

# TIMMINS LOCAL IMMIGRATION PARTNERSHIP COMING OUT OF COVID-19 STRATEGIC RESEARCH REPORT

JULY 2021

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# EXECUTIVE SUMMARY

This report provides a data-based framework for a Timmins Local Immigration Partnership strategic plan. The Timmins & District Multicultural Centre, as the lead organization and contribution agreement holder with Immigration, Refugees and Citizenship Canada, can now work in concert with the LIP Executive Committee and Advisory Council to develop a strategic plan based on reliable data.

Recommendations and observations in this report are based on an immigrant online survey with 46 Timmins responses, 13 detailed telephone interviews and one email exchange, and a literature review. The research resulted in some unexpected results, plus data that confirms the perceptions of those active in the immigration sector.

The Timmins Local Immigration Partnership has a desire to re-boot, start fresh, with new working committees and goals that can be measurable and attainable. It has had turnover in the LIP Coordinator position, and the LIP executive and advisory council had not been meeting. COVID was a major factor. It is time for renewal.

Staff and advisory council members had opinions on what those working groups, or committees should be but wanted research to confirm, or dispute, what they knew anecdotally.

The report details the research that led to the conclusion that the following working groups or committees should be established, with clear goals and outcomes.



## 1. INTERNATIONAL STUDENTS

There was universal agreement that international students are the future of immigration in Timmins. Northern College, Collège Boréal and Université de Hearst must lead this group, with goals surrounding diversifying the countries of origin, increasing retention after graduation, finding employment in their fields and integration into the community.



## 2. ANTI-RACISM, PUBLIC EDUCATION AND WELCOMING COMMUNITY

Timmins Economic Development Corporation, at the time of writing, was doing a second round of a racism survey in the city. The results of that survey form a starting point for addressing issues of racism. Existing programs such as the International Day for the Elimination of Racial Discrimination can be expanded and revitalized, after two years of COVID during the March 21 day, and other events can be added. Welcome to Timmins Night could put more emphasis on getting immigrants to attend, for example by providing buses for international college students and having welcoming activities for

them at the event. This committee can also be tasked with public education and creating events about the value of immigration. Do not use the term “LIP” in any public education endeavours. While it is a handy shorthand for those involved, it has no name recognition in the city. This is a huge agenda for one committee, so it may want to divide into sub-groups.



### **3. RURAL AND NORTHERN IMMIGRATION PILOT**

TEDC is leading the program and has a good working relationship with TDMC. This is the most significant immigration initiative in years, and the community in general, employers and social service agencies need to be more involved. Broader representation and a community retention plan are needed to ensure the success of this vital program. Retention was a key issue raised in the telephone interviews.



### **4. ENGLISH AS A SECOND LANGUAGE**

All the education players need to be brought together to solve this ongoing issue. A Trillium grant has a program running now for Canadian Language Benchmarks 1-3 but sustainable funding, or a robust volunteer teacher program, is needed for long-term sustainability. The challenges are daytime classes are a problem for those working or occupied with childcare and non-English speaking children in schools have few resources. This demands the attention of the community or people will migrate to cities where English or French language training is readily available.



### **5. EXPAND TLIP ADVISORY COUNCIL MEMBERSHIP**

The Advisory Council could establish a short-term committee to evaluate its current membership and invite new parties to the table. Gaps identified in telephone interviews included the mining and forestry sectors, school boards, hospital, banking, immigrants, Indigenous representation, NEST, Timmins Learning Centre, and the DIA. Others could be identified by the committee. The TLIP Executive Committee needs to start regular meetings and examine its membership as well.

# PART ONE

## LITERATURE REVIEW

Much of the research surrounding Local Immigration Partnerships centres on the larger cities, where LIP staffs are larger and the issues are different from those in Timmins. However, there are also considerable insights in the literature that are relevant to the Timmins experience.

One of the questions in the telephone survey asked how much diversity respondents see on non-profit boards of directors in the city. The answer, was not much. The same question was asked in North Bay for an identical research study, and the answer was the same.

Is this surprising? Not really. Board diversity, until fairly recently, has meant gender diversity. Now, it doesn't and boards have to realize it is 2021 and times have changed. A recent study by Andrew MacDougall for Corporations Canada of corporate Canada boards of directors showed poor results across the country in 2020.

**The Local Immigration Partnerships Handbook** prepared by what was then known as Citizenship and Immigration Canada in 2013, notes "Communities across Canada are recognizing the importance of newcomers, and are making immigration a main component of their plans for the future, both at the provincial and territorial level and increasingly, at the municipal level."

It says "Retention is a key concern for many communities, given the reality that entire families need to feel welcomed for workers to stay."

Under the heading 'What are the LIPs?' the document notes "LIPs are a mechanism through which CIC (now IRCC) supports the development of community-based partnerships and planning around the needs of newcomers. LIPs seek to engage various stakeholders in a locally-driven strategic planning process including employers, school boards, health centres and networks, boards of trade, levels of government, professional associations, ethno-cultural and faith-based organizations and the community and social services sectors."

### **The heading 'What did we expect?' cites the purpose of the LIPs. It is:**

1. Strengthen local and regional awareness and capacity to integrate immigrants
2. Establish or enhance partnerships and participation of multiple stakeholders in planning, and coordinating the delivery of integration services
3. Improve access to, and coordination of, effective services that facilitate immigrant settlement and retention; and
4. Improve access to the labour market for immigrants.

### **The document notes:**

- LIPs provide a holistic assessment of the barriers to newcomer integration as they relate both to settlement services and mainstream public services;
- Municipalities and communities, including stakeholders who are new to the settlement table, are induced to play a greater role;
- LIPs enhance the coordination of services in areas such as housing, employment, education and health and ensure that public services are leveraged to advance the social and economic well-being of newcomers;
- By focusing community actions and energy toward common goals, LIPs create a culture of collaboration which results in more value for money as service providers work together to pool resources and reduce duplication.

**LIPs are demonstrating success, the document says, when:**

- newcomers needs are assessed and there are improved outcomes;
- there is an expanded number and diversity of stakeholders;
- partnerships are developed for planning and setting priorities;
- funding is leveraged from alternate sources;
- services are coordinated at the community level and there is improved accessibility to mainstream institutions;
- there is increased awareness of settlement services and thereby enhanced uptake; and
- community attitudes and receptivity to newcomers are improved in support of the two-way street model of integration.

**The Come North—Population Growth in Ontario’s Northern Region**, February 2020 report came from two three-day conferences in Temiskaming Shores and Thunder Bay. Its focus was on attracting new people to Northern Ontario, but not exclusively immigrants. One recommendation it had specifically for TLIP was to seek funding to update the Northeastern Ontario immigration portal, which includes Timmins and the surrounding area. The report said it should be re-branded to include all newcomers, not just immigrants. As someone who was involved with the creation of that portal, I caution those involved in pursuing that recommendation. The funding provided was specifically for immigration purposes.

**Newcomer Integration in Rural Ontario, Learnings From a Regional Forum December 2018** concentrated on Grey and Bruce Counties, but had observations that apply elsewhere. The report noted “Even though the overall population may be stable or growing, the labour force in many places is shrinking because the number of people entering retirement outweighs the number of people entering the labour force.”

Challenges identified at the forum included: workplace integration, lack of sufficient attainable housing, and perceptions of newcomers by the resident population and employers.

It said “A significant minority of employers do not want diversity programs in their workplaces. This implies a coalition of the willing for promoting cultural diversity rather than expecting universal uptake.”

Indeed. Work with the green lights and leave the red lights to their own devices.

**Welcoming Communities—A Toolkit for Municipal Governments, 2016**, came out of the Syrian refugee crisis of November 2015 to November 2016. Its recommendations pertained to settling Syrian refugees, but translate to immigrant settlement generally. It recommended an eight-point plan:

- |  |   |
|--|---|
| 1. Create a welcoming environment            | 5. Provide cultural education                 |
| 2. Share information and coordinate services | 6. Enable access to community services        |
| 3. Support the front lines                   | 7. Create connections and support integration |
| 4. Find affordable and appropriate housing   | 8. Advocate for a more welcoming community    |

All eight points are covered in the mandate of many LIPs across Canada.

# PART TWO

## TELEPHONE INTERVIEWS

Community stakeholders in Timmins, Kirkland Lake and Temiskaming Shores with knowledge of immigration issues were interviewed by telephone and by email. Everyone interviewed by telephone was asked the same set of questions while the emails conversations were more information gathering.

### **Those interviewed were:**

- Collège Boréal.
- Northeastern Catholic District School Board.
- Timmins Economic Development Corporation.
- Cochrane District Social Planning Council.
- Timmins Economic Development Corporation.
- Timmins Police Community Services.
- Wakenagun Community Futures Development Corporation.
- Kirkland Lake Multicultural Group.
- Northern College International Students Department.
- Employment Services & Academic Upgrading, Northern College.
- Timmins & District Multicultural Centre.

Comments in the report are not attributed to the person who made them. Respondents were candid with their responses, knowing that their anonymity will be protected.

**Question 1—Would you like to see quarterly meetings for TLIP?**

There was unanimous support for quarterly meetings for the advisory committee. It was also cautioned not to meet just for the sake of meeting i.e. updates only can be provided via an email.

**Question 2—Newcomers in Timmins are responding to a questionnaire about their perceptions of Timmins being a welcoming community What do you think Timmins could do better to make it more welcoming and retain more newcomers?**

The suggestions were varied, including:

- A top down approach, i.e. get the mayor and city council involved
- Support employment options for spouses of those that come for work, and employment supports generally
- Increase positive media stories of immigration and the value it brings
- Interrupt and address racism and discrimination
- Provide as much information to newcomers as possible, making it easier to find services.

**Question 3—Do you think TLIP needs to increase its profile in the community?**

There was almost unanimous agreement that TLIP needed to raise its profile within the community. It was noted that the strategic direction, mandate and purpose should be clearly communicated.

**Question 4—Have you ever attended Welcome to Timmins Night? How effective do you think it is in welcoming newcomers?**

Overall, respondents indicated that they have attended Welcome to Timmins Night in the past or are aware of the event. Most saw the event as valuable and a great tool in welcoming newcomers, although it was noted that more long-term/local residents attend. Many respondents feel the event has the potential to be highly effective in welcoming newcomers due to a high turnout and range of services in attendance.

**Question 5—Are you aware of the Timmins International Day for the Elimination of Racial Discrimination (IDERD) project? How effective do you think the Students Who Make a Difference, Timmins Wall of Fame and Evening of Applause are in combatting racism in the area?**

It was noted it is hard to pinpoint the effect of such events without data. Apart from one respondent, all interviewees were aware of the event. The majority of responses indicated that more could be done to promote the event, particularly with international students. There is huge potential to increase its impact, perhaps by having more anti-racism education in the classrooms. It was acknowledged that more needs to be done to combat racism in the area.

**Question 6—Do you think an annual presentation by the LIP to Timmins City Council is a good idea? Why or why not?**

It was unanimously felt that annual presentations by the LIP to Timmins City Council was a good idea. It would help elevate the profile of the LIP as meetings are broadcast live and there is media coverage the next day.



**Question 7—**Do you think it is a good idea to have LIP members and other influential people in Timmins meet from time to time over a coffee with a newcomer to the city? Would you like to see this as a LIP initiative to help match people?"

Most respondents felt this was a good idea. The benefits of meeting with the major was mentioned more than once. It was suggested that this initiative might help to better understand what the barriers and challenges are for newcomers first hand. It was also noted the Timmins & District Multicultural Centre is developing a similar program.

**Question 8—**Would you like to see a Newcomers' Council as a LIP committee, tasked with reporting on how welcoming Timmins is becoming to newcomers?

There was a mixed response to this question, with some stating there were preferable ways to gather feedback. It was noted that there is a lack of measures on how well the LIP/Timmins is doing but some were unsure a committee was the right approach to gathering this information. Some suggested including more immigrant voices on the advisory council instead. However, it was generally acknowledged that the voices of immigrants should be included in all aspects of LIP work.

**Question 9—**Would you like to see the LIP identify needed areas of research and then commission the research?

Responses were mostly positive. Some felt research is essential in identifying needs and the more research the better. Key partnerships were mentioned, such as the Northern Policy Institute with whom the LIP has partnered in the past.

**Question 10—**As you know, TDMC and TLIP now share office space with TEDC. Is this an effective partnership in your view?

Interviewees responded positively and noted various benefits to the partnership, including partnerships, exposure, referrals, effective information sharing. Downsides included a lack of visibility from the street and the fact TEDC is 'full' in terms of office space available, should TLIP expand.

**Question 11—**If you were to list all the organizations in Timmins that should be part of the LIP, who would be on your list?

Those listed were Indigenous representation, mining, forestry, hospital, banking, school boards, post-secondary institutions, the new francophone community centre, NEST, Timmins Learning Centre and the French equivalent, Downtown Improvement Area, Porcupine Health Unit, Youth Wellness hub and the association for people from India.

**Question 12—**Do you think the RNIP pilot project will be successful in attracting and retaining newcomers? Would you like to see it become a permanent program?

There was universal support for the RNIP pilot. Everyone interviewed would like it to become a permanent program. Interviewees felt the pilot has been successful so far in attracting newcomers to Timmins, although noted due to COVID most applicants have been in the community for some time. It was noted that the ultimate success of the program rests on retention rates and therefore how welcoming Timmins is perceived to be.

**Question 13—**How much racial and ethnic diversity do you see on non-profit boards of directors in Timmins and area?

The only groups people could name that had diversity were TDMC, the anti-racism committee, the Porcupine Health Unit, and city council with two Indigenous people.

**Question 14—**Timmins LIP Coordinator Sasha Rangji has Train the Trainer certification in intercultural competency. Would your organization be interested in having her do training for staff?

There was significant uptake for training among the respondents. This activity can form a major component of the anti-racism, public education and welcoming community working group, which could help convince employers this training is needed.

**Question 15—**Do you think international students in Timmins and area are the future of immigration?

There was almost universal agreement that international students are the future of immigration in Timmins and every effort must be made to retain those who want to stay after graduation. Doing all we can to help international students integrate, and community education regarding anti-racism, were the two top issues raised. It was noted that international students helped to sustain the RNIP program over the past year.

**Question 16—**What do you think TLIP's priorities should be for the next one to three years?

Responses varied but more common themes included:

- Anti-racism work
- Increase LIP presence, promote initiatives effectively
- Involve more stakeholders, strengthen partnerships
- Advocate for more ESL services
- Remove barriers (systemic racism)
- Research gaps in services

## PART THREE

# TEMISKAMING SHORES AND KIRKLAND LAKE



Temiskaming Shores is closer to North Bay than it is to Timmins, but it works on projects with the Far Northeast Training Board, based in Hearst, and the Town of Kirkland Lake, which is closer to Timmins than North Bay. Settlement services for clients in Temiskaming Shores have operated out of the North Bay & District Multicultural Centre's North Bay office, but a case can be made to have both the North Bay and Timmins LIPs expand their reach to Temiskaming Shores and Kirkland Lake, to help those communities in any way possible.

Temiskaming Shores hosted an immigration summit a number of years ago, and also hosted the Come North conference. The interest and the enthusiasm is there, but what is lacking is financial and human resources.

Similarly, there is interest in immigration in Kirkland Lake, and the Kirkland Lake Multicultural Group was formed in 2012. It too hosted an immigration summit. Northern College's Kirkland Lake campus is also seeing enrolment increase among international students.

This report recommends that both the Timmins and North Bay LIPs maintain communication with the municipalities, the two Northern College campuses and the Kirkland Lake Multicultural Group to explore and implement projects that will move the immigration and retention agendas forward in both communities.

While Temiskaming Shores does not have a formal multicultural group like Kirkland Lake does, there is an informal network.

Kirkland Lake Multicultural Group, is open to partnership. The group now has more than 100 members. In an email exchange it was said that the volunteers feel overtaxed and COVID has really hurt their momentum. They have a space on Government Road, the town's main road, which they have occupied since January of 2020, and then COVID hit. They had 550 people through the doors before COVID shut them down.

They do not update their website anymore and will likely let it lapse. Their issues are mostly financial. They pay \$1,000 a month rent and have not been able to generate any sustainable income. They applied for a Trillium grant but were turned down due to a lack of financial history. They do Zoom events but they are not well attended.

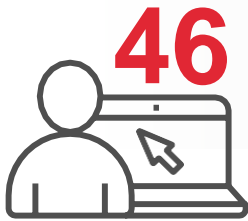
Kirkland Lake Multicultural group said their weaknesses are fundraising, volunteer numbers, grant sourcing and writing, and lack of funds. They fear for their recovery if they lose their home at TheStope downtown.

Both the Timmins and North Bay LIPs are supposed to be regional in nature, and as such have an obligation to try to assist those who are trying to work in the immigration sector. Newcomers in Kirkland Lake have been reluctant to sign up as clients with TDMC, but TDMC and the LIPs require evidence of a client base to provide assistance.

The recommendation for Kirkland Lake is for NBDMC Executive Director Deborah Robertson and the two LIP coordinators to meet with Kirkland Lake Multicultural Group to iron out a win-win partnership arrangement where TDMC could provide client service and the LIPs could provide project assistance and possibly help in finding funds. The Kirkland Lake Multicultural Group values its independence but a co-branding approach on joint projects could be negotiated.

# PART FOUR

## WHAT IMMIGRANTS HAD TO SAY



46

Forty-six immigrants in **TIMMINS** responded to an online survey that solicited opinions about the **CHARACTERISTICS OF A WELCOMING COMMUNITY**.

20% Of the respondents were international students.



28% Had work permits.



35% Were permanent residents.



17% Were Canadian citizens.



A majority **53%** of respondents identified as visible minorities.



**SOME MAY FIND THE RESULTS SURPRISING.** For instance, only **4%** said they experienced **negative attitudes toward immigrants**.



Almost half, **46%** said they have no place to practise their religion.

This no doubt represents the large immigrant population from India.



Housing was raised as an **ISSUE** in the telephone interviews, but only **4%** said they are not satisfied with their housing arrangements.



**9%** Said they **don't trust** the Timmins Police Service.

**30%** Said they **don't feel safe** in Timmins. Those figures compare to 2% and 9% respectively in an identical survey taken at the same time in North Bay. This is cause for concern.

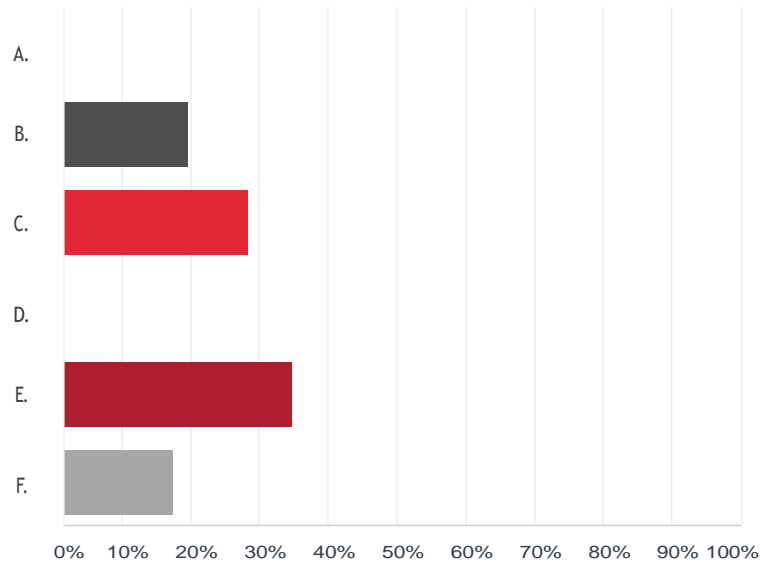
**4%** Said **media coverage** of immigrants is **negative**.



**FOLLOWING ARE THE COMPLETE SURVEY RESULTS. THEY PROVIDE DATA THAT CAN LEAD TO FURTHER MORE IN-DEPTH RESEARCH BY THE LIP.**

## Q1 My Immigration status in Canada is:

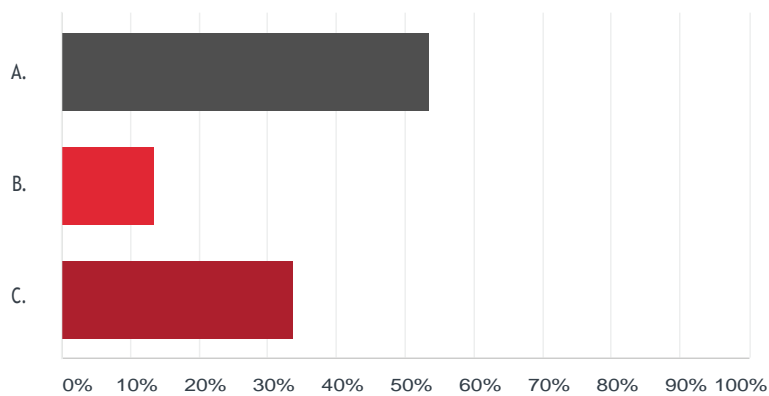
Answered: 46 Skipped: 0



ANSWER CHOICES		RESPONSES	
A.	Visitor	0.00%	0
B.	Student	19.57%	9
C.	Worker	28.26%	13
D.	Refugee	0.00%	0
E.	Permanent resident	34.78%	16
F.	Canadian citizen	17.39%	8
TOTAL			46

## Q2 Do you identify as:

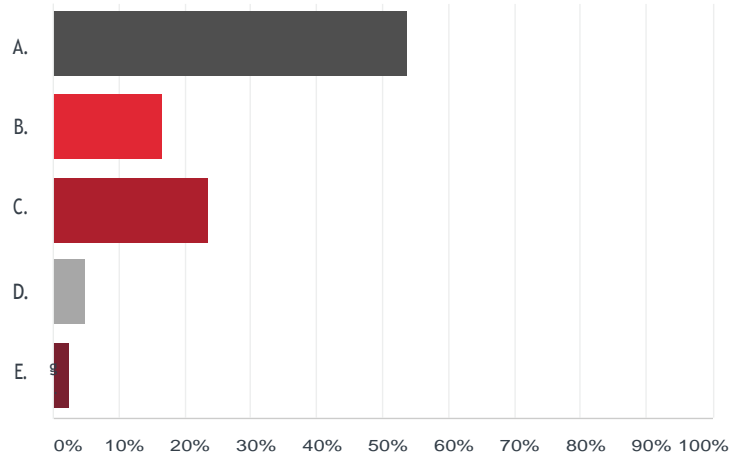
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ANSWER CHOICES		RESPONSES	
A.	Visible minority	53.33%	24
B.	White	13.33%	6
C.	Other (please specify)	33.33%	15
TOTAL			45

### Q3 I would describe my employment status as:

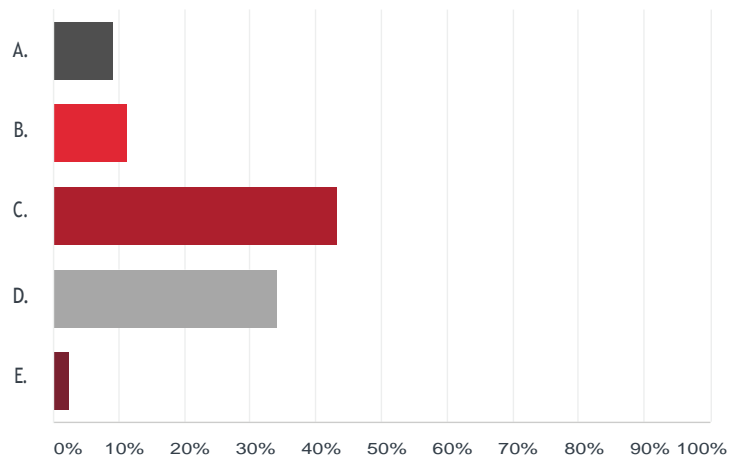
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ANSWER CHOICES		RESPONSES	
A.	Employed in my field	53.49%	23
B.	Under-employed—working, but only part-time	16.28%	7
C.	Under-employed—working full-time but not in my field	23.26%	10
D.	Not working by choice	4.65%	2
E.	Not working due to local employment situation	2.33%	1
TOTAL			43

### Q4 In your search for employment did you use the services of Employment Options Emploi?

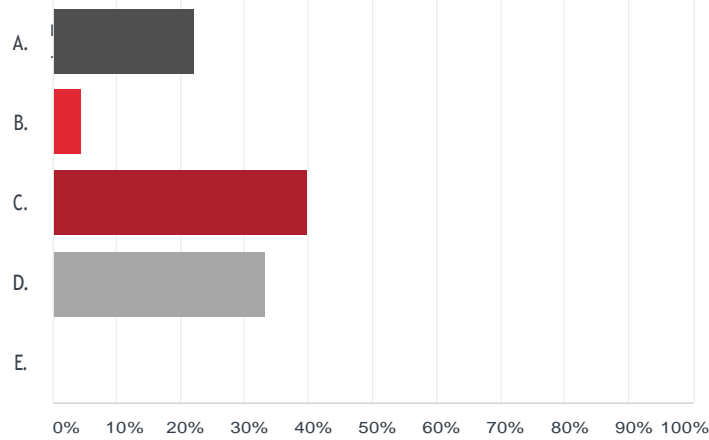
Answered: 44 Skipped: 2



ANSWER CHOICES		RESPONSES	
A.	Yes, and their assistance was helpful in finding a job	9.09%	4
B.	Yes, but the services did not meet my needs	11.36%	5
C.	No, I did not use their services	43.18%	19
D.	No, I was not aware of this organization	34.09%	15
E.	I used the services of another organization	2.27%	1
TOTAL			44

**Q5 In your search for settlement services did you use the services of the Timmins & District Multicultural Centre?**

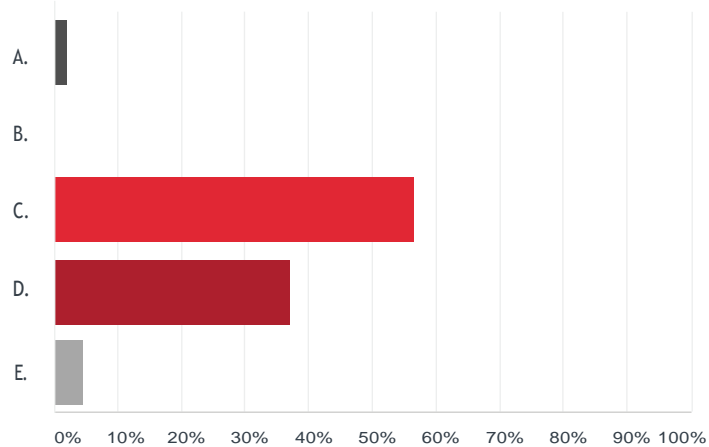
Answered: 45 Skipped: 1



ANSWER CHOICES		RESPONSES	
A.	Yes, and I found their assistance helpful	22.22%	10
B.	Yes, but the service did not meet my needs	4.44%	2
C.	No, I did not use their services	40.00%	18
D.	No, I was not aware of this organization	33.33%	15
E.	I used the services of another organization	0.00%	0
TOTAL			45

**Q6 In your search for settlement services did you use the services of Collège Boréal?**

Answered: 46 Skipped: 0

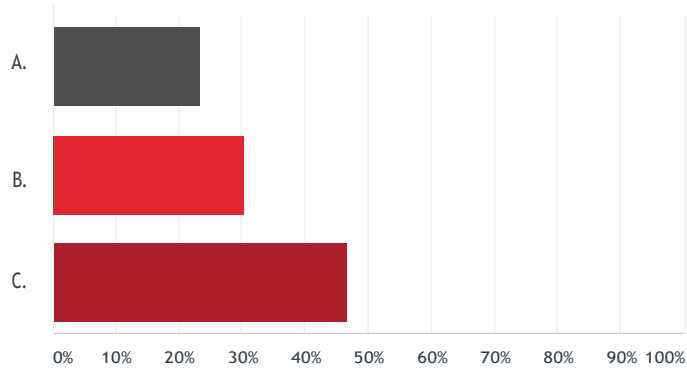


ANSWER CHOICES		RESPONSES	
A.	Yes, and I found their assistance helpful	2.17%	1
B.	Yes, but the service did not meet my needs	0.00%	0
C.	No, I did not use their services	56.52%	26
D.	No, I was not aware of this organization	36.96%	17
E.	I used the services of another organization	4.35%	2
TOTAL			46



### Q7 I would describe my social networks as:

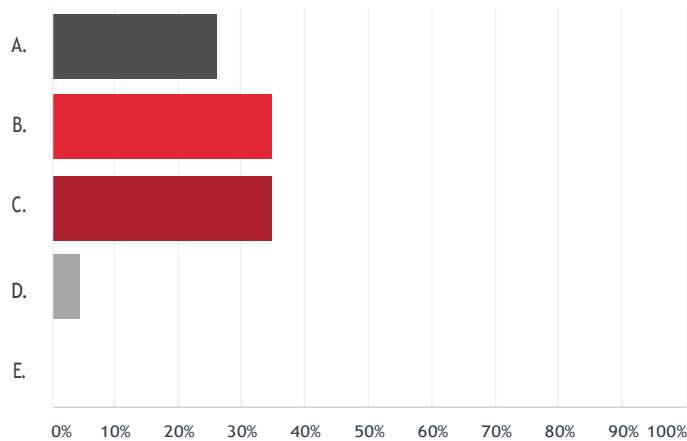
Answered: 43 Skipped: 3



ANSWER CHOICES		RESPONSES	
A.	Only family and friends	23.26%	10
B.	Primarily family and friends	30.23%	13
C.	Family and friends plus secondary networks with acquaintances, co-workers, neighbours, religious groups, clubs, sports teams and others	46.51%	20
TOTAL			43

### Q8 I am satisfied with my housing arrangements:

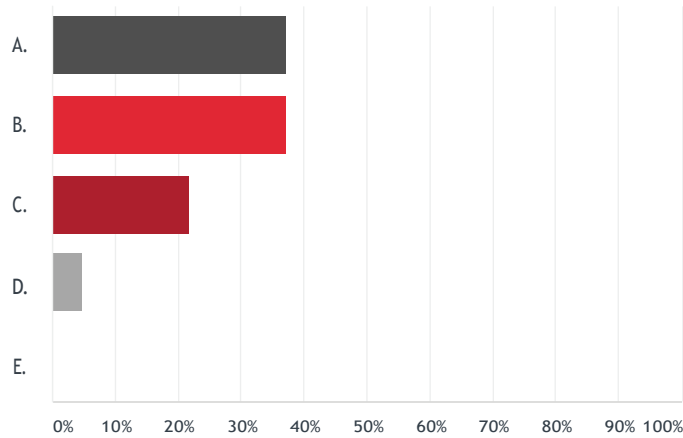
Answered: 46 Skipped: 0



ANSWER CHOICES		RESPONSES	
A.	Strongly agree	26.09%	12
B.	Agree	34.78%	16
C.	Neither agree nor disagree	34.78%	16
D.	Disagree	4.35%	2
E.	Strongly disagree	0.00%	0
TOTAL			46

**Q9 I experience positive attitudes toward immigrants, cultural diversity and the presence of newcomers in the community:**

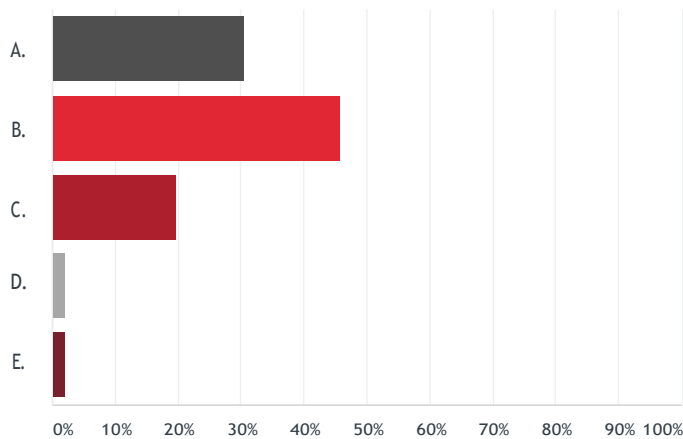
Answered: 46 Skipped: 0



ANSWER CHOICES		RESPONSES	
A.	Strongly agree	36.96%	17
B.	Agree	36.96%	17
C.	Neither agree nor disagree	21.74%	10
D.	Disagree	4.35%	2
E.	Strongly disagree	0.00%	0
TOTAL			46

**Q10 I believe the City of Timmins municipal government, staff and services are helpful to immigrants:**

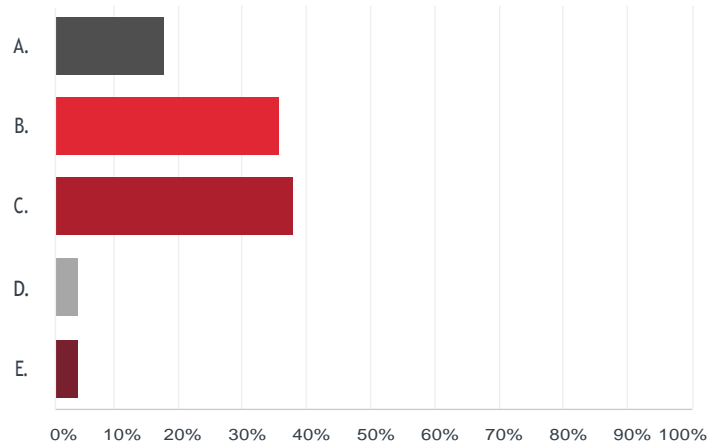
Answered: 46 Skipped: 0



ANSWER CHOICES		RESPONSES	
A.	Strongly agree	30.43%	14
B.	Agree	45.65%	21
C.	Neither agree nor disagree	19.57%	9
D.	Disagree	2.17%	1
E.	Strongly disagree	2.17%	1
TOTAL			46

**Q11 I believe there are good educational opportunities in Timmins for me and my family:**

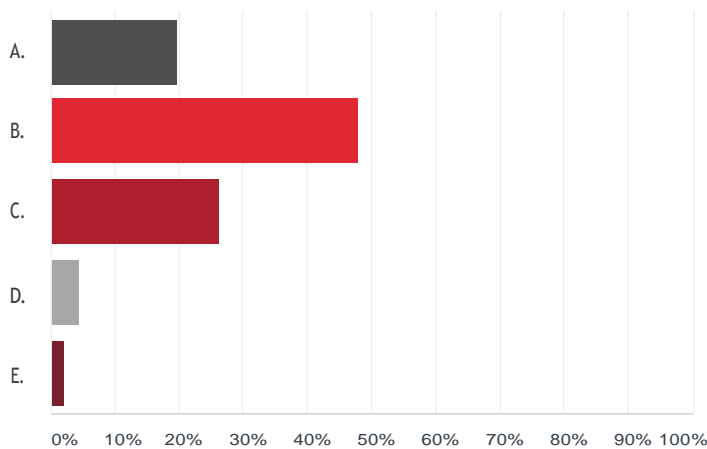
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ANSWER CHOICES	RESPONSES	
A. Strongly agree	17.78%	8
B. Agree	35.56%	16
C. Neither agree nor disagree	37.78%	17
D. Disagree	4.44%	2
E. Strongly disagree	4.44%	2

**Q12 I believe I have access to suitable health care in Timmins:**

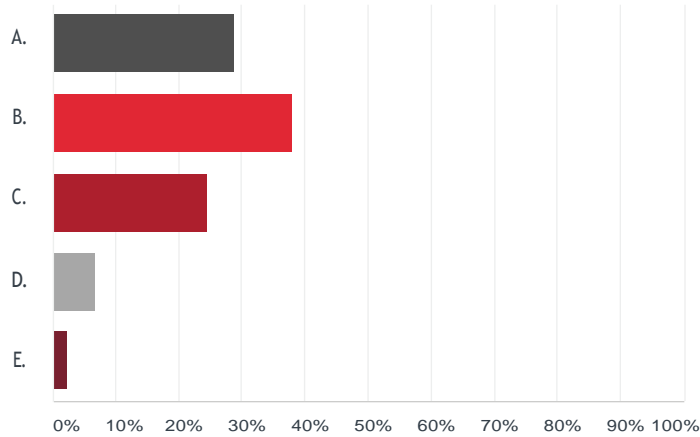
Answered: 46 Skipped: 0



ANSWER CHOICES	RESPONSES	
A. Strongly agree	19.57%	9
B. Agree	47.83%	22
C. Neither agree nor disagree	26.09%	12
D. Disagree	4.35%	2
E. Strongly disagree	2.17%	1
TOTAL		46

**Q13 I believe public transit in Timmins is available and accessible for my needs:**

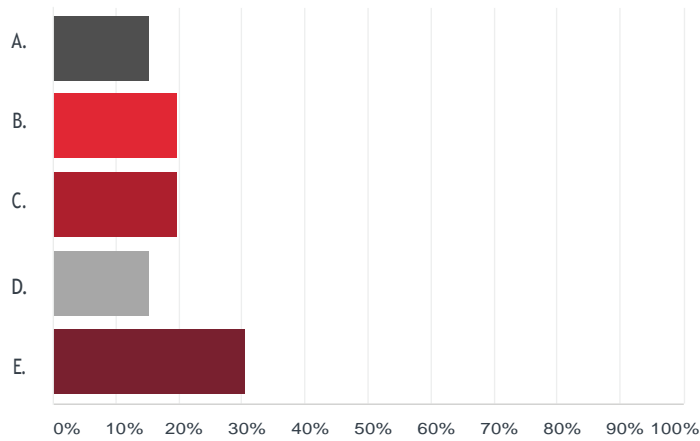
Answered: 45 Skipped: 1



ANSWER CHOICES		RESPONSES	
A.	Strongly agree	28.89%	13
B.	Agree	37.78%	17
C.	Neither agree nor disagree	24.44%	11
D.	Disagree	6.67%	3
E.	Strongly disagree	2.22%	1
TOTAL			45

**Q14 There are places to worship in Timmins where I can practice my religion:**

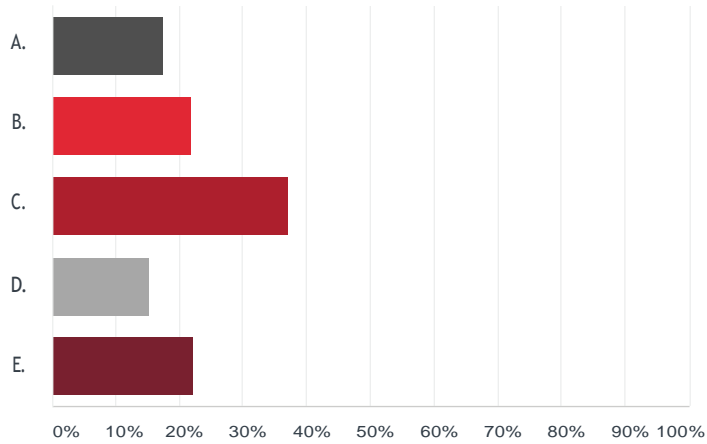
Answered: 46 Skipped: 0



ANSWER CHOICES		RESPONSES	
A.	Strongly agree	15.22%	7
B.	Agree	19.57%	9
C.	Neither agree nor disagree	19.57%	9
D.	Disagree	15.22%	7
E.	Strongly disagree	30.43%	14
TOTAL			46

**Q15 There are adequate opportunities in Timmins for social engagement (meeting people, socializing, networking):**

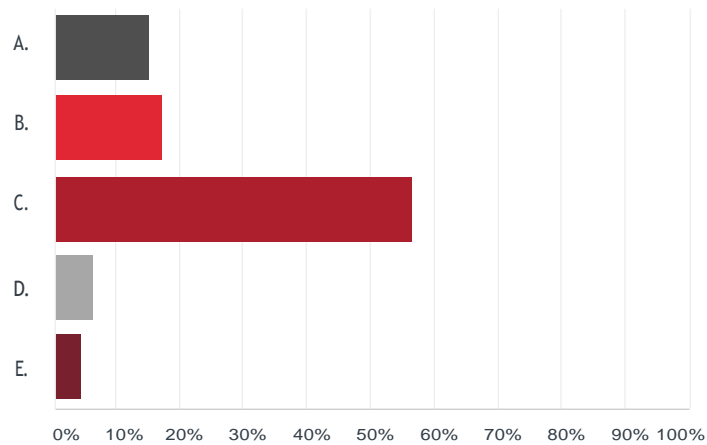
Answered: 46 Skipped: 0



ANSWER CHOICES		RESPONSES	
A.	Strongly agree	17.39%	8
B.	Agree	21.74%	10
C.	Neither agree nor disagree	36.96%	17
D.	Disagree	15.22%	7
E.	Strongly disagree	8.70%	4
TOTAL			46

**Q16 There are opportunities in Timmins if I want to get involved in politics –municipally, provincially or federally:**

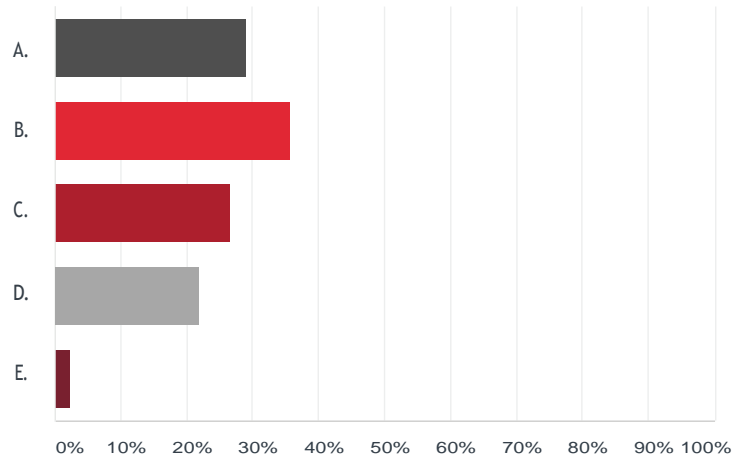
Answered: 46 Skipped: 0



ANSWER CHOICES		RESPONSES	
A.	Strongly agree	15.22%	7
B.	Agree	17.39%	8
C.	Neither agree nor disagree	56.52%	26
D.	Disagree	6.52%	3
E.	Strongly disagree	4.35%	2
TOTAL			46

### Q17 I trust the Timmins Police Service and feel officers treat people equally:

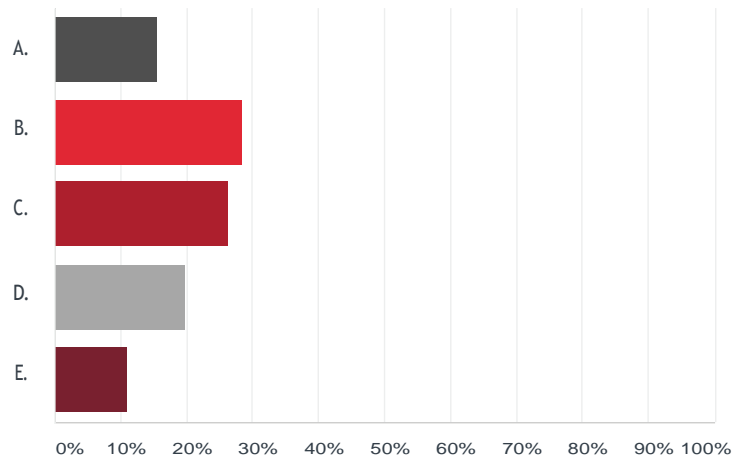
Answered: 45 Skipped: 1



ANSWER CHOICES		RESPONSES	
A.	Strongly agree	28.89%	13
B.	Agree	35.56%	16
C.	Neither agree nor disagree	26.67%	12
D.	Disagree	6.67%	3
E.	Strongly disagree	2.22%	1
TOTAL			45

### Q18 I feel safe in the City of Timmins:

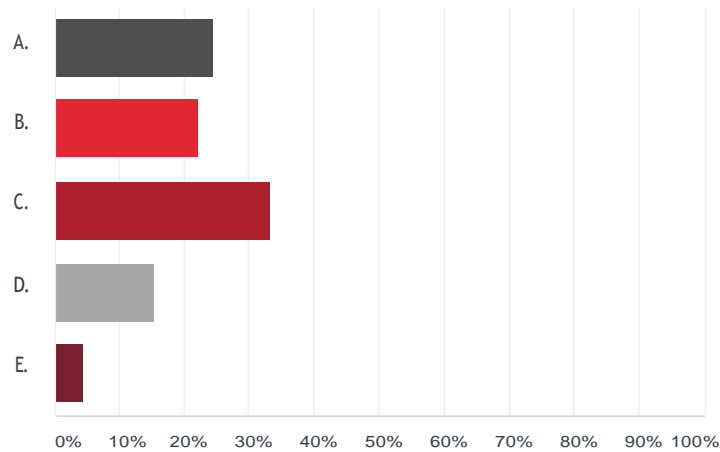
Answered: 46 Skipped: 0



ANSWER CHOICES		RESPONSES	
A.	Strongly agree	15.22%	7
B.	Agree	28.26%	13
C.	Neither agree nor disagree	26.09%	12
D.	Disagree	19.57%	9
E.	Strongly disagree	10.87%	5
TOTAL			46

**Q19** There are sufficient opportunities in Timmins to use public space and participate in recreation activities:

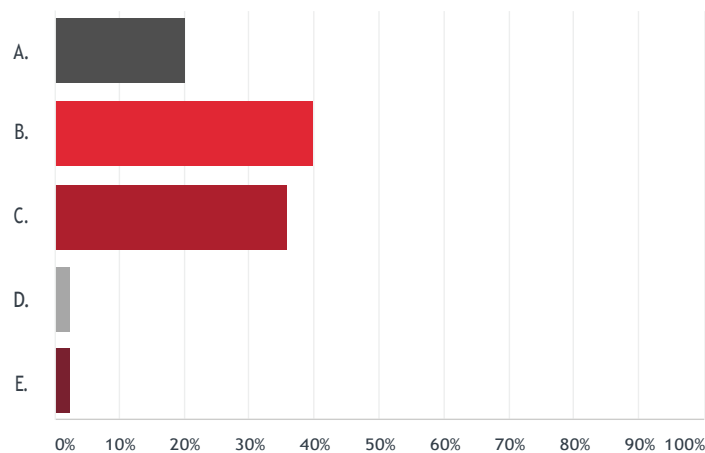
Answered: 45 Skipped: 1



ANSWER CHOICES		RESPONSES	
A.	Strongly agree	24.44%	11
B.	Agree	22.22%	10
C.	Neither agree nor disagree	33.33%	15
D.	Disagree	15.56%	7
E.	Strongly disagree	4.44%	2
TOTAL			45

**Q20** Media coverage in Timmins is favourable toward immigrants:

Answered: 45 Skipped: 1



ANSWER CHOICES		RESPONSES	
A.	Strongly agree	20.00%	9
B.	Agree	40.00%	18
C.	Neither agree nor disagree	35.56%	16
D.	Disagree	2.22%	1
E.	Strongly disagree	2.22%	1
TOTAL			45

## REFERENCE



*This report is generated based on the research work conducted by Don Curry from Curry Consulting, North Bay to assist Timmins Local Immigration Partnership in developing the strategic plan.*

**Don Curry** is a Regulated Canadian Immigration Consultant in North Bay. He has a BA from Carleton University, an MA from Central Michigan University, and a Certificate in Immigration: Laws, Policies and Procedures, from the University of British Columbia.

He was the founding Executive Director of the North Bay & District Multicultural Centre and Timmins & District Multicultural Centre, and was the inaugural Co-Chair of the LIPs in each city.

He is a former board member of the Ontario Council of Agencies Serving Immigrants and Pathways to Prosperity, a national university-based immigration research organization.

He was a member of the Ontario Advisory Council on Multiculturalism and Citizenship from 1990-1993 and Board Chair of North Bay Immigrant Support Services from 1990-96.

After retiring from NBDMC at the end of 2015 he served three years as chair of the board of directors.