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### Hold the Date

#### Pathways to Prosperity 2020 National Conference

We are pleased to announce that the Pathways to Prosperity Partnership will hold its Eighth Annual Conference at the Westin Hotel in Ottawa on Monday, November 23 and Tuesday, November 24, 2020, with a full-day Conference for Local Immigration Partnerships and Réseaux en immigration francophone on Wednesday, November 25.

The Annual Conference will include plenary sessions, workshops, poster presentations, and opportunities to network with colleagues. Further details including workshop and poster calls for proposals, registration information (rates retained at the same levels as this year), hotel booking information, and exhibitor opportunities will be announced in early 2020.

From the team of Pathways to Prosperity, we wish you Happy Holidays!

#### Pathways to Prosperity 2019 National Conference Receives Top Ratings

On October 31 and November 1, 2019, the Pathways to Prosperity Partnership held its Seventh Annual National Conference — *Immigration at the Crossroads: Renewing Support for Immigration to Canada at the Intersections of Research, Policy, and Practice*. On October 30, Pathways to Prosperity also held a Preconference entitled *Local Immigration Partnerships and Réseaux en immigration francophone: The Nexus of Newcomer Settlement and Integration*. The conference attracted over 525 attendees and the preconference over 180, with our numbers continuing to increase year over year. We thank all those who support the Pathways to Prosperity and participate in our activities.

The feedback we received on this year's conference and preconference rated them as outstanding. For example, the conference and preconference overall

and the plenaries generally received ratings of 6 on the 7 point scale, and when asked how likely it would be that they would attend future P2P conferences and LIP-RIF events, the response from attendees was a strong YES!

Attendees indicated that:

- ◆ “The conference is a highlight every year.”
- ◆ “I think you are doing a fantastic job. I find the conference well organized and always come away inspired and with lots of new ideas. And it is wonderful to meet our colleagues from across the country.”
- ◆ “I really appreciated the overall design & the agenda. A good amount of time for networking, conversations, and discussion with a good amount of information also presented across a range of topics. Please continue with this format!”
- ◆ “I hope that the organizers and strategists behind the P2P conference know how important this work is and how it is of benefit to those of us who are out here on the front line every day ... To learn from across the country how things are going with respect to immigration in each region of the country is extremely useful. Thank you for your excellent work and for bringing us together.”

The first day of the conference began with opening remarks and a land acknowledgement by Patrick Hunter, a 2 Spirit Ojibway Artist and Graphic Designer, who set the tone for a respectful and informative conference. The second day of the conference kicked off with an engaging special keynote address by Kamal Al-Solaylee on the topic of Race, Immigration and Politics, reminding us of Canada’s history and current presence of racial discrimination and anti-immigration sentiments among some Canadians. The conference also included four plenary sessions, including Goals for the Settlement and Resettlement Programs in the Coming Years; Immigration to Smaller, Rural, and Northern Communities; The Ever-Changing Terrain of Attitudes toward Immigrants and Refugees; and Developing an Evidence Base and Sharing Settlement and Integration Practices that Work. In between, there were 35 workshops and presentations of 30 posters, with the Thursday evening reception and poster awards sponsored by World Education Services.

The preconference focused on how immigration partnerships can: work together, collaborate and develop joint projects at the local, regional and national level; promote engagement and participation among council and committee members; make the case for immigration and address anti-immigrant sentiment; and develop innovative strategies to enhance the integration and inclusion of newcomer youth. P2P also continued the tradition of preparing a booklet of LIP and RIF achievements as a resource for all interested parties.

We would like to thank all presenters and chairs who worked so hard to ensure that the conference and preconference were a success. We also thank all of the exhibitors and we thank the sponsors for their support — World Education Services and the Intercultural Competency Advantage Program of the London Cross Cultural Learner Centre. In addition, we are extremely grateful for the generous support provided by the main funder of this year’s conference: Immigration, Refugees and Citizenship Canada.

Powerpoint presentations from the conference and preconference are now available in the [library section of the web site](#), with the videos of presentations to follow.

## Call For Nominations — #3

### Developing an Evidence Base and Sharing Settlement and Integration Practices that Work (DEB)

Pathways to Prosperity (P2P) is pleased to announce its third Call for Nominations for the project Developing an Evidence Base and Sharing Settlement and Integration Practices that Work (DEB).

#### **ABOUT THE PROJECT**

P2P has been contracted by Immigration, Refugees and Citizenship Canada (IRCC) to design, implement, and evaluate a process for identifying and sharing promising practices in settlement and integration with an empirical basis for their effectiveness. P2P will be producing 25 videos and accompanying briefs on promising practices in the immigrant settlement and integration sector, targeting a range of service areas and client groups.

#### **HOW TO NOMINATE A PROMISING PRACTICE**

The third Call for Nominations is now open and you are invited to participate in this research project through nomination of one or more promising practices.

Promising practices are innovative practices that have an objective basis for claiming effectiveness in achieving their stated aims and that have the potential for replication. Thus, promising practices are defined in terms of their effectiveness, which can be empirically measured as successful outcomes of the practice. Our approach focuses not only on identifying truly promising practices, but on analyzing and sharing key features that can be replicated. Of course, promising practices may have faced challenges in their initial implementation, and these challenges are also considered and analyzed so that others can learn from these experiences.

P2P is seeking nominations of promising practices from a variety of stakeholders involved in the settlement and integration of immigrants and refugees across Canada. Practices do not have to be IRCC funded and can be self-nominated. Practices must be able to demonstrate their effectiveness through an external evaluation or within-organization measurement of outcomes that can be shared (e.g., website URL; you would be able to send it).

Promising practices in this round should focus on one (or more) of the following areas:

- ◆ Anti-racism dialogues and initiatives
- ◆ Building bridges between Indigenous and immigrant communities
- ◆ Coordination of settlement services in communities with multiple service providers
- ◆ Innovative funding models for settlement services (e.g., not dependent on one funder, not government dependent)
- ◆ Strategies for employer engagement
- ◆ Strategies for engagement with non-settlement service providers

Nominations will be reviewed by the Consultation Committee (constituting a team of settlement and research representatives across the country) in January 2020. A set of promising

practices from this Call for Nominations will then be selected and featured on the Pathways to Prosperity website through videos and accompanying briefs ([click here for examples](#)).

Note that videos will be shot on location in January – March 2020. Videos will feature several individuals who developed and use the practice discussing the essential ingredients that would need to be replicated in order to transfer the successful practice to other locations and to related areas of practice.

A nomination of a promising practice will take approximately 20-30 minutes to complete. Feel free to nominate as many promising practices within the areas listed above as you would like. Participation is completely voluntary. You may refuse to participate, refuse to answer any questions or withdraw at any time with no effect on your relationship with P2P, AMSSA, or any of the settlement umbrellas who may be sending out this call. No compensation is provided for submission of a nomination, though the individuals who participate in the video and brief production at a later stage will receive compensation for their time.

Submit one or more nominations here:

[https://uwopsych.eu.qualtrics.com/jfe/form/SV\\_2ipXdYLF96LDHmt](https://uwopsych.eu.qualtrics.com/jfe/form/SV_2ipXdYLF96LDHmt)

(A copy of the nomination form is [available here](#) for your information, but please submit your responses through the online link above.)

By submitting a nomination, you are consenting to participate in the initial nomination stage of the research process and to have the description of your submitted promising practice considered for possible follow-up for video and brief production. This description will be viewed by the members of the Consultation Committee for this purpose. Any information presented or published about the initial submissions will appear in aggregate form only in combination with other submissions. If your practice is selected for follow-up, separate consent will be obtained for the video and brief production, and you will not be obligated to participate in that separate phase unless you choose to do so.

Information collected in this initial nomination phase will have identifying information of your organization (organization name, phone number, website) so that we can potentially obtain further information about the practice. In addition, we will obtain your contact information in a separate link not directly attached to your responses so that P2P can potentially follow-up with you for more details, and can contact you at a later time to invite your participation in video and brief production.

Your responses will be collected through a secure online survey platform called Qualtrics. Qualtrics uses encryption technology and restricted access authorizations to protect all data collected. In addition, Western's Qualtrics server is in Ireland, where privacy standards are maintained under the European Union safe harbour framework. The data will then be exported from Qualtrics and securely stored on Western University's server. Representatives of The University of Western Ontario Non-Medical Research Ethics Board may require access to study related records in order to monitor conduct of research. You do not waive any legal right by consenting to this study.

There are no foreseeable risks of this research and you may not benefit directly from your participation, though the results are expected to benefit the settlement sector as a whole through the sharing of promising practices and the key components that make them work.

**DEADLINE**

**The Call for Nominations will be open from December 13, 2019 to January 13, 2020.**

Submit one or more nominations here:

[https://uwopsych.eu.qualtrics.com/jfe/form/SV\\_2ipXdYLF96LDHmt](https://uwopsych.eu.qualtrics.com/jfe/form/SV_2ipXdYLF96LDHmt)

**QUESTIONS**

Should you have any questions about the project or call for nominations, please contact Jennifer Basu at [jbasu@amssa.org](mailto:jbasu@amssa.org).

If you have any questions about your rights as a research participant or the conduct of this study, you may contact The Office of Human Research Ethics at Western University, (519) 661-3036, 1-844-720-9816, email: [ethics@uwo.ca](mailto:ethics@uwo.ca). This office oversees the ethical conduct of research studies and is not part of the study team. Everything that you discuss will be kept confidential.

Thank you for your time. We look forward to receiving your nominations.

**New Report****Beyond the Big City: How Small Communities Across Canada  
Can Attract and Retain Newcomers**

Canada is an open, accepting, and generous country. It is built on diversity, and communities are stronger when they welcome and work with newcomers who want to build a better Canada. But with the natural trend of intensification and urbanization, most newcomers to Canada settle in just a few major cities, which offer greater economic opportunities and cultural diversity. The rest of the country has not experienced the same rewards from new people bringing new ideas, and small centres have not proportionally enjoyed the benefits of immigration. Instead, many small centres and rural areas are experiencing declining economic prospects and even shrinking populations, creating a cycle of decline and consequent low attraction of new residents, furthering decline.

The Public Policy Forum, in partnership with Pathways to Prosperity, conducted research to determine how newcomer attraction and retention could be enhanced to contribute to the success of smaller centres and less densely populated regions across Canada. A literature review and jurisdictional scan were conducted to bring together the best available evidence on newcomer attraction to and retention in small centres and rural areas. Data from the Longitudinal Immigration Database (IMDB) were also analyzed to better understand the mobility and retention rates of immigrants in small centres in Ontario. These findings were validated and expanded on through community consultations with 199 key stakeholders in five small centres across Ontario.

[Click here for the full report](#)

**NEW REPORT****Pathways to Prosperity Funded Project**

## **Recognizing the Informal Sector: The Reception of Francophone Immigrants by Established Immigrants in Saskatchewan**

*By Jérôme Melançon, Daniel Kikulwe, Michael Akinpelu*

The Communauté des Africains francophones de la Saskatchewan (CAFS) offers informal services and settlement volunteers to newcomers. As volunteers, its members are trying to better understand newcomer needs in a context where French language is in a precarious minority situation, along with the formal processes, and while using their knowledge and experience to answer these needs.

Following the CAFS request and with its support, we carried out a study focusing on interviews with key informants, themselves Francophone immigrants and often involved in the formal or informal settlement sector. We also developed a demographic landscape of the targeted population of the study; a brief historical overview of Francophone immigration in Saskatchewan; and a literature review on African newcomer needs and on what the informal sector brings to their settlement.

Our study found that Francophone newcomer needs vary according to several factors: education level, immigration status, information literacy, command of both official languages, religion, gender, family size, prior immigration experiences, and immigration journey. We categorized their needs into four categories: basic settlement needs, shared by most newcomers; communication needs, especially linked to language and a limited knowledge of English; relational needs, and especially closeness and possibility of involvement, with established immigrants as well as with the host Francophone community; and institutional needs, linked to the State, Francophone communities and settlement programs, where the affective and intercultural elements must be taken into account.

Volunteers need appropriate and stable resources, volunteer training and representation within the Francophone community. More precisely, organisations such as the CAFS need stability in their human resources, a relationship of complementarity and collaboration with other service providers, recognition of their work, and formal partnerships and understanding with and from the community.

[Click here for the full report](#)



## Register for the 14<sup>th</sup> Journée de réflexion sur l'immigration francophone

**March 18, 2020**  
**Delta Hotel, Winnipeg, Manitoba**

The *Fédération des communautés francophones et acadienne (FCFA) du Canada* is pleased to invite you to the 14<sup>th</sup> edition of the *Journée de réflexion sur l'immigration francophone* (conference on Francophone immigration) which will be held at the Delta hotel in Winnipeg on Wednesday, March 18, 2020.

Since its creation more than a decade ago, the *Journée* has become a key forum for discussion among academic, community and government stakeholders regarding immigration in French-speaking minority communities.

The main objectives of the day are:

- ◆ To provide an update on the challenges and opportunities with regards to Francophone immigration;
- ◆ To foster high-level discussions between communities, researchers and federal, provincial and territorial governments;
- ◆ To increase knowledge creation, sharing and dissemination to inform the actions and strategies on Francophone immigration.

The presentations and discussions will also contribute to: identifying research priorities, exploring various public policy approaches, and integrating expertise and roles played by Francophone and Acadian communities in immigration.

Online registration is open from now until March on the [FCFA's website](#). Registration fees are 100\$ (plus HST). This includes access to the conference and lunch. The preliminary program will be soon posted on the [FCFA's Francophone immigration portal](#). We will have a simultaneous translation service.

The FCFA would also like to recognize the commitment of the members of the organising committee: Halimatou Ba, Université de Saint-Boniface; Chedly Belkhodja, Concordia University; Brigitte Chavez, Statistics Canada; Irving Lewis, Association des collèges et universités de la francophonie canadienne; Lionel N. Njeukam, Immigration, Refugees and Citizenship Canada (IRCC); Leyla Sall, Université de Moncton; Christophe Traisnel, Canadian Institute for Research on Linguistic Minorities; and Secrétariat National de la FCFA.

**For more information:** Guillaume Deschênes-Thériault, Coordonnateur, 14e Journée de réflexion sur l'immigration francophone, FCFA du Canada  
Email: [immigration@fcfa.ca](mailto:immigration@fcfa.ca)

*For the past 14 years, the Journée de réflexion sur l'immigration francophone has been made possible through the financial support and collaboration of Immigration, Refugees and Citizenship Canada (IRCC).*

## Become an Evaluation Mentor for Refugee Programs in Canada

The Evaluating Refugee Programs project, led by the Centre for Community-Based Research and the Evaluation Capacity Network, is looking for evaluators to be mentors for groups that support refugee newcomers. As this is a national project, we are looking for mentors in regions across Canada.

Evaluation Mentors will assist Canadian groups and organizations with community-based evaluations of their refugee-serving programs. The Evaluation Mentor will support internal evaluations led by community-based organizations or groups. This may involve supporting groups to better understand community-based evaluation, plan their evaluation, gather and analyze data, produce research products/evaluation reports, or act on the evaluation findings. Individual mentorship relationships and priorities will be determined by local groups and their Evaluation Mentors.

### Benefits of Becoming a Mentor

- ◆ Be a part of improving the lives of newcomers who came as refugees
- ◆ Contribute to building the evaluation capacity of the resettlement sector
- ◆ Find a potential consulting contract
- ◆ Opportunity to co-publish evaluation results
- ◆ Build new connections & networks

### Mentor Qualifications

- ◆ Played a major role in developing and/or carrying out two or more evaluations of refugee programs
- ◆ Located in Canada
- ◆ Completed the TCPS 2 Ethics Tutorial (or equivalent)
- ◆ [Canadian Evaluation Society designation](#) (or equivalent)
- ◆ Attended a CBRET workshop (or equivalent)
- ◆ Attended the ECN One Week Summer Institute (or equivalent)
- ◆ Committed to carrying out evaluations that adhere to a community-based approach
- ◆ Willing to complete a brief telephone interview with one of the team leads or advisory committee members

To learn more about how you can become an Evaluation Mentor and help build the evaluation capacity of groups across Canada, visit [www.eval4refugee.ca/mentorship](http://www.eval4refugee.ca/mentorship) or email [jess@communitybasedresearch.ca](mailto:jess@communitybasedresearch.ca).

### Contact Information

Email: [communications@p2pcanada.ca](mailto:communications@p2pcanada.ca)

Website: [www.p2pcanada.ca](http://www.p2pcanada.ca)

