How does field of study impact economic outcomes?

Description of the Project and Possible Approaches

A multi-method approach will be used in this project, including surveys and focus groups of international students, and interviews of educators and community stakeholders (e.g., municipalities, economic development corporations, employers) who work with or are impacted by international students. For example, a longitudinal survey will systematically

examine the sociological and psychological predictors and indicators of success outcomes (and retention) among international students at various stages of their education and, for those who stay in Canada, their transition to work. Focus groups with international students will probe motivations to study abroad and experiences at Canadian post-secondary institutions in more depth. Interviews with educators and community stakeholders will examine perceptions of how increasing numbers of international students are impacting communities, promising practices for providing supports to and strategies for retaining international students in local communities, and perceptions of the potential role of international students in local economic development.

4. Building Capacity and Supporting Innovation within Settlement Agencies and the Settlement Sector

Policy and Practice Rationale

Citizenship and Immigration Canada (CIC) spends well over half-a-billion dollars annually purchasing settlement services for immigrants. A further \$50-\$100 million is committed by other organizations, including provincial governments, federal ministries (outside of CIC), municipalities, and various quasi-public and private organizations. The lion's share of this expenditure is directed to non-profit agencies under tightly controlled service purchase arrangements.

Surprisingly, despite the size of the annual expenditure, neither CIC, nor settlement agencies and settlement umbrella associations, have systematically studied the ways in which capacity at either the industry or agency levels could be built. Instead, changes in capacity tend to be equated to changes in government expenditure levels. Not enough attention, however, has been paid to issues related to the use of technology, product and service specialization, comparative advantage, sequencing and integration of services, and ideas for nurturing and sustaining innovation within the settlement sector. In short, there does not presently exist a well-articulated institutional strategy to promote innovation and to build capacity at the agency and sector levels in order to respond to profound policy and environmental shifts. Existing research and evaluations focus on services and outcomes, but they generally ignore the institutions delivering the services. This research seeks to address this important knowledge gap.

Conceptual/Theoretical Framework

The research would contribute to a deeper understanding of the institutional complex that comprises and supports settlement and integration, as well as to the literature on efficiencies in service provision more generally. For example, it would shed light on the relations between 'firm' behaviour and 'industry' organization, and on performance measurement as it relates to the organization of settlement services. The research would also contribute to a more complete view of the role of social capital in promoting integration.

Research Questions

Specifically, the following questions will be addressed in this research:

- ◆ What is the full range of services that settlement agencies produce?
- ◆ What are the key determinants that shape the full range of agency outputs?
- ◆ How does the organization of the settlement sector shape service delivery and agency capacity?

- ◆ How can innovation be nourished within the settlement sector and how can we best measure it?
- ◆ How do we balance the trade-off between efficiency and effectiveness in service delivery?
- ◆ What capacities need to be developed by settlement agencies to respond to policy and technological shifts? What 'environmental' changes (for example changes in the way that government agencies interact with the sector) are required to support these capacities?

Description of the Project and Possible Approaches

The research project would be broken into several sub-studies that would be investigated by P2P teams and integrated into a comprehensive analysis. The following component studies are envisioned:

1. A pan-Canadian study of settlement agency behaviour, outputs and determinants focusing, in particular, on the influence of alternative financing sources and financing structures, government- agency relations, agency scale, and agency program organization. The study would commence by comprehensively cataloguing and analyzing settlement agency outputs and relations. These include program services paid for by external funders as well as 'hidden' outputs such as program and service integration on the ground (an essential but unrecognized and unfunded task), collaboration with and support for (other) non-profit and ethno-cultural organizations, and the full range of bridging social capital activities undertaken by agencies and senior staff, such as participation on boards and advisory councils. The study would make an effort to capture differences between agencies in Northern and remote locations and those located in larger centres.
2. A study of how the settlement industry as a whole functions. This would include an examination of how industry behaviour at the macro level is affected by the composition of local organizations at the municipal or regional level. The influence of parameters such as the number and size of agencies; the ethnic, cultural and religious composition of the client caseload; and the degree of ethnic and service specialization would all be studied. The study would also look at the performance of immigrant umbrella associations, notably, what functions they perform and what services they provide to member agencies. Particular topics would include an examination of how the industry supports learning, innovation and policy and program development. An important feature of the study would be an examination of how services to Francophone minorities outside Quebec are supported at the industry level; the study would also examine the links between umbrella organizations and agencies in Northern and remote locations.
3. A comparative study of different government approaches to mobilizing and working with the settlement sector, including the regimes in Quebec, Manitoba and British Columbia. The study would focus on discrete topics such as financing methods, eligibility rules to obtain support, and accountability measures. For comparison, the study could also examine approaches in parallel service areas (for example, the methods used by ministries concerned with employment).
4. A study structured around the identification and analysis of best practices in select areas of service delivery. The analysis would be accompanied by training in the delivery of these best practices for agencies interested in improving their current program offerings or expanding into the designated service areas. The research would evaluate whether innovation in the settlement sector could be institutionalized through a systematic process involving best practice identification and agency training.

5. A study aimed at developing a framework for the “Settlement Agency of the Future” and identifying best practices in this regard. The design would anticipate shifts in program direction and newcomer composition, shifts in newcomer destinations, and technological possibilities. The focus would be on optimizing the performance of individual agencies with a view to optimizing the performance of the settlement system as a whole. This would include augmenting essential agency capacities; optimizing the support that agencies obtain from the ‘industry’ or sector; and optimizing relations and exchanges with governments. An important sub-component of this study would focus on services to Northern and remote sites as well as to Francophone minority communities.

The sub-studies would employ a mix of qualitative and quantitative analyses, including surveys of settlement agencies; interviews with settlement agency leaders and government officials; focus groups involving settlement agency staff; statistical analyses employing program performance data reported by settlement agencies; and controlled experiments and measurement of results.

5. Promoting the Role of Employers and the Private Sector in Newcomer Integration

Policy and Practice Rationale

There is a consensus that early and successful job placement is critical for both the economic and social integration of newcomers. Poor economic outcomes have been linked to social exclusion, poverty, deprivation, reduced educational opportunities for the children of immigrants, and the formation of impoverished neighbourhoods. In response to this assessment and evidence of weak immigrant economic performance, employers have been accorded a growing role in newcomer recruitment by both federal and provincial governments. This extends to greater employer involvement in the recruitment of immigrants, temporary foreign workers and foreign students who have studied in Canada.

As a result of the growing influence exerted by employers and employer associations on newcomer recruitment – and the effect this has had on entry policies, such as the Canada Experience Class, and on the geographic dispersion of new arrivals – interest has grown in the potential contribution by employers to newcomer inclusion, settlement and integration. Employer assistance could take the form of mentoring programs, advanced job training, cultural sensitivity training, and accelerated recognition of foreign work experience and educational credentials. Employers could also play an important role in promoting social and civic integration by providing newcomers with information about life in Canada, providing support for enhanced community connections (for example, through recreation programs), and offering assistance aimed at helping newcomer families to settle and adjust. Evidence of such programs exists across the country but employer involvement in settlement has not been extensively or systematically studied. Certainly, no attempt has been made to carefully analyze and disseminate best practices in this field.

Conceptual/Theoretical Framework

The value proposition for employers wishing to recruit newcomers (immigrants, temporary foreign workers and students) is an understudied area. The study is expected to contribute to a more refined model of employer behaviour and a better understanding of the determinants of employer actions and valuations. As well, the study will provide a deeper

understanding of employer motivations and the relationship between employers' profit maximizing behaviour and their civic interests.

Research Questions

Specifically, the following questions will be addressed in this research:

- ◆ What are the key determinants and barriers to greater employer involvement in newcomer recruitment and selection?
- ◆ How does employer involvement in the recruitment and selection of newcomers affect social, economic and civic integration outcomes?
- ◆ How are employers involved in integrating newcomers and in promoting community receptivity? What are best practices for employer involvement in integration and inclusion?
- ◆ How could employers be motivated to play a greater role in immigrant social and civic integration, and what strategies could be developed to provide employers with the tools and resources to execute such a role?

Description of the Project and Possible Approaches

A series of interrelated studies are proposed for examining the actual and potential role that employers and employer associations might play in newcomer recruitment and subsequent integration. These include the following elements:

1. A study of employer motivation for supporting immigrants and contributing to their integration, as well as for participating in measures aimed at boosting local receptivity. The study would examine the relation between stated employer motivations, on the one hand, and employment circumstances and government policy structures, on the other. The study methods would include interviews, surveys and focus groups with employers to determine their motivation.
2. A study of opportunities for employer engagement in the recruitment and selection of immigrants, temporary foreign workers and students. The study would examine both international and domestic recruitment (through advertising, job fairs and other forms of promotion). Among the factors to be examined are the level of interest by employers as a function of industry, occupation and geographical locale; employer perceptions of the value proposition associated with foreign recruitment; employer perceptions of different recruitment locales and cultural workforce preferences; perceived barriers to informed employer decision-making; and the potential role of other institutions - notably municipalities, employer associations, federal agencies and non-profit organizations - in mediating employer participation. Particular emphasis would be assigned to recruitment by employers in Northern and Francophone communities. Francophone recruitment is particularly interesting because of the elaborate recruitment and selection machinery that has been developed by the federal government in the context of promoting Francophone immigration to Francophone minority communities.
3. A study comparing the outcomes associated with alternative means of recruiting immigrants and temporary foreign workers (whose status is subsequently adjusted through the Canada Experience Class). More specifically, the study would aim to determine the impact of employer involvement on the economic, social and civic outcomes associated with different modes of recruitment and selection.
4. A study of employer-initiated programs aimed at helping employees and their families to settle, as well as promoting a more receptive local environment. The study would examine specialized programs and services offered by employers to newcomers, as well as programs and services offered to all new employees. This latter group of services

would be examined for their potential contribution to newcomer settlement. A key element of the study would be an attempt to isolate best practice elements by employers for promoting settlement, integration and inclusion. The research would closely examine a range of services, including: potentially greater involvement by employers in providing information to newcomers; measures aimed at supporting enhanced community connections; assistance directed to newcomer families to facilitate early adjustment; employee mentoring programs; various forms of work-related training; cultural sensitivity training; and methods to accelerate the recognition of foreign work experience and educational credentials. The analysis would seek to establish the type of circumstances to which particular best practices could be transferred.

6. Delivering Settlement Services in New Destination Communities

Policy and Practice Rationale

Fundamental changes have been occurring in the immigration system in relation to migrant destinations and modes of entry. Three of these changes lie at the heart of this proposal: (i) the growing importance of smaller centres - some of them located in Northern and remote areas - as recipients of significant migrant intake; (ii) the increasing reliance on temporary foreign workers to fill emerging jobs in these new destination communities; and (iii) the greater willingness by federal and provincial governments to open pathways for temporary foreign workers to obtain permanent immigration status. Given the economic forces driving these changes, there is a strong likelihood that these trends will accelerate, notwithstanding worries about labour market distortions and potential abuse.

What is particularly salient in this emerging pattern is that the migrants, particularly those destined to smaller and more remote settings, are finding themselves in cities and towns that have little institutional capacity (in the form of government services and settlement agencies) and often little experience in offering specialized services to newcomers. Nor do the cities and towns have much capacity or experience in promoting receptivity among existing dwellers.

Obviously, this is a concern from a corporate perspective (retention of employees and protection of investment), but it is also a significant concern for workers seeking to convert their status and become permanent residents and citizens. There is ample research indicating that without settlement assistance, long-term integration is frequently compromised. The challenge, which this project seeks to address, is how to equip smaller and more remote communities with the capacity to address the settlement and integration challenges that face newcomers, their families, and the cities and towns in which they reside. The need for a strategy to extend services to more remote settings is seen as a necessary and essential concomitant of current temporary foreign worker and in-Canada landing policies.

Conceptual/Theoretical Framework

The research would contribute to theories of regionalization, transnationalism, and a deeper understanding of the process of integration and inclusion in smaller, more remote settings. This would include a better appreciation of the institutional capacities and potentialities of smaller centres and their ability to mobilize these capacities. In addition,

the research would initiate a thorough investigation of new technologies and their potential use in promoting economic, social and civic inclusion.

Research Questions

Specifically, the following questions will be addressed in this research:

- ◆ What are the most important settlement and inclusion challenges facing newcomers and smaller, new destination communities receiving large migrant intakes?
- ◆ What are the capacities of mainstream organizations located in smaller centres to address newcomer settlement needs and inclusion?
- ◆ How can technology and distance learning techniques bolster and complement the existing institutional capacity to promote integration in smaller centres?
- ◆ What best practices exist for promoting integration and inclusion in smaller centres and how might these practices be effectively transferred?

Description of the Project and Possible Approaches

The research study would be comprised of four sub-studies:

1. The first sub-study would inventory and take stock of the mainstream and specialized institutional capacity that exists within small and remote centres, with particular attention to the core characteristics of welcoming communities. The goal would be to understand how this capacity would need to be augmented and supported in order to equip local institutions with the means to provide essential settlement services to new arrivals and their families and to help build receptivity in the community at large. The institutions would include local, not-for-profit organizations; ethnocultural and religious institutions, both established and new; key employers and employer associations, such as Chambers of Commerce; provincial and federal agencies; and municipal departments.
2. In the second sub-study, a mix of interviews, focus groups and surveys would be employed to establish the priority needs of temporary foreign workers and their families. Complementing these analyses would be surveys of community leaders to establish their attitudes and their assessments of local capacity. This would be coupled with focus groups composed of representatives from key mainstream institutions – including non-profit agencies, ethnocultural and religious institutions, employers and government officials – to obtain their assessments of local capacity, local needs, required changes and supports. Included in this would be an examination of how mainstream organizations have adapted their services to respond to newcomers.
3. A third sub-study would be undertaken of distance learning techniques and of technological aids that could be used to deliver services directly to newcomers in remote settings; as well, the study would explore methods for assisting local organizations and practitioners to deliver settlement services and other essential supports. The aim would be to pilot and evaluate a number of these techniques. The question of potential gateway communities for providing surrounding regions with specialized newcomer services would be expressly addressed.
4. The final sub-study would identify and assess best practices in the use and adaptation of mainstream services, as well as best practices linked to distance education and training techniques. The selection of service areas (within which best the practices would be identified) would be based on the analyses conducted by the other sub-studies forming this project. The study would incorporate the development and assessment of training modules for delivering the best practices that are examined.

7. Sports and Recreation as Integrative Tools

Policy and Practice Rationale

There is strong circumstantial evidence suggesting that sports and recreation can be used as integrative tools, spanning a variety of age groups. Yet little research has directly addressed this assertion, examining how municipalities, sports associations, and other organizations can use sports and recreation to promote newcomer integration into the local community, promote community connections, and facilitate host community understanding of immigrants and their contributions.

This project will explore the relation between sports and recreation participation and various indicators of integration and cross-cultural awareness, from the perspective of both newcomers and members of the established community. The indicators will include perceptions (feelings of belonging), involvement (participation in local activities, both sport and non-sport), integration and bridging (whether one's friends and colleagues are from one's 'own' community or the host community) and plans to remain in the community. It will also explore strategies for most effectively using sports and recreation to promote integration and cultural awareness. The involvement of municipalities in community-based initiatives, such as LIPs, opens the door to greater municipal involvement in immigrant recruitment and retention, and by extension, the deployment of municipal 'tools' such as recreation and sports in the service of attracting and retaining newcomers. The project will focus on a variety of age groups, including newcomer youth and seniors.

Conceptual/Theoretical Framework

Several theoretical perspectives are relevant to this research. The first, the contact hypothesis, suggests that contact between members of groups that occurs under specific conditions is likely to lead to improved intergroup relations and understanding. The most important of these conditions are equal group status, mutual interdependence in working toward common goals, intergroup cooperation, and support from authority figures. A related theoretical perspective that is particularly relevant to this research is the Common Ingroup Identity Model, which proposes that bias among groups can be reduced by structuring intergroup interactions so that ingroup and outgroup members are recategorized as members of a more inclusive, superordinate group. In particular, the theory suggests that when members of a former outgroup begin to be part of the ingroup, the cognitive and motivational processes that contribute to ingroup favoritism become redirected to improve attitudes and foster more positive orientations to these newly defined members of the ingroup. The theoretical questions to be addressed will be how to structure sports and recreation activities to fulfill these conditions, and their specific role in promoting positive outcomes in this context.

An additional theoretical perspective that will be applied to this research is that of immigrant social networks and social capital. There is considerable evidence that bridging social capital – networks formed with members of the host community – can improve the integration outcomes of newcomers. The question to be addressed by this research is how sports and recreation activities can be used to enhance bridging social capital so that immigrants can benefit from connections formed with non-immigrants.

Research Questions

Specifically, the following questions will be addressed in this research:

- ◆ What can municipalities, sports associations, and other organizations do to encourage

newcomer participation in local sports and recreation programs? What are current barriers to participation and how can they be overcome? How effective are fiscal incentives (e.g., tax credits) in promoting newcomer participation?

- ◆ How should sports and recreation programs be structured to optimize opportunities for connections between newcomers and members of local host communities? Do these differ as a function of participant characteristics, such as gender, age, and other background characteristics?
- ◆ Do networks constructed through participation in sports and recreation programs facilitate positive outcomes for newcomers in other domains, such as finding a job and learning English/French?
- ◆ Do immigrant parents effectively connect with host community parents through their children's joint participation on a sport team?
- ◆ Can sports and recreation programs be used to promote feelings of belonging to local communities and to Canada, increased participation in Canadian society including civic participation and citizenship, and increased knowledge of Canadian culture among newcomer participants?
- ◆ Are some sports more effective than others as tools of integration (e.g., team versus individual, traditional Canadian versus sports introduced by immigrants)?
- ◆ Can sports and recreation programs be used to encourage cultural awareness and sensitivity among members of local host communities?
- ◆ What role can sports, recreation and outdoor activities play in attracting and retaining newcomers in Northern and rural communities, and in minority Francophone communities?

Description of the Project and Possible Approaches

A multi-method approach will be useful for this research, focusing on the perspectives of those who participate in the delivery of sports and recreation programs, and on immigrant and non-immigrant participants and non-participants. For example, interviews with program deliverers will focus on their capacity to meet the needs and integrate newcomers into their programming, and the perceived costs and benefits of "mixed" programming. Promising practices for the delivery of sports and recreation programs that seek to integrate immigrants into the larger society will also be documented, focusing, for example, on YMCAs, Boys and Girls Clubs, schools, and municipal after-school sports programs. Focus groups and surveys of immigrants will examine the barriers and facilitators of access to and participation in sports and recreation programs in one's local community, including those offered by non-profit organizations and by private programs, such as schools of dance. Focus groups and surveys of participants in sports and recreation programs will systematically examine the extent to which the conditions known to facilitate positive intergroup contact and a common ingroup identity are present in particular programs, and the outcome of these factors for both immigrant and non-immigrant participants. Outcomes to be examined will include intergroup attitudes and cultural awareness, as well as retention in smaller communities, sense of belonging, attachment to the local community and to Canada, civic participation, and more general social and economic outcomes.

Case Study: A Partner's Report on How Chatham-Kent LIP Collaboration Impacts Service Delivery

As the heartland of agriculture in Ontario, Chatham-Kent attracts around 1,200 Temporary Foreign Workers/Migrant Workers. In the past, these workers have come from the Caribbean and Mexico under the Seasonal Agriculture Workers Program. Since the introduction of the Low Skills Workers Program, however, worker diversity has increased dramatically. Greenhouse industries, in particular, attract workers from countries such as Guatemala, Jamaica, Thailand, and the Philippines. Under revised immigration rules, these workers can work in Canada for up to 4 years. As temporary foreign workers, however, they do not have permanent resident status nor the same rights and access to settlement services as permanent residents. The following initiatives by the Migrant Workers Ministry of the Diocese of London as a result of its LIP involvement demonstrate the benefits of the LIP for harnessing community resources to improve services for temporary foreign workers on whom the community relies for its economic prosperity.

Migrant Workers Ministry of the Diocese of London: "The Chatham-Kent LIP provided opportunities to network and exchange ideas with service and governmental agencies we would not normally come into contact with as a church outreach to migrant workers. This exposure to previously unexplored programs resulted in new ways of thinking about how to overcome gaps in newcomer services. This thinking has led to the development of projects with new partners that brought immediate and sometimes dramatic improvements to the lives of the migrant workers we seek to serve."

Case Study One: Accessing Health Services for Migrant Workers

The Migrant Workers Ministry had worked for over 6 years with the Thai Outreach of Chatham-Kent to help Thai workers find appropriate care, but had been unable to identify a means of connecting workers to the range of health care options they needed. The Chatham-Kent Community Health Centre had identified migrant workers as an area of concern but was unable to initiate a relationship with growers and workers to introduce services. Access to medical services is limited by factors such as distance from health care facilities, lack of transportation, work hours vis-a-vis clinic hours, lack of familiarity with the Canadian health care system, and issues around status and insurance.

Through the Chatham-Kent LIP, the Migrant Workers Ministry was able to connect the Chatham-Kent Community Health Centre to Thai Outreach. Beginning in the fall of 2011, the Community Health Centre worked with Thai Outreach to register workers and also arranged for a public health nurse and social worker to take part in Thai Outreach's educational programming. The project has built a new relationship between the growers and the healthcare agencies, and has created a win-win situation for everyone involved. Employers report less down time due to illness and injury and reduced waiting time associated with visits to hospital emergency rooms. At the same time, the Community Health Centre has increased its capacity to reach the vulnerable populations they are mandated to serve.

Case Study 2: Accessing Library Services and Community Integration

During the planning and research phase of the project, the Chatham-Kent LIP conducted focus groups with migrant workers to understand their settlement needs and the challenges they face in rural communities. One of the main findings of this research pointed to social isolation, and, according to focus group participants, a lack of access to Spanish language books, DVDs and news. The Chatham-Kent Public Library, a LIP Partnership Council member, indicated a willingness and ability to provide such materials to migrant workers. Through the collaboration among the Chatham-Kent Public Library, the Migrant Workers Ministry, and Adult Language and Learning, a pilot project was launched in August of 2012 linking 15 workers at Sloan's Farm to the Bothwell branch of the Chatham-Kent Public Library.

The Migrant Workers Ministry recognizes that the project has contributed to its educational efforts for migrant workers by giving them access to resources already resident in the community. The Chatham-Kent Public Library has created a basic, Spanish welcoming phrase list for its staff so they can make their new clients feel welcome. Library visits provide migrant workers with an opportunity to socialize and integrate into the community.

Kenney Enjoys One of His 'Best Meetings'

Minister of Citizenship, Immigration and Multiculturalism, Jason Kenney, described a November 23rd meeting with the North Bay Local Immigration Partnership executive as "one of the best meetings I have had," in a newspaper interview.

He spent the afternoon and evening in North Bay as a guest of Nipissing-Timiskaming MP Jay Aspin.

Don Curry, Executive Director of the North Bay & District Multicultural Centre and Co-Chair of the North Bay Newcomer Network (the LIP) said each committee chair spoke for a few minutes about recent and future initiatives.

"Because we had an economic development focus to both our LIP and settlement agency from the outset, we dovetail nicely with the Minister's overall direction in making changes to immigration," he said.

Minister Kenney expressed avid interest in a new pilot project called HR North (www.hrnorth.ca), which provides an HR support centre and online matching tool for employers stretching from Parry Sound to Timmins. He was also interested in two Employers' Council publications, an Employers' Guide and a Relocation Guide, which became models for similar publications in four other Northern Ontario cities. They are available on the North Bay immigration portal at www.northbayimmigration.ca



Members of the Pathways to Prosperity project met with New Brunswick officials for a day-long retreat to discuss collaborative approaches to promoting research. The retreat, which took place on November 28th at the Moncton campus, was entitled: "Partnering between provincial officials and university researchers: working together to establish a culture of learning". The event sought to identify factors that facilitate or hinder the implementation of collaborative research, and to propose solutions for overcoming major obstacles. Co-investigators Caroline Andrew of the University of Ottawa and Chedly Belkhodja of the University of Moncton, as well as collaborators André Marie Pelland and Leyla Sall participated in the event.

The Greater Moncton Immigration Summit

On January 16-17, 2013, the City of Moncton, together with the City of Dieppe and the Town of Riverview, is hosting a public forum at the Delta Beauséjour Hotel to discuss immigration. The aim is to get input from key stakeholders and the community at large in order to develop an updated 'Community Immigration Strategy for Greater Moncton'. In order to set the stage and to offer participants a comparative perspective on newcomer attraction and retention, experts affiliated with the Pathways to Prosperity Partnership (P2P) will participate in a panel discussion on Thursday morning, January 17th. The Atlantic Metropolis Center has collaborated in organizing this event. The P2P panel will feature Victoria Esses, Gérald Clément and Don Curry.

Bridget Foster Receives the Queen Elizabeth II Diamond Jubilee Medal

Bridget Foster, Executive Director of the Association for New Canadians, was awarded the 2012 Queen Elizabeth II Diamond Jubilee Medal at a ceremony held in St. John's in September. The award recognizes Bridget's work in promoting multiculturalism and intercultural understanding, and helping newcomers settle in Canada.



Pictured above: Bridget Foster, recipient of the Queen Elizabeth II Diamond Jubilee Medal

The Medal was presented to her by George Murphy, MHA - St. John's East. "The Jubilee Medals are a chance for us to thank some of the people who help make Canada the great place we all want it to be," said Murphy.

The Association for New Canadians is a non-profit, community-based organization located in St. John's, Newfoundland that has provided settlement and integration services to immigrants and refugees for over 30 years.

Caroline Andrew Receives the Governor General's Award

Caroline Andrew, an early founder of the Welcoming Communities Initiative and a co-investigator on the Pathways to Prosperity Partnership, was one of five outstanding women presented with the Persons Award by the Governor General.



Pictured above: Caroline Andrew, recipient of the Persons Award

The award commemorates five women whose judicial battle led to a decision by the Privy Council in London in October 1929 that the word 'persons' in the British North America Act could include women.

Minister Rona Ambrose congratulated recipients for their "exceptional leadership and valuable contributions to Canadian societycreating lasting, positive change for women, their families and their communities." Caroline is professor emeritus at the University of Ottawa and Director of the Centre on Governance. She is a former Dean of the Faculty of Social Sciences.

Recent and Upcoming Conference Presentations

Akbari, A.H. (2012, October). *Human resource development in Atlantic Canada: Future outlook and current solutions*. Moderated nontechnical session at the 2012 Atlantic Canada Economics Association (ACEA) Conference, Saint Mary's University, Halifax, Canada.

Akbari, A.H. (2012, October). *Current state of immigration policy in Atlantic Canada*. Moderated nontechnical session at the 2012 Atlantic Canada Economics Association (ACEA) Conference, Saint Mary's University, Halifax, Canada.

Akbari, A.H. (2012, October). *Why do immigrants earn more than non-immigrants in labour market of Halifax but not in Toronto?* Presentation at the 2012 Atlantic Canada Economics Association (ACEA) Conference, Saint Mary's University, Halifax, Canada.

Bollman, Ray D. (2012, November). *Where in the rural was the economic downturn?* Presentation at the 59th Annual North American Meetings of the Regional Science Association International, Ottawa, ON, Canada.

Carter, T. (2012, October). *Housing challenges for newcomers in Manitoba*. Presentation at Manitoba Immigrant and Refugee Settlement Sector Association Professional Development Conference. (Workshop on Affordable Housing for Newcomers), Winnipeg, MB, Canada.

Carter, T. (2012, November). *Housing as settlement: Issues and solutions in housing for newcomers: A Manitoba perspective*. Presentation at the *Canadian Housing and Renewal Association Webinar*, Ottawa, ON, Canada.

Curry, D. (2012, December). *Changing the face of North Bay*. Presentation at Rural Diversity: Crucial to Our Economic Future, Pembroke, ON, Canada.

Curry, D. (2013, December). *Changing the face of North Bay*. Panel at Moncton Summit. Moncton, NB, Canada.

Drolet, J. (2012, July). *Migration experiences of domestic workers in Cambodia*. Presentation at IASSW International Conference on Social Work & Social Development: Action and Impact. Stockholm, Sweden.

Drolet, J. (2012, July). *Welcoming communities: Immigration in small cities and rural communities*. Presentation at IASSW International Conference on Social Work & Social Development: Action and Impact, Stockholm, Sweden.

Drolet, J. (2012, September). *A working paper on settlement, integration, and welcoming communities domain in British Columbia, 1996-2012*. Paper presentation at the Metropolis BC Capstone Event, Vancouver, BC, Canada.

Dusi, P. & Steinbach, M. (2012, September). *Integration in Italian primary schools - the voices of children and parents from elsewhere: A comparison with the Canadian context*. Paper presentation at the European Conference on Educational Research (ECER). Cádiz, Spain.

Dusi, P. & Steinbach, M. (2012, December). *L'importance du sens d'appartenance pour des futurs enseignants en Italie et au Canada*. Paper presentation at the Association de Recherche Interculturelle (ARIC). New Delhi, India.

Kazemipur, A. (2012, April). *The crescent and the maple leaf: Muslims in Canada*. Invited talk at Prentice Institute, University of Lethbridge, Lethbridge, AB, Canada.

Kazemipur, A. (2012, September). *Employment and social integration of immigrants: The intersections with gender and religion*. Invited talk at the symposium: Is Atlantic Canada a Home Away From Home for Immigrants? Gender and Intersectional Perspectives, St. John's, NL, Canada.

Kazemipur, A. (2012, October). *The economics of attachment: Immigrants' employment experiences and attachment to Canada*. Paper presentation at the CRDCN Annual Conference: Evidence-Based Policy Formation and Evaluation, University of New Brunswick, Fredericton, NB, Canada.

Kazemipur, A. (2012, November). *A life in paradox: The socio-economic experiences of Muslims in Canada*. Invited talk at the Western Centre for Research on Migration and Ethnic Relations, University of Western Ontario, London, ON, Canada.

Liboy, M. G. (2012, octobre). *Former le personnel de l'enseignement à l'interculturalité afin d'améliorer la communication entre les familles immigrantes et l'école albertaine*. Présentation – Transferts des savoirs; savoirs des pratiques. Production et mobilisation des savoirs pour une communauté inclusive, Edmonton, AB, Canada.

Long, J. (2012, November). *Lessons in proper citizen behaviour: Teaching immigrants how to use public spaces in Rotterdam, the Netherlands*. Conference presentation in panel: *Teaching Borders and Boundaries: Anthropological Investigations into Citizenship Education* at the American Anthropological Association (AAA) Annual Meeting, San Francisco, CA, USA.

Lund, D. E. (2012, September). *Standing up for social justice in schools*. Invited keynote presentation at the Education Students' Association Fall Conference, University of Victoria, Victoria, BC, Canada.

Lund, D. E., Lee, L., Kaipainen, E., & Bragg, B. (2012, September). *Connecting with children and youth of immigrant families: Service-learning through a social justice education course*. Paper presentation at the 12th International Conference of the International Association for Research on Service-learning and Community Engagement, Baltimore, MD, USA.

Lund, D. E. (2012, October). *Igniting joy and justice in your language classroom*. Invited keynote presentation at the conference of the BC Teachers of English Language Arts: Re-imagining English Language Arts: Teaching for Joy and Justice, Burnaby, BC, Canada.

Lund, D. E. (2012, October). *Finding the courage to tackle social justice issues in your classroom*. Invited workshop presentation at the conference of the BC Teachers of English Language Arts: Re-imagining English Language Arts: Teaching for Joy and Justice, Burnaby, BC, Canada.

Lund, D. E. (2012, October). *Having the courage to stand up against bullying and discrimination*. Invited keynote presentation at an Anti-Bullying Week Seminar, University of Lethbridge, Lethbridge, AB, Canada.

Lund, D. E. (2012, November). *Keeping public education public*. Invited roundtable participant at event hosted by the Sheldon Chumir Foundation for Ethics in Leadership: How Public is Public Education?, Calgary, AB, Canada.

Lund, D. E., Kaipainen, E., & Lee, L. (2012, November). *Using the service-learning movement to advance social justice ideals in teacher education*. Paper presentation at the 22nd Annual International Conference of the National Association for Multicultural Education, Philadelphia, PA, USA.

Lund, D. E. (2012, December). *Countering hate speech in Alberta*. Invited keynote presentation at Getting a Handle on Hate: An International Human Rights Day Event, Calgary Centre for Culture, Equity and Diversity, Calgary, AB, Canada.

Satzewich, V. (2012, October). *Immigrant selection and control in Canada's overseas visa offices*. Presentation at the Centre for Canadian Studies, University of Edinburgh, Edinburgh, Scotland.

Spitzer, D. & Torres, S. (2012, July). "We imagined the good life". *Transnational labour & Filipino families in Canada international*. Paper presentation at the Visual Sociology Association Visualizing the City Conference, Brooklyn Heights, NY, USA.

Steinbach, M. (2012, July). *Teaching newcomers in regional Quebec: Perspectives of accueil and francisation teachers*. Paper presentation at the Association for Language Awareness (ALA), Montréal, QC, Canada.

Steinbach, M. (2012, October). *Des Pratiques aux Savoirs: Comment intégrer les élèves issus de l'immigration au Québec?* Paper presentation at the Groupe de recherche sur l'inter/transculturalité et l'immigration (GRITI), Edmonton, AB, Canada.

Steinbach, M. (2012, December). *Les relations intergroupes entre les élèves issus de l'immigration et les élèves de la société d'accueil*. Paper presentation at the Association de Recherche Interculturelle (ARIC), New Delhi, India.

Tolley, E. (2012, November). *Reflection or refraction? Self-presentation and media coverage of racial minority candidates*. Paper presentation at the Annual Meeting of the Northeastern Political Science Association, Boston, MA, USA.

Tossutti, L. & Hilderman, J. (2012, November). *Parliament and the representation of deep diversity*. Workshop presentation hosted by Samara at Canadian Democracy in the 21st Century, Toronto, ON, Canada.

Whitelaw, C. & Louw, K. (2012, October). *Diversity + Engagement = Inclusion: A model to inclusively engage diverse students*. Paper presentation at SIETAR USA, Minneapolis, MN, USA.

Thank You

We would like to thank the Social Sciences and Humanities Research Council of Canada for their continued financial support.

