

Tool 3:

Comparisons to be Made and Selection of Indicators for Priority Characteristics

To be used with: Esses, V.M., Hamilton, L.K., Aslam, A., & Barros, P.R.P. (2023). Measuring welcoming communities: A toolkit for communities and those who support them. *Pathways to Prosperity Partnership*. <http://p2pcanada.ca/library/measuring-welcoming-communities-a-toolkit-for-communities-and-those-who-support-them/>

Based on the purpose of this assessment and needs of your community, check off the comparison(s) to current immigrants in your community that should be made at this time.

Check those that apply	Comparison with
<input type="checkbox"/>	Current non-immigrants in the community
<input type="checkbox"/>	Previous cohorts of immigrants in the community – specify earlier time point(s): _____
<input type="checkbox"/>	Current immigrants in other community/ies – specify community/ies: _____
<input type="checkbox"/>	Provincial/Territorial average for current immigrants
<input type="checkbox"/>	Immigrants in the community prior to implementation of new policy or practice – specify earlier time point(s): _____
<input type="checkbox"/>	Different groups of current immigrants (e.g., based on immigration category, gender, racialization, linguistic background) including multi-barriered groups – specify immigrant groups: _____ _____

For each priority characteristic identified in Tool 2, check off those indicators that are most relevant and feasible for assessment. It is recommended that a mix of objective and subjective indicators be used for each characteristic.

Access to Affordable, Adequate, and Suitable Housing

Check those that apply	Indicators
<input type="checkbox"/>	Housing affordability: percent of before tax household income (from all sources) spent on housing (aiming for less than 30%)
<input type="checkbox"/>	Availability of subsidized, non-profit, and co-op housing
<input type="checkbox"/>	Availability of housing that is of adequate quality (e.g., not in need of major repairs or renovations; no infestations)
<input type="checkbox"/>	Evidence of overcrowded housing (based on age, sex/gender, and number of household members)
<input type="checkbox"/>	Rate of core housing need (living in an unsuitable, inadequate, or unaffordable dwelling and unable to afford alternative housing in the community)
<input type="checkbox"/>	Rate of supply and vacancy of suitable housing (e.g., availability of rentals/homes for purchase that are accessible by transit and adequate in size)
<input type="checkbox"/>	Evidence of housing stability
<input type="checkbox"/>	Rate of homeownership
<input type="checkbox"/>	Rate of unsheltered homelessness/unhoused
<input type="checkbox"/>	Rate of “hidden homelessness” (e.g., involuntary “doubling-up,” couch surfing, sharing accommodations)
<input type="checkbox"/>	Evidence of discrimination in acquiring and living in housing (from property managers, landlords, and/or real estate agents)
<input type="checkbox"/>	Availability of reliable information in both official languages and other top languages of new arrivals about housing markets in Canada and tenants’ rights and responsibilities
<input type="checkbox"/>	Level of knowledge about the housing market and how to obtain housing in Canada
<input type="checkbox"/>	Level of knowledge of rights and responsibilities as tenants and homeowners
<input type="checkbox"/>	Level of satisfaction with information for immigrants about housing markets in Canada and tenants’ rights and responsibilities
<input type="checkbox"/>	Level of satisfaction with one’s current housing situation

Employment and Entrepreneurship Opportunities

Check those that apply	Indicators
<input type="checkbox"/>	Rate of employment of working age immigrants
<input type="checkbox"/>	Rate and duration of unemployment of working age immigrants
<input type="checkbox"/>	Rate of underemployment: percent overqualified for the work they do, rate of employment in lower skilled jobs
<input type="checkbox"/>	Evidence of wages commensurate with education and experience
<input type="checkbox"/>	Rate of promotion within organizations commensurate with qualifications
<input type="checkbox"/>	Rate of employee turnover
<input type="checkbox"/>	Rate of participation in professional organizations
<input type="checkbox"/>	Evidence of discrimination and exploitation perpetrated by employers (in hiring and at work)
<input type="checkbox"/>	Evidence of discrimination and exploitation perpetrated by other people at work (e.g., coworkers, customers)
<input type="checkbox"/>	Evidence of inclusive and accommodating workplace policies and practices
<input type="checkbox"/>	Evidence that workplaces are equitable and inclusive, including of French-speaking immigrants
<input type="checkbox"/>	Level of job satisfaction
<input type="checkbox"/>	Rate of self-employment
<input type="checkbox"/>	Rate of success among entrepreneurs in both the short and long term
<input type="checkbox"/>	Availability of reliable information in both official languages and other top languages of new arrivals about workers' rights in Canada
<input type="checkbox"/>	Availability of reliable information in both official languages and other top languages of new arrivals about supports and services available for immigrant employment and entrepreneurship
<input type="checkbox"/>	Level of knowledge of workers' rights in Canada
<input type="checkbox"/>	Level of knowledge of supports and services available for immigrant employment and entrepreneurship
<input type="checkbox"/>	Level of satisfaction with the availability and quality of local French- and English-speaking labour market opportunities
<input type="checkbox"/>	Level of satisfaction with the extent to which workplaces are equitable and inclusive
<input type="checkbox"/>	Level of satisfaction with the availability and quality of entrepreneurship opportunities in the community
<input type="checkbox"/>	Level of satisfaction with information for immigrants about workers' rights in Canada

□	Level of satisfaction with information for immigrants about supports and services for immigrant employment and entrepreneurship
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Access to Suitable Health Care, Including Mental Health Care

Check those that apply	Indicators
<input type="checkbox"/>	Self-perceived physical health
<input type="checkbox"/>	Rate of self-perceived unmet physical health care needs
<input type="checkbox"/>	Evidence of physical health outcomes (e.g., mortality rate, disease incidence, conditions that require hospitalization)
<input type="checkbox"/>	Self-perceived mental health
<input type="checkbox"/>	Rate of self-perceived unmet mental health care needs
<input type="checkbox"/>	Evidence of mental health outcomes (e.g., depression, anxiety)
<input type="checkbox"/>	Rate of addictions
<input type="checkbox"/>	Availability and accessibility of suitable health care services and providers, including mental health services and providers (e.g., access to a regular health care provider/family doctor, wait times between making appointments and at facilities, availability/wait for specialists)
<input type="checkbox"/>	Availability of (mental) health care services in both official languages and other top languages of new arrivals, and interpretation and translation services
<input type="checkbox"/>	Availability of reliable information in both official languages and other top languages of new arrivals about how to access (mental) health care services in the community
<input type="checkbox"/>	Level of knowledge about (mental) health care services in the community and how to access them
<input type="checkbox"/>	Availability and accessibility of specialized services to meet the (mental) health care needs of multi-barriered groups (e.g., racialized women, youth, seniors, 2SLGBTQI+, refugees, immigrants with disabilities)
<input type="checkbox"/>	Availability of reliable information in both official languages and other top languages of new arrivals about how to access specialized (mental) health care services for multi-barriered groups in the community
<input type="checkbox"/>	Evidence of effectiveness of specialized services in meeting the (mental) health care needs of multi-barriered groups
<input type="checkbox"/>	Health care providers' level of awareness and understanding of mental health symptoms among immigrants
<input type="checkbox"/>	Rate of coverage for prescription drugs, paramedical specialists (e.g., physiotherapy, counselling), medical devices, and dental and vision care
<input type="checkbox"/>	Level of satisfaction with the approachability of the health care system and health care providers, including mental health services and providers

□	Level of satisfaction with the quality of health care services provided, including mental health services
□	Level of satisfaction with the administrative delivery of (mental) health care services
□	Level of satisfaction with interpersonal quality of care (e.g., courtesy and respect, language/communication barriers, ability to engage in treatment decisions, experiences of interpersonal discrimination, trust in health care provider, adequate time spent with patient, culturally responsive, trauma informed)
□	Level of satisfaction with the delivery and quality of specialized services in meeting the (mental) health care needs of multi-barriered groups
□	Level of satisfaction with information for immigrants about how to access (mental) health care services in the community, including specialized services for multi-barriered groups

Positive Attitudes Toward Immigrants of All Racial, Cultural, and Religious Backgrounds

Check those that apply	Indicators
	<i>*Note that French-speaking immigrants are an important consideration in assessing each of the indicators for this characteristic</i>
<input type="checkbox"/>	Evidence of positive attitudes toward immigration and toward racial, cultural, and religious diversity in the community
<input type="checkbox"/>	Evidence of positive attitudes toward immigrants of all racial, cultural, and religious backgrounds, and their intersections, in the community
<input type="checkbox"/>	Rate of hate crimes targeting immigrants across all racial, cultural, and religious backgrounds in the community
<input type="checkbox"/>	Rate of discrimination toward immigrants across all racial, cultural, and religious backgrounds in the community
<input type="checkbox"/>	Evidence of social cohesion among immigrants and non-immigrants of all racial, cultural, and religious backgrounds
<input type="checkbox"/>	Evidence of sense of inclusion within the community among immigrants of all racial, cultural, and religious backgrounds
<input type="checkbox"/>	Evidence of mainstream organizations and institutions making reasonable efforts to be inclusive and accommodating of immigrants from all racial, cultural, and religious backgrounds
<input type="checkbox"/>	Evidence of support by community leaders across a variety of sectors (e.g., business, civic, social) for the concerns and interests of immigrants from all racial, cultural, and religious backgrounds
<input type="checkbox"/>	Level of satisfaction with the degree of respect and value community members give to immigrants from all racial, cultural, and religious backgrounds in the community
<input type="checkbox"/>	Level of satisfaction with mainstream organizations' and institutions' efforts to be inclusive and accommodating of immigrants from all racial, cultural, and religious backgrounds
<input type="checkbox"/>	Level of satisfaction with the support by community leaders across a variety of sectors (e.g., business, civic, social) for the concerns and interests of immigrants from all racial, cultural, and religious backgrounds

Access to Immigrant-Serving Agencies that Meet Immigrants' Needs

Check those that apply	Indicators
<input type="checkbox"/>	Availability of immigrant-serving agencies with a variety of services (e.g., needs assessment, information and orientation, language training, employment-related services) – in person and/or online – provided in both official languages and other top languages of new arrivals
<input type="checkbox"/>	Availability of reliable information in both official languages and other top languages of new arrivals about immigrant-serving organizations in the community, the services they provide, and how to access them
<input type="checkbox"/>	Level of knowledge of immigrant-serving agencies in the community, the services they provide, and how to access them
<input type="checkbox"/>	Evidence of effectiveness of immigrant-serving agencies in meeting immigrants' needs
<input type="checkbox"/>	Evidence that services are delivered in an equitable, inclusive, and culturally responsive manner, giving consideration to the needs and specificities of immigrants' diverse racial, cultural and religious backgrounds
<input type="checkbox"/>	Evidence of intercultural competency among agency staff
<input type="checkbox"/>	Availability of specialized services to meet the needs of multi-barriered groups (e.g., racialized women, youth, seniors, 2SLGBTQI+, refugees, immigrants with disabilities)
<input type="checkbox"/>	Availability of reliable information in both official languages and other top languages of new arrivals about specialized services to meet the needs of multi-barriered groups and how to access them
<input type="checkbox"/>	Evidence of effectiveness of specialized services in meeting the needs of multi-barriered groups
<input type="checkbox"/>	Availability of supports that facilitate the use of immigrant services (e.g., childcare, transportation, translation, interpretation, flexible service delivery options and timing)
<input type="checkbox"/>	Level of satisfaction with the delivery and quality of services provided by immigrant-serving agencies
<input type="checkbox"/>	Level of satisfaction with the delivery and quality of specialized services for multi-barriered immigrants provided by immigrant-serving agencies
<input type="checkbox"/>	Level of satisfaction with interpersonal treatment from agency staff (e.g., courtesy and respect, patience with language/communication barriers if seeking assistance, experiences of interpersonal discrimination)

Access to Transportation

Check those that apply	Indicators
<input type="checkbox"/>	Availability of transportation options for access to regularly needed sites and services (e.g., employment, schools, settlement services, cultural and religious organizations, health services, recreational)
<input type="checkbox"/>	Availability of accessible transit services for immigrants with disabilities
<input type="checkbox"/>	Proportion of monthly income spent on transportation
<input type="checkbox"/>	Evidence of sense of safety when using public transit
<input type="checkbox"/>	Availability and accessibility of reliable information in both official languages and other top languages of new arrivals about public transit
<input type="checkbox"/>	Level of knowledge of transportation services locally and regionally
<input type="checkbox"/>	Level of satisfaction with public transit service quality and ease of navigation, including factors such as: availability, inter- and intra-municipal coverage, frequency, hours of service, reliability, price structure, comfort, accessibility
<input type="checkbox"/>	Level of satisfaction with ease of mobility and access to regularly needed sites and services
<input type="checkbox"/>	Level of satisfaction with the availability and quality of multi-modal transit choices: public transit, car share programs, private transportation
<input type="checkbox"/>	Level of satisfaction with interpersonal treatment from transit operators and staff and from other passengers when using public transit (e.g., courtesy and respect, patience with language/communication barriers if seeking assistance, experiences of interpersonal discrimination)
<input type="checkbox"/>	Level of satisfaction with the delivery and quality of accessible transit services for immigrants with disabilities

Educational Opportunities

Check those that apply	Indicators
	Adults
<input type="checkbox"/>	Availability of educational opportunities (e.g., language, computer, job skills, and workers' rights classes; programs for upgrading education levels; post-secondary options), offered in both official languages, that support social and economic inclusion
<input type="checkbox"/>	Availability of reliable information in both official languages and other top languages of new arrivals about educational pathways that fit the needs of immigrants and lead to desired careers (e.g., credential recognition/equivalency certificates, educational opportunities for upgrading and (re)training, post-secondary programs)
<input type="checkbox"/>	Availability of reliable information in both official languages and other top languages of new arrivals about educational opportunities in the community
<input type="checkbox"/>	Level of knowledge of educational pathways and of educational opportunities in the community and how to access them
<input type="checkbox"/>	Availability of supports that improve access to educational opportunities (e.g., childcare, transportation, loans and scholarships, flexible delivery options and timing, help accessing international credential and degree recognition)
<input type="checkbox"/>	Availability of educational supports and programs for multi-barriered groups (e.g., racialized women, youth, seniors, refugees, immigrants with disabilities)
<input type="checkbox"/>	Geographic proximity to educational institutions offering equivalency, upgrading, and (re)training in both official languages
<input type="checkbox"/>	Level of knowledge of supports that facilitate enrollment in educational opportunities
<input type="checkbox"/>	Rate of enrollment in educational programs
<input type="checkbox"/>	Rate of attendance in educational programs
<input type="checkbox"/>	Rate of completion of educational programs
<input type="checkbox"/>	Evidence of effectiveness of educational programs in achieving curriculum objectives (e.g., increased level of language fluency, bridge training)
<input type="checkbox"/>	Level of satisfaction with educational programs in achieving curriculum objectives (e.g., increased level of language fluency)
<input type="checkbox"/>	Level of satisfaction with information about educational pathways and about educational opportunities in the community

<input type="checkbox"/>	Level of satisfaction with the availability and quality of supports that facilitate enrollment in and improve access to educational opportunities
<input type="checkbox"/>	Level of satisfaction with the availability and quality of supports and programs for multi-barriered groups
	Children/Youth
<input type="checkbox"/>	Rate of school attendance
<input type="checkbox"/>	Rate of secondary school completion
<input type="checkbox"/>	Availability of schools for French speakers in local community
<input type="checkbox"/>	Availability of Settlement Workers in Schools
<input type="checkbox"/>	Availability of trained translators and interpreters in schools to bridge communication
<input type="checkbox"/>	Availability of comprehensive and well-supported English-Language Learner programs and French-Language Learner programs in schools
<input type="checkbox"/>	Availability of educational supports and programs for immigrant children and youth with disabilities
<input type="checkbox"/>	Availability of educational supports and programs for refugee children and youth
<input type="checkbox"/>	Availability of breakfast/lunch programs in schools
<input type="checkbox"/>	Availability of outerwear programs in schools
<input type="checkbox"/>	Availability of reliable information for parents/caregivers in both official languages and other top languages of new arrivals about the local school system(s)
<input type="checkbox"/>	Level of parental/caregiver engagement and awareness of children’s educational and social opportunities and experiences
<input type="checkbox"/>	Level of academic achievement and classroom engagement
<input type="checkbox"/>	Evidence of effectiveness of educational supports, resources, and opportunities in schools to support student learning
<input type="checkbox"/>	Evidence of social inclusion through participation in extra-curricular activities
<input type="checkbox"/>	Evidence of sense of safety in school settings
<input type="checkbox"/>	Evidence of social exclusion through discrimination, racism, bullying, conflicts, and violence in school settings
<input type="checkbox"/>	Evidence of equitable, inclusive, and culturally responsive school leadership, curriculum, and pedagogy
<input type="checkbox"/>	Evidence of equitable and inclusive school environments, including policies and programs that consider cultural and religious norms, practices, and dietary restrictions
<input type="checkbox"/>	Evidence of intercultural competency among teachers and staff

<input type="checkbox"/>	Level of satisfaction with information about the local school system(s) as provided to parents/caregivers
<input type="checkbox"/>	Level of satisfaction with the delivery and quality of educational programs
<input type="checkbox"/>	Level of satisfaction with the availability and quality of educational supports, resources, and opportunities in schools to support student learning (among parents/caregivers and children)
<input type="checkbox"/>	Level of satisfaction with the availability and quality of supports and programs for immigrant children and youth with disabilities
<input type="checkbox"/>	Level of satisfaction with the availability and quality of supports and programs for refugee children and youth
<input type="checkbox"/>	Level of satisfaction with responses to and condemnation of incidents of discrimination, racism, bullying, conflicts, and violence in school settings
<input type="checkbox"/>	Level of satisfaction with intercultural competence among teachers and staff

Ongoing Commitment to Anti-Racism and Anti-Oppression

Check those that apply	Indicators
<input type="checkbox"/>	Evidence of a community-driven approach (i.e., the communities directly impacted are involved in all stages) to identifying and addressing underlying and systemic racism and other interlocking systems of oppression in the local context
<input type="checkbox"/>	Evidence of effectiveness of the community-driven approach to addressing racism and oppression
<input type="checkbox"/>	Evidence of ongoing public commitment and transparency around anti-racism and anti-oppressive initiatives, including monitoring and reporting measurable outcomes
<input type="checkbox"/>	Evidence of effectiveness of ongoing public commitment and transparency around anti-racism and anti-oppressive initiatives
<input type="checkbox"/>	Evidence of anti-racism and anti-oppression messaging through public education and awareness campaigns
<input type="checkbox"/>	Evidence of effectiveness of anti-racism and anti-oppression messaging through public education and awareness campaigns
<input type="checkbox"/>	Evidence of ongoing initiatives to create awareness of and celebrate diverse racial, cultural, and religious traditions of immigrants
<input type="checkbox"/>	Evidence of effectiveness of ongoing initiatives to create awareness of and celebrate diverse racial, cultural, and religious traditions of immigrants
<input type="checkbox"/>	Evidence of ongoing initiatives to develop understanding and build solidarity between diverse racial, cultural, and religious communities
<input type="checkbox"/>	Evidence of effectiveness of ongoing initiatives to develop understanding and build solidarity between diverse racial, cultural, and religious communities
<input type="checkbox"/>	Evidence of easily accessible avenues to report racism and other intersecting forms of discrimination
<input type="checkbox"/>	Rate of reporting of racism and other intersecting forms of discrimination across available avenues
<input type="checkbox"/>	Evidence of responses to and condemnation of incidents of racism and other intersecting forms of discrimination by municipal and community leaders
<input type="checkbox"/>	Evidence of effectiveness of responses to and condemnation of incidents of racism and other intersecting forms of discrimination by municipal and/or community leaders
<input type="checkbox"/>	Availability and accessibility of ongoing anti-racism and anti-oppression policies, training, and resources across organizations and institutions that

	provide public services (e.g., education, health, civil service, housing, transportation, social services, recreation)
<input type="checkbox"/>	Evidence of effectiveness of ongoing anti-racism and anti-oppression policies, training, and resources across organizations and institutions that provide public services (e.g., education, health, civil service, housing, transportation, social services, recreation)
<input type="checkbox"/>	Availability and accessibility of anti-racism and anti-oppression policies, training, and resources for employers and employees
<input type="checkbox"/>	Evidence of effectiveness of anti-racism and anti-oppression policies, training, and resources for employers
<input type="checkbox"/>	Availability and accessibility of anti-racism and anti-oppression policies, training, and resources for local media
<input type="checkbox"/>	Evidence of effectiveness of anti-racism and anti-oppression policies, training, and resources for local media
<input type="checkbox"/>	Availability and accessibility of anti-racism and anti-oppression training and resources for members of the general public
<input type="checkbox"/>	Evidence of effectiveness of anti-racism and anti-oppression training and resources for members of the general public
<input type="checkbox"/>	Level of satisfaction with the community-driven approach to address racism and oppression
<input type="checkbox"/>	Level of satisfaction with ongoing public commitment and transparency around anti-racism and anti-oppressive initiatives
<input type="checkbox"/>	Level of satisfaction with anti-racism and anti-oppression messaging through public education and awareness campaigns
<input type="checkbox"/>	Level of satisfaction with ongoing initiatives to create awareness of and celebrate diverse racial, cultural, and religious traditions of immigrants
<input type="checkbox"/>	Level of satisfaction with ongoing initiatives to develop understanding and build solidarity between diverse racial, cultural, and religious communities
<input type="checkbox"/>	Level of satisfaction with responses to and condemnation of incidents of racism and other intersecting forms of discrimination by municipal and community leaders
<input type="checkbox"/>	Level of satisfaction with ongoing anti-racism and anti-oppression policies, training, and resources across organizations and institutions that provide public services (e.g., education, health, civil service, housing, transportation, social services, recreation)
<input type="checkbox"/>	Level of satisfaction with anti-racism and anti-oppression policies, training, and resources for employers and employees (among employers and employees)

□	Level of satisfaction with anti-racism and anti-oppression policies, training, and resources for local media
□	Level of satisfaction with anti-racism and anti-oppression training and resources for members of the general public

Access to Services and Supports for French-Speaking Immigrants by French Speakers

Check those that apply	Indicators
<input type="checkbox"/>	Availability of French immigrant-serving agencies with a variety of services – in person and/or online (e.g., needs assessment, information and orientation, employment-related services)
<input type="checkbox"/>	Availability of reliable information about French immigrant-serving organizations in the community, the services they provide, and how to access them
<input type="checkbox"/>	Level of knowledge of French immigrant-serving agencies in the community, the services they provide, and how to access them
<input type="checkbox"/>	Evidence of effectiveness of French immigrant-serving agencies in meeting French-speaking immigrants’ needs
<input type="checkbox"/>	Availability of specialized services by French agencies to meet the needs of multi-barriered groups (e.g., racialized women, youth, seniors, 2SLGBTQI+, refugees, immigrants with disabilities)
<input type="checkbox"/>	Availability of reliable information about specialized services by French agencies to meet the needs of multi-barriered groups
<input type="checkbox"/>	Evidence of effectiveness of specialized services by French agencies in meeting the needs of multi-barriered groups
<input type="checkbox"/>	Availability of supports that facilitate the use of French immigrant services (e.g., childcare, transportation, flexible service delivery options and timing)
<input type="checkbox"/>	Perceptions of connections (formal and informal) between recent French-speaking immigrants, the more established French-speaking immigrant community, and the French-speaking non-immigrant community
<input type="checkbox"/>	Level of satisfaction with the delivery and quality of services for French-speaking immigrants
<input type="checkbox"/>	Level of satisfaction with the delivery and quality of specialized services for multi-barriered French-speaking immigrants
<input type="checkbox"/>	Level of satisfaction with interpersonal treatment from agency staff (e.g., courtesy and respect, experiences of interpersonal discrimination)
<input type="checkbox"/>	Level of satisfaction with connections (formal and informal) between recent French-speaking immigrants, the more established French-speaking immigrant community, and the French-speaking non-immigrant community

Immigrant-Responsive Municipal Features and Services

Check those that apply	Indicators
<input type="checkbox"/>	Availability of features and services sensitive to the needs of immigrants – in person and online (e.g., information available in both official languages and other top languages of new arrivals, information available in different formats, services specifically for immigrants)
<input type="checkbox"/>	Availability of reliable information in both official languages and other top languages of new arrivals on municipal services and how to access them
<input type="checkbox"/>	Presence of structures, measures, regulations, programs, and services that consider the needs and specificities of immigrants, including French-speaking immigrants
<input type="checkbox"/>	Level of knowledge of municipal services and how to access them
<input type="checkbox"/>	Rate of use of municipal services
<input type="checkbox"/>	Perceptions of the effectiveness of services (e.g., easy to access, available, meet their needs)
<input type="checkbox"/>	Evidence of effectiveness of services in supporting immigrants' settlement and integration
<input type="checkbox"/>	Evidence of intercultural competence among municipal employees
<input type="checkbox"/>	Municipal staff's perception that they are able to meet immigrants' needs
<input type="checkbox"/>	Evidence of positive messaging about immigrants and their contributions to the community
<input type="checkbox"/>	Evidence of effectiveness of positive messaging about immigrants and their contributions to the community
<input type="checkbox"/>	Level of satisfaction with the delivery and quality of services
<input type="checkbox"/>	Level of satisfaction with interpersonal treatment from municipal staff (e.g., courtesy and respect, patience with language/communication barriers if seeking assistance, experiences of interpersonal discrimination)
<input type="checkbox"/>	Level of satisfaction with municipal portrayals of immigrants

Coordination and Collaboration Among Community Organizations and Different Levels of Government Working Toward Welcoming Communities

Check those that apply	Indicators
<input type="checkbox"/>	Rate of referrals among organizations serving immigrants within a community
<input type="checkbox"/>	Level of service duplication among organizations serving immigrants within a community
<input type="checkbox"/>	Availability of mechanisms for consultation and exchange of information among organizations serving immigrants (organizations providing both direct and indirect services), and with mainstream organizations and all levels of government
<input type="checkbox"/>	Perceptions of organizations serving immigrants regarding the availability and accessibility of opportunities to form and join collaborative arrangements at the local, regional, provincial/territorial, and national levels
<input type="checkbox"/>	Rate of participation of organizations serving immigrants in consultation initiatives at the local, regional, provincial/territorial, and national levels
<input type="checkbox"/>	Level of representation of organizations serving immigrants in consultation initiatives (e.g., availability of seats for these organizations) at the local, regional, provincial/territorial, and national levels
<input type="checkbox"/>	Rate of participation of organizations serving immigrants in collaborative decision-making initiatives (including local, regional, provincial/territorial, and national collaborative initiatives/partnerships/projects/programs)
<input type="checkbox"/>	Evidence of effectiveness of coordinated collaborative initiatives (e.g., sharing of financial/technological resources, sharing knowledge, more effective services)
<input type="checkbox"/>	Perceptions of organizations serving immigrants regarding inter-/intra-sectoral competition over funding and resources
<input type="checkbox"/>	Level of satisfaction with the rate of referrals among organizations serving immigrants
<input type="checkbox"/>	Level of satisfaction with mechanisms for consultation and collaboration
<input type="checkbox"/>	Level of satisfaction with participation and representation in consultations and collaborations
<input type="checkbox"/>	Level of satisfaction with coordination and collaboration initiatives

Equitable Neighbourhoods

Check those that apply	Indicators
	Evidence of neighbourhood safety
<input type="checkbox"/>	Crime rates
<input type="checkbox"/>	Injury rates
<input type="checkbox"/>	Evidence of safety infrastructure (e.g., bike lanes, lighting)
<input type="checkbox"/>	Level of satisfaction with sense of safety in one's neighbourhood
<input type="checkbox"/>	Level of satisfaction with safety infrastructure in one's neighbourhood
	Evidence of environmental justice
<input type="checkbox"/>	Rates of biological and chemical hazards
<input type="checkbox"/>	Availability of and access to clean water
<input type="checkbox"/>	Rates of neighbourhood maintenance (e.g., snow removal, street cleaning)
<input type="checkbox"/>	Level of satisfaction with environmental safety
<input type="checkbox"/>	Level of satisfaction with neighbourhood maintenance
	Evidence of food security
<input type="checkbox"/>	Food desert rates
<input type="checkbox"/>	Level of satisfaction with availability and access to food in or close to the neighbourhood
<input type="checkbox"/>	Level of satisfaction with availability of culturally appropriate and nutritious food in or close to the neighbourhood
	Evidence of neighbourhood public facilities and community organizations
<input type="checkbox"/>	Availability of public facilities in or close to the neighbourhood (e.g., public library, recreation centre, playground)
<input type="checkbox"/>	Evidence of public facilities implementing inclusive and accommodating practices that consider the needs and specificities of diverse immigrants
<input type="checkbox"/>	Evidence of infrastructure that promotes accessibility (e.g., sidewalk ramps, parks with accessible equipment for children with disabilities)
<input type="checkbox"/>	Availability of community-based organizations close to the neighbourhood (e.g., family support services, childcare, places of worship)
<input type="checkbox"/>	Evidence of community-based organizations implementing inclusive and accommodating practices that consider the needs and specificities of diverse immigrants
<input type="checkbox"/>	Level of satisfaction with the availability and quality of public facilities in or close to the neighbourhood

<input type="checkbox"/>	Level of satisfaction with the availability and quality of community-based organizations in or close to the neighbourhood
<input type="checkbox"/>	Level of satisfaction with infrastructure that promotes accessibility

Opportunities to Form and Join Social and Community Networks

Check those that apply	Indicators
<input type="checkbox"/>	Rate of participation in neighbourhood activities (e.g., Neighbour Day, community gardens)
<input type="checkbox"/>	Rate of participation in other local events and activities
<input type="checkbox"/>	Rate of participation in local online community groups
<input type="checkbox"/>	Rate of participation in local events and activities pertaining to immigrants', including French-speaking immigrants', diverse racial, cultural, and religious backgrounds
<input type="checkbox"/>	Perceptions of intercultural understanding between immigrants and members of the receiving community (from the perspective of immigrants and members of the receiving community)
<input type="checkbox"/>	Perceptions of intercultural understanding between French-speaking immigrants and French-speaking members of the receiving community (from the perspective of immigrants and members of the receiving community)
<input type="checkbox"/>	Perceptions of connections (informal and formal) among recent immigrants, more established immigrants, and non-immigrants (from the perspective of immigrants and non-immigrants)
<input type="checkbox"/>	Perceptions of connections (informal and formal) among recent French-speaking immigrants, more established French-speaking immigrants, and French-speaking non-immigrants (from the perspective of immigrants and non-immigrants)
<input type="checkbox"/>	Evidence of sense of belonging to local community
<input type="checkbox"/>	Evidence of sense of inclusion within the local community
<input type="checkbox"/>	Evidence of sense of social isolation
<input type="checkbox"/>	Level of satisfaction with the availability and quality of neighbourhood activities, other local events and activities, and online community groups
<input type="checkbox"/>	Level of satisfaction with the availability, quality, and openness of social and community networks, including immigrant networks
<input type="checkbox"/>	Level of satisfaction with intercultural understanding in the community
<input type="checkbox"/>	Level of satisfaction with connections between immigrants and members of the receiving community
<input type="checkbox"/>	Level of satisfaction with connections between French-speaking immigrants and French-speaking members of the receiving community

Immigrant-Responsive Police Services and Justice System

Check those that apply	Indicators
	Police Services
<input type="checkbox"/>	Availability of reliable information in both official languages and other top languages of new arrivals about police services in the community and how to access them
<input type="checkbox"/>	Trust in the police
<input type="checkbox"/>	Level of knowledge/understanding of the role of the police in Canada
<input type="checkbox"/>	Confidence in the police
<input type="checkbox"/>	Comfort in contacting the police
<input type="checkbox"/>	Rate and quality of police services across different neighbourhoods, including those with a high proportion of immigrants, and across different immigrant groups (e.g., call response times, police stop rates, excessive use of force, police homicide)
<input type="checkbox"/>	Availability of supports that facilitate utilization of police services (e.g., interpreters, translation)
<input type="checkbox"/>	Police officers' perceptions that they are able to effectively serve immigrant communities
<input type="checkbox"/>	Rate of immigrant involvement in police work, including volunteer work
<input type="checkbox"/>	Evidence of police efforts to build trust and goodwill among immigrants from diverse racial, cultural, and religious backgrounds
<input type="checkbox"/>	Evidence that police services are delivered in an equitable, inclusive, and culturally responsive manner
<input type="checkbox"/>	Evidence of intercultural competence among police
<input type="checkbox"/>	Evidence of racism and discrimination by the police
<input type="checkbox"/>	Level of satisfaction with police services
<input type="checkbox"/>	Level of satisfaction with information about police services in the community and how to access them
<input type="checkbox"/>	Level of satisfaction with the availability, quality, and openness of police support services
<input type="checkbox"/>	Level of satisfaction with interpersonal treatment from police (e.g., courtesy and respect, patience with language/communication barriers if seeking assistance, experiences of interpersonal discrimination)
	Justice System
<input type="checkbox"/>	Availability of reliable information in both official languages and top languages of new arrivals about the justice system and how to access it

<input type="checkbox"/>	Level of knowledge/understanding of the justice system, including rights and responsibilities in Canada, Canadian law, and the legal system
<input type="checkbox"/>	Evidence of positive perceptions of the justice system, including trust in the legal system
<input type="checkbox"/>	Evidence of intercultural competence among legal/judicial staff and professionals
<input type="checkbox"/>	Evidence that legal services are delivered in an equitable, inclusive, and culturally responsive manner
<input type="checkbox"/>	Affordability of judicial/legal services
<input type="checkbox"/>	Rates of sentencing
<input type="checkbox"/>	Rates of legal processes (claims, disputes, hearings)
<input type="checkbox"/>	Rate of immigrants involved in judicial professions
<input type="checkbox"/>	Availability of supports that facilitate use of legal and court representation (e.g., referral services, legal aid, translation, and interpretation)
<input type="checkbox"/>	Perceptions of availability and appropriateness of legal/judicial services
<input type="checkbox"/>	Court and legal representatives' perceptions that they are able to effectively serve immigrant communities
<input type="checkbox"/>	Evidence of racism and discrimination within the justice system, including by legal/judicial staff and professionals
<input type="checkbox"/>	Level of satisfaction with the accessibility and quality of legal services
<input type="checkbox"/>	Level of satisfaction with information about legal services in the community and how to access them
<input type="checkbox"/>	Level of satisfaction with the availability, quality, and openness of legal support services
<input type="checkbox"/>	Level of satisfaction with interpersonal treatment when navigating the justice system, including by staff and professionals (e.g., courtesy and respect, patience with communication barriers if seeking assistance, experiences of interpersonal discrimination)

Access to Inclusive Public Spaces, Facilities, and Programs

Check those that apply	Indicators
<input type="checkbox"/>	Availability of inclusive public spaces, facilities, and programs (e.g., culturally appropriate public spaces and facilities, diverse calendar of activities/modalities, programs and facilities for immigrants), including for multi-barriered groups (e.g., racialized women, youth, seniors, 2SLGBTQI+, refugees, immigrants with disabilities)
<input type="checkbox"/>	Availability of reliable information in both official languages and other top languages of new arrivals about public spaces, facilities, and programs (general programs and programs for multi-barriered groups)
<input type="checkbox"/>	Level of knowledge of public spaces, facilities, and programs in the local community (general programs and programs for multi-barriered groups)
<input type="checkbox"/>	Rate of usage of public spaces, facilities, and programs by immigrants (including immigrants from multi-barriered groups)
<input type="checkbox"/>	Evidence of sense of inclusion in public spaces, facilities, and programs (including among immigrants from multi-barriered groups)
<input type="checkbox"/>	Evidence of intercultural competence and understanding of immigrants' needs (including immigrants from multi-barriered groups) among administrators and staff of public spaces, facilities, and programs
<input type="checkbox"/>	Level of satisfaction with the availability and quality of public spaces, facilities, and programs, including for multi-barriered groups
<input type="checkbox"/>	Level of satisfaction with information about public spaces, facilities, and programs, including for multi-barriered immigrants
<input type="checkbox"/>	Level of satisfaction with interpersonal treatment from administrators and staff of public spaces, facilities, and programs (e.g., courtesy and respect, patience with language/communication barriers if seeking assistance, experiences of interpersonal discrimination)
<input type="checkbox"/>	Level of satisfaction with interpersonal treatment from other members of the public while using public spaces, facilities, and programs

Positive Indigenous-Immigrant Relations and Understanding

Check those that apply	Indicators
<input type="checkbox"/>	Evidence of positive mutual attitudes between immigrants and Indigenous peoples in the community
<input type="checkbox"/>	Rate of discrimination and conflict between immigrants and Indigenous peoples in the community
<input type="checkbox"/>	Availability of reliable information for immigrants in both official languages and other top languages of new arrivals about Indigenous peoples' history, languages, knowledge, cultures, traditional practices, contributions, and rights in Canada
<input type="checkbox"/>	Level of immigrants' knowledge of and respect for Indigenous peoples' history, knowledge, languages, cultures, traditional practices, contributions, and rights in Canada
<input type="checkbox"/>	Evidence of safe spaces for intercultural understanding between immigrants and Indigenous peoples (e.g., workshops and meetings to discuss and work on issues of common interest)
<input type="checkbox"/>	Evidence of Indigenous peoples' role in decision-making and activities to welcome immigrants to the community
<input type="checkbox"/>	Level of satisfaction with information for immigrants about Indigenous people's history, languages, knowledge, cultures, traditional practices, contributions, and rights in Canada
<input type="checkbox"/>	Level of satisfaction with safe spaces for intercultural understanding between immigrants and Indigenous peoples
<input type="checkbox"/>	Level of satisfaction with Indigenous peoples' involvement with immigrants (from the perspective of Indigenous peoples and immigrants)
<input type="checkbox"/>	Level of satisfaction with immigrants' knowledge about and involvement with Indigenous peoples (from the perspective of immigrants and Indigenous peoples)

Access to Diverse Religious and Ethnocultural Organizations

Check those that apply	Indicators
<input type="checkbox"/>	Availability and accessibility of diverse religious and ethnocultural organizations
<input type="checkbox"/>	Availability of reliable information in both official languages and other top languages of new arrivals about religious and ethnocultural organizations in the community, the services/programming they provide, and how to access them
<input type="checkbox"/>	Level of knowledge of religious and ethnocultural organizations in the community, the services/programming they provide, and how to access them
<input type="checkbox"/>	Availability and accessibility of religious and ethnocultural services and amenities in the community (e.g., shops, restaurants, social clubs/associations, recreational activities, language schools, places of worship)
<input type="checkbox"/>	Availability of information in both official languages and top languages of new arrivals about religious and ethnocultural services and amenities in the community
<input type="checkbox"/>	Level of knowledge of religious and ethnocultural services and amenities in the community
<input type="checkbox"/>	Level of involvement in local religious and ethnocultural communities
<input type="checkbox"/>	Evidence of sense of attachment to local religious and ethnocultural communities
<input type="checkbox"/>	Evidence of social connections and support between recent immigrants and co-ethnic and co-religionist immigrants with longer residence as well as co-ethnic and co-religionist non-immigrants
<input type="checkbox"/>	Availability and accessibility of information, programs, and services to assist with immigrant settlement and welcoming offered through religious and ethnocultural organizations in both official languages and top languages of new arrivals
<input type="checkbox"/>	Evidence of effectiveness of information, programs, and services to assist with immigrant settlement and welcoming offered through religious and ethnocultural organizations
<input type="checkbox"/>	Availability of specialized services and supports to meet the needs of multi-barriered groups within religious and ethnocultural communities (e.g., racialized women, youth, seniors, 2SLGBTQI+, refugees, immigrants with disabilities)

□	Evidence of effectiveness of specialized services and supports to meet the needs of multi-barriered groups within religious and ethnocultural communities
□	Level of satisfaction with information, programs, and services to assist with immigrant settlement and welcoming offered through religious and ethnocultural organizations
□	Level of satisfaction with specialized services and supports to meet the needs of multi-barriered groups within religious and ethnocultural communities
□	Level of satisfaction with information about religious and ethnocultural organizations in the community
□	Level of satisfaction with interpersonal treatment by diverse religious and ethnocultural organizations, including by non-immigrant members and those in leadership positions (e.g., courtesy and respect, patience with language/communication barriers if seeking assistance, experiences of interpersonal discrimination)

Civic and Political Participation Opportunities

Check those that apply	Indicators
<input type="checkbox"/>	Availability of reliable information in both official languages and top languages of new arrivals about civic and political participation opportunities
<input type="checkbox"/>	Level of knowledge of civic and political participation opportunities
<input type="checkbox"/>	Rate of citizenship acquisition
<input type="checkbox"/>	Rate of participation in political processes (e.g., attend council meetings, attend candidate/voting information sessions, actively support candidates)
<input type="checkbox"/>	Voter registration rates in local, provincial, and federal elections
<input type="checkbox"/>	Level of political representation at all levels of government
<input type="checkbox"/>	Rate of participation in community organizations, clubs, and social service organizations
<input type="checkbox"/>	Rate of volunteering in immigrant-specific and general service agencies
<input type="checkbox"/>	Rate of participation in political activism (e.g., protests, demonstrations, petitioning elected officials, etc.)
<input type="checkbox"/>	Percentage of immigrants in leadership positions and on boards in community organizations
<input type="checkbox"/>	Evidence that opportunities for civic and political participation are made available in an equitable, inclusive, and culturally responsive manner, including for French-speaking immigrants
<input type="checkbox"/>	Level of satisfaction with services to support citizenship
<input type="checkbox"/>	Level of satisfaction with political participation opportunities
<input type="checkbox"/>	Level of satisfaction with civic participation opportunities
<input type="checkbox"/>	Level of satisfaction with immigrant representativeness in community organizations
<input type="checkbox"/>	Level of satisfaction with the openness of community organizations, clubs, and social service organizations
<input type="checkbox"/>	Level of satisfaction with opportunities for leadership positions and positions on boards of community organizations

Equitable Media Coverage, Representation, and Content

Check those that apply	Indicators
<input type="checkbox"/>	Availability of local media in languages commonly spoken by immigrants (in addition to both official languages)
<input type="checkbox"/>	Rate of local media coverage of issues related to immigration, immigrants, and racial, religious, and cultural diversity
<input type="checkbox"/>	Rate of immigrants' involvement in local media production
<input type="checkbox"/>	Tone of local media coverage of issues related to immigration, immigrants, and racial, religious, and cultural diversity
<input type="checkbox"/>	Evidence of bias, racism, and negative stereotyping in the local media (e.g., use of terms that reinforce negative sentiments about immigration and immigrants)
<input type="checkbox"/>	Level of satisfaction with local media coverage, representation, and content relating to immigrants and immigration