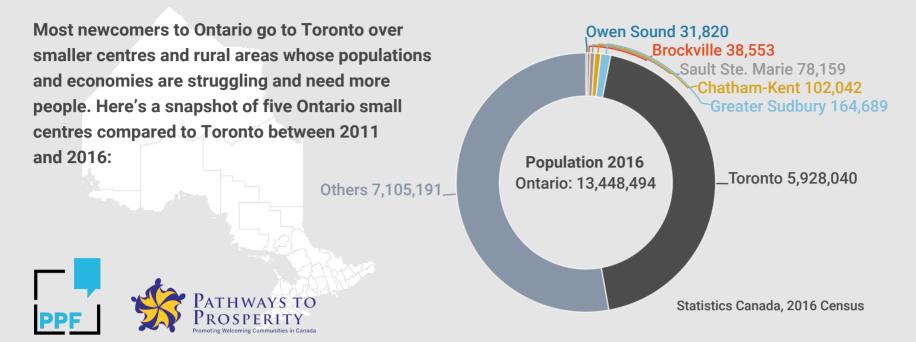
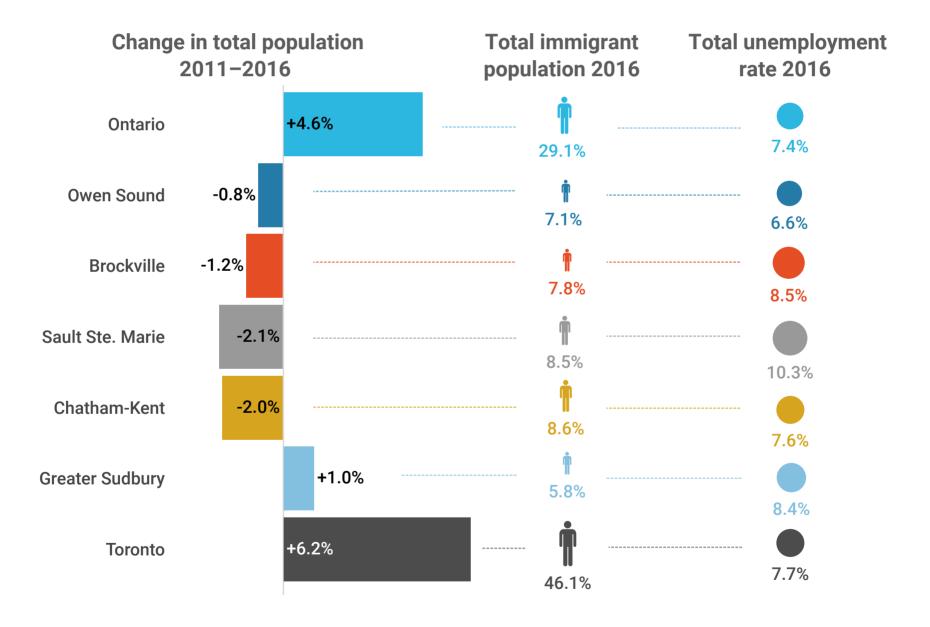
## SMALL CITIES' IMMIGRATION CHALLENGE



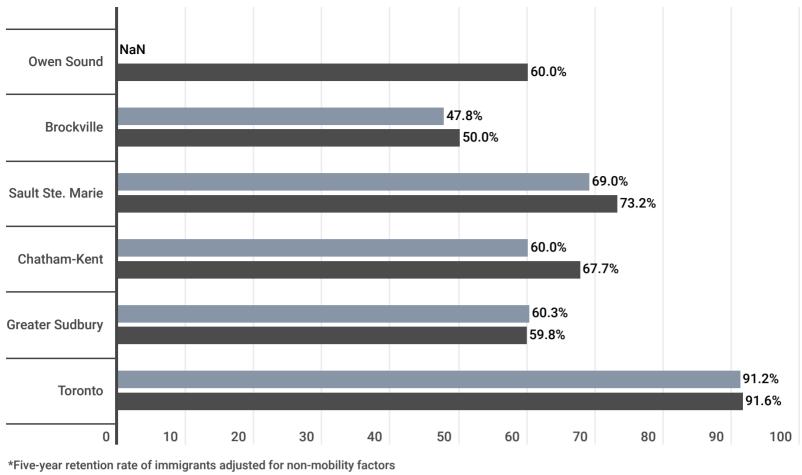


Source:

Esses, V. & Carter, C. (2019). Beyond the Big City: How Small Communities Across Canada Can Attract and Retain Newcomers. Public Policy Forum.

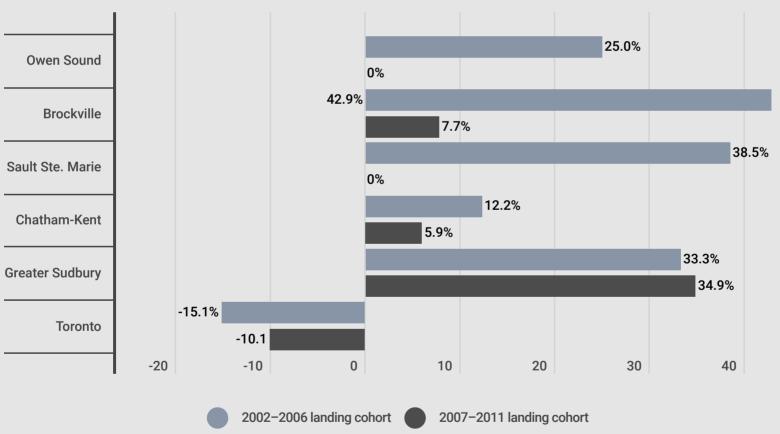
<u>Owen Sound</u> <u>Brockville</u> <u>Sault Ste Marie</u> <u>Chatham-Kent</u> <u>Greater Sudbury</u> <u>Toronto</u>

## **Immigrant Retention Rate**









\*Migration Effectiveness Rate (MER) is the resulting gain or loss experienced by a location by outflows to and inflows from other locations at landing. MER is expressed as a percentage varying between -100 and 100, depending on whether there is a loss or gain in number of immigrants relative to the overall volume of immigrant exchange for the location

Source: Bozheva, A., & Esses, V. (2019). IMDB Analysis of Immigrant Settlement Geography and Retention Rates for CMAs and CAs in Ontario, 2002-2016. Public Policy Forum.



