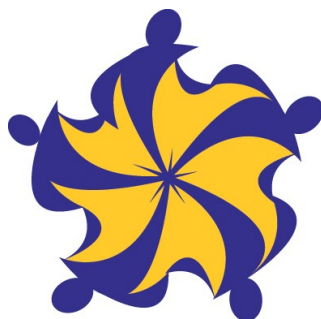


2013
October



PATHWAYS TO PROSPERITY

Promoting Welcoming Communities in Canada

ebulletin

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Update on the Pathways to Prosperity (P2P) National Conference

The Pathways to Prosperity Partnership is holding its first pan-Canadian conference at the Minto Suite Hotel in Ottawa on November 15th and 16th. Details of the P2P Conference are available on the Partnership's website (www.P2Pcanada.ca).

Planning for the P2P conference has progressed extremely well. Registration has hit capacity and the organizers are currently working to confirm attendance in order to free up places for persons on the waiting list. Speaker arrangements are also nearing completion and a final, detailed agenda will be available by the end of the month. The conference features four keynote sessions on:

1. Local Immigration Partnerships, Réseaux, and Other Place-Based Initiatives – an examination of recent surveys and analyses undertaken by LIPs and Réseaux to assess their progress in key strategic areas; the discussion will contribute to better research and research partnerships and will help other initiatives at early stages of development
2. Downstream Responses to Changing Selection Processes – an exploration of anticipated impacts of the reconfiguration of the immigrant selection system, and the institutional responses that may be required by settlement and academic organizations, by employers, and by organizations involved in accreditation, aimed at improving integration
3. Results of Settlement Outcomes Surveys – insights into the economic and social outcomes of recent immigrants, their settlement needs, and their utilization of services and information based on recent settlement outcome surveys
4. Agency of the Future – a project that seeks to institutionalize innovation and collaboration within the settlement sector in order to help agencies capitalize on emerging 'market' opportunities by delivering new and better services

Issues relating to Francophone minority communities and to Northern and remote communities will receive special attention. Presentations will be in both English and French, and simultaneous interpretation will be available.

On Friday evening, a reception will be held for delegates attending the conference along with a poster session featuring some twenty projects. This will be followed by a focused discussion table, led by the Quebec P2P node, on Quebec's proposed Charter of Values. On Saturday afternoon, the P2P's Board of Directors will convene for the first time alongside a parallel meeting of the Standing Committee on Student Engagement. Brief descriptions of the Board of Directors and Student Meetings are provided in this eBulletin on page 2.

Standing Committee on Francophone Immigration

The P2P Standing Committee on Francophone Immigration has now been established. Its members include: Chedly Belkhodja (Université de Moncton), Aude-Claire Fourot (Simon Fraser University), Paulin Mulatris (University of Alberta), Mireille Paquet (Concordia University), Christophe Traisnel (Université de Moncton), Jean Viel (Citizenship and Immigration Canada), Cedric de Chardon (Citizenship and Immigration Canada), and, Marjie Brown (Fédération des communautés francophones du Canada).

As announced at the time of the formation of the Pathways to Prosperity Partnership, the responsibilities of the Standing Committee on Francophone Immigration include:

- ◆ Promoting comparative and regional research by the P2P in regards to the attraction and integration of Francophone newcomers in minority Francophone communities outside Quebec
- ◆ Providing authoritative advice to the Board of Directors and Management Committee in relation to the P2P's pan-Canadian research agenda, including proposals for new research initiatives and suggestions for adapting research proposals to better address Francophone minority concerns
- ◆ Providing advice to the regional nodes on research and research dissemination concerned with Francophone migration and retention
- ◆ Building an extensive P2P network of policymakers, practitioners and researchers with an interest in Francophone migration issues outside Quebec

Governance Meetings Associated with the P2P National Conference

The P2P's national conference will be accompanied by meetings of the project's governance bodies. On Saturday, the Board of Directors will hold its inaugural meeting to clarify its mandate, welcome new members and take stock of project achievements. Members will have an opportunity to provide input into future plans and to offer ideas for project directions.

In parallel with the Board of Directors meeting, the P2P will also convene the first meeting of its Standing Committee on Student Engagement. Five students are being sponsored from each node to attend the national conference and subsequent meeting. Students will be asked to help develop a range of projects, among them an online library of relevant Masters theses and dissertations; a graduate student exchange program across participating universities; an inventory of graduate students who would be interested in working on P2P projects; and a social media presence for the P2P to engage students.

The next issue of the eBulletin will carry reports on the deliberations of the two committees.

Progress on Agency of the Future

On September 16th, regional settlement umbrella organizations, CISSA-ACSEI, CIC officials and P2P researchers met to discuss a plan for advancing the 'Agency of the Future' initiative. [[Background concept paper.](#)]

Several important decisions emerged from the meeting. In particular, it was decided to form three task groups and a steering committee charged with coordinating the other groups and advancing the project.

Volunteers have been identified for each of the task groups and leads have been selected. The groups will now elaborate their mandates, establish work plans, and recruit additional expertise from within the sector, academia, and elsewhere. The project will also be discussed at the upcoming Pathways to Prosperity National Conference, and at the National Settlement Conference, both to take place in Ottawa in November 2013.

In addition to the task groups, a steering committee was formed and charged with ensuring coordination among groups and otherwise advancing the project through consultations with key stakeholders. The steering committee will also seek funding opportunities to enable the settlement sector and P2P to rapidly advance the project, to recruit specialized expertise, and to ensure widespread participation by the sector. The next meeting of the full committee is tentatively scheduled for February 2014.

Semaine nationale de l'immigration francophone (National Francophone Immigration Week)

From November 3rd to 9th, Francophone communities in nine provinces and three territories will be celebrating the first *Semaine nationale de l'immigration francophone* (National Francophone Immigration Week). Coordinated by the *Fédération des communautés francophones et acadienne du Canada* (Federation of Francophone and Acadian communities of Canada), this celebration and awareness week is an opportunity to highlight francophone immigration and diversity in Canada's Francophone and Acadian minority communities.

The schedule of events will be announced on October 30th. In the meantime, the FCFA and the provincial and territorial *Réseaux en immigration francophone* (Francophone Immigration Networks) are inviting communities, organisations, institutions, municipalities, businesses and various local, regional, provincial, territorial and national partners to plan one or more activities and submit them to the calendar for the week. This is an opportunity to showcase your events, activities and involvement in francophone immigration and cultural diversity!

For more information: www.immigrationfrancophone.ca

People on the Move

Sara Torres has joined Université de Montréal – Public Health Research Institute (IRSPUM) as a Postdoctoral Fellow, after successfully completing her PhD at the University of Ottawa in January 2013.

We invite you to send your listings for People on the Move. Please email appointment announcements and moves to communications@p2pcanada.ca listing the new job title, name of the organization or university, starting date, and details of your previous position.

Western Settlement Outcomes Survey

The [Western Settlement Outcomes Survey](#) report provides an overview of settlement outcomes of recent immigrants living in the four provinces of CIC's new Western region. The report also offers comparisons of similarities and differences across the region, and

suggests factors that may account for this variation.

The survey instrument used in the study was a pared down version of the previously tested and validated Alberta Settlement Outcomes Survey, developed by the P2P for the Province of

Alberta in 2012. It is expected that the results will inform policies, programs, services, and resource allocations in Western Canada with a view to improving settlement outcomes. The Pathways to Prosperity was a partner on this project, which was commissioned by Citizenship and Immigration Canada, Western Region.

Study Analyzes Promising Practices in the Settlement Sector

The recently published report, [Study of Innovative and Promising Practices within the Immigrant Settlement Sector](#), describes research testing a process for analyzing promising settlement initiatives across Canada, and a means for sharing their key components so that they can be replicated in other locations, for different target groups, different areas of service, and at different operational

scales. Results of the research indicate that there are many promising practices available across Canada that would warrant analysis, and that the process tested for extracting key components contributing to success was effective. The innovation cycle described in this report is an important component of the Agency of the Future Project to be discussed at the National Settlement Conference and the

Pathways to Prosperity National Conference, both in November 2013.

Conducted by Pathways to Prosperity – Ontario (formerly Welcoming Communities Initiative), the study was commissioned by CISSA-ACSEI: the Canadian Immigrant Settlement Sector Alliance – Alliance canadienne du secteur de l'établissement des immigrants.

Report Highlights the Needs of Immigrant Youth and Their Parents

A new study – [Toward Healthy Welcoming Communities: Newcomer Youth and Parents Speak Out](#) – has identified issues important to both newcomer youth and their parents in London, Ont. in the areas of school, home and community. Amongst other findings, the report points out that parents and youth appreciate the relative safety of the community, particularly for girls, as well as neighborhood resources, such as agencies with

support services. The report also notes that at times the parents and youth feel scrutinized and disrespected because they are newcomers, fueled, in part, by the depictions of ethnic minorities in the media.

In addition, the study highlights the changes that newcomer youth and parents would like to see in the areas of school, home and community. In school, for example, parents and youth

focused on the need for better cultural competency for teachers, and activities that foster awareness and inclusion of all cultures.

The study was funded by Pathways to Prosperity – Ontario (formerly Welcoming Communities Initiative) and was undertaken as a partnership between the South London Neighborhood Resource Centre and the Faculty of Education, Western University.

Immigration in the News - Top Stories of the Past Months

Below are links to top stories that the P2P is following. These stories and other material can be accessed through the [Media Corner](#) of the P2P's website. The Corner provides links to articles appearing in the national and local media, including newspapers, magazines, and newsletters. Some international content is also included. Articles are refreshed regularly and archived.

- ◆ **Deutsche Welle – October 14, 2013 – [EU Still Torn on Immigration](#)**: The European Parliament would like to deter irregular migration by opening more legal immigration channels. Currently, only highly qualified persons are able to gain entry under a much criticized system that remains to be fully implemented.
- ◆ **Better Farming – October 11, 2013 – [Significant Growth in Canadian Immigration Presents Agri-Food Opportunity](#)**: According to Farm Credit Canada (FCC), new Canadians present a growing market opportunity for agri-business, provided businesses can adapt to changes in preferences and quickly roll out their products. FCC predicts that immigrant-driven population growth will increase food spending by \$27 billion over the next 7 years.
- ◆ **Immigration Francophone - Communiqué – 10 octobre 2013 – [Semaine nationale de l'immigration francophone : participez!](#)** : Du 3 au 9 novembre, les communautés de langue française dans neuf provinces et trois territoires célèbreront pour la première fois la Semaine nationale de l'immigration francophone sous le thème L'immigration francophone, une diversité qui nous unit.
- ◆ **Globe and Mail – October 7, 2013 – [For Canada, Immigration is a Key to Prosperity](#)**: According to the OECD, immigrants from around the world perceive Canada as a host country that will give them good opportunities. Without them, Canada's natural population growth would not be enough to sustain economic growth and welfare.
- ◆ **Vancouver Sun – October 6, 2013 – [China, Japan Entering Global Competition for Foreign Workers](#)**: According to Chinese media, China will be introducing a list of skills currently in demand in the country, in order to aid its recruitment of foreign talent. The fact that China is adopting similar measures to Canada to address skill shortages demonstrates both the effectiveness of the Canadian system and the fierce competition for the best and the brightest around the world.
- ◆ **Radio Canada International – 4 octobre 2013 – [Charte des valeurs : un second ex-premier ministre se prononce contre](#)** : En 24 heures, deux anciens premiers ministres québécois – Lucien Bouchard et Jacques Parizeau - avisent le gouvernement qu'il fait fausse route.
- ◆ **CapAcadie – 4 octobre 2013 – [Nouveau-Brunswick: à la recherche de façons d'accroître la population](#)** : La province du Nouveau-Brunswick cherche à accroître sa population. Les citoyens seront donc consultés sur la manière de retenir et d'attirer de nouveaux arrivants. Ce désir avait déjà été exprimé dans le discours du Trône du gouvernement, en novembre 2012.
- ◆ **Houston Chronicle – September 19, 2013 – [A Modest Fix Before \[U.S.\] Immigration Reform](#)**: An editorial in the Houston Chronicle suggests that Canada's Seasonal Agricultural Workers Program offers a sensible, practical guest-worker program that would meet the needs of the nation's agricultural interests, protect workers and keep the nation's borders inviolate.
- ◆ **Al Jazeera – September 16, 2013 – [What the World Can Learn from Canadian Multiculturalism](#)**: Al Jazeera contrasts anti-immigrant sentiments and the rise of anti-immigration parties in Europe with Canada where social segregation and alienation are conspicuously absent and Canadians have a positive opinion of immigration. Canada's multiculturalism is offered as an example to the world.
- ◆ **Chronicle Herald – September 13, 2013 – [Not So Welcoming?](#)**: While 70 percent of Nova Scotians believe the province should continue to accept the same number of immigrants or more, the same poll also reveals that a growing number of respondents feel that immigrants take jobs from existing residents and do not expand the economy.

Immigrants: Where are They Living Now?

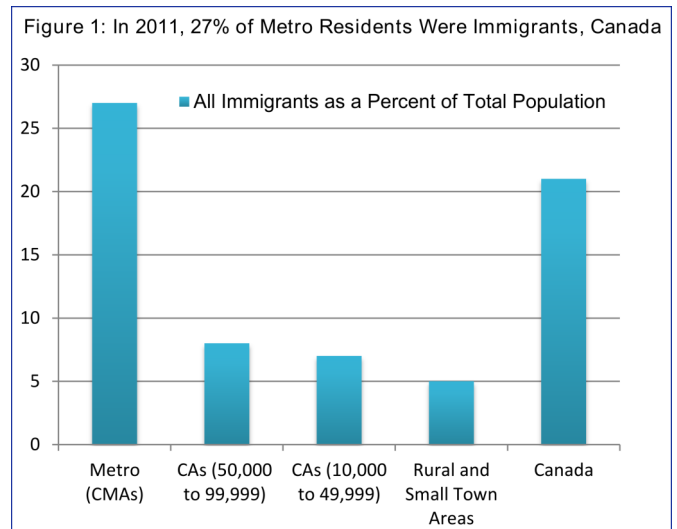
By Ray D. Bollman (RayD.Bollman@sasktel.net)

Highlights

- ◆ In 2011, the vast majority (91%) of immigrants residing in Canada were living in a metro area.
- ◆ The share of the metro population made up by immigrants was 27%, compared to 6% for non-metro areas.
- ◆ The number of immigrants who listed 2001 to 2011 as their arrival period was 40% higher than those listing the previous decade (1991 to 2000).
- ◆ The increase in non-metro areas was 97% while the increase in metro areas was only 37%.
- ◆ In the non-metro areas of each province, other than Ontario and British Columbia, 2001 to 2011 arrivals were double the number of 1991 to 2000 arrivals.
- ◆ While big places continue to attract large absolute numbers of immigrants, they are being outperformed on a per capita basis by many smaller places that have been attracting relatively higher numbers of immigrants.

Where do immigrants live?

The answer depends on when they came to Canada. In 2011, 91% of all immigrants were living in metro (CMA)¹ areas. For immigrants who arrived before 1971, however, that percentage stood at 82%, reflecting both their initial destination and their subsequent moves into and out of metro regions. In contrast, immigrants who arrived between 1991 and 2000 exhibited a far greater tendency to live in metro areas (95%), while the most recent arrivals – from the 2006 and 2011 period – exhibited a marginally lower tendency (92%) to live in metro areas.



Given the number of immigrants residing in metro areas, it is not surprising to see that 27% of all metro residents were immigrants in 2011 (Figure 1). Within smaller cities, the share drops to 7% or 8% on average and in rural and small town areas it drops even further to 5%. Even with the dramatic growth reported below, these shares have not changed much over time².

The number of immigrants who arrived in the most recent inter-censal decade (2001 to 2011) and were still residing in Canada in 2011 numbered 2.2 million (Appendix Table 1). This figure is 40% larger than 1.5 million immigrants who arrived in the previous decade (1991 to 2000) and are still residing in Canada.

1. A CMA (Census Metropolitan Area) has a population of 100,000 or more and includes the population of all neighbouring towns and municipalities where 50% or more of the resident employed workforce commutes to the CMA.

2. For a review of earlier census data, see Beshiri *et al.* (2002), Beshiri (2004), Bernard (2008) and Beshiri *et al.* (2009).

Table 1: Top 20 Census Metropolitan Areas or Census Agglomerations: Immigrants as Percent of Total Population, 2011

Name of Census Metropolitan Area (CMA) or Census Agglomeration (CA) of Residence, 2011	Total Population	Total Immigrants	Immigrants as Percent of Population
Toronto	5,521,235	2,537,410	46
Vancouver	2,280,700	913,310	40
Calgary	1,199,125	313,880	26
Hamilton	708,175	166,755	24
Abbotsford - Mission	166,680	39,035	23
Kitchener - Cambridge - Waterloo	469,935	108,720	23
Montréal	3,752,470	846,645	23
Windsor	315,455	70,285	22
Leamington	46,565	9,820	21
Winnipeg	714,640	147,295	21
Edmonton	1,139,580	232,195	20
Parksville	26,715	5,440	20
Guelph	139,670	27,515	20
Steinbach	13,185	2,580	20
Ottawa - Gatineau	1,215,730	235,335	19
London	467,260	87,655	19
Victoria	336,185	60,075	18
Squamish	17,225	2,905	17
St. Catharines - Niagara	383,970	64,390	17
Canmore	11,990	2,000	17

Source: Statistics Canada. 2011 National Household Survey, Cat. No. 99-101-X2011026, <http://www12.statcan.gc.ca/nhs-enm/2011/dp-pd/dt-td/index-eng.cfm>.

Table 2: Top 20 Census Metropolitan Areas: Number of Recent Immigrants (Who Arrived 2006 to 2011)

Census Metropolitan Area (CMA) of Residence in 2011	Total Population, 2011	Total Immigrants, 2011	Immigrants Who Arrived 2006 to 2011	
			Number	As Percent of Total Population
Toronto	5,521,235	2,537,410	381,745	7
Montréal	3,752,470	846,645	189,730	5
Vancouver	2,280,700	913,310	155,120	7
Calgary	1,199,125	313,880	70,705	6
Edmonton	1,139,580	232,195	49,930	4
Winnipeg	714,640	147,295	45,270	6
Ottawa - Gatineau	1,215,730	235,335	40,420	3
Hamilton	708,175	166,755	18,775	3
Kitchener - Cambridge - Waterloo	469,935	108,720	15,245	3
London	467,260	87,655	11,905	3
Saskatoon	256,430	27,355	11,470	4
Québec City	746,685	32,880	10,665	1
Windsor	315,455	70,285	9,225	3
Halifax	384,540	31,260	8,305	2
Regina	207,215	21,735	8,150	4
Victoria	336,185	60,075	6,440	2
Abbotsford - Mission	166,680	39,035	5,935	4
St. Catharines - Niagara	383,970	64,390	5,650	1
Oshawa	351,690	56,175	4,075	1
Sherbrooke	196,680	12,115	4,045	2

Source: Statistics Canada. 2011 National Household Survey, Cat. No. 99-101-X2011026, <http://www12.statcan.gc.ca/nhs-enm/2011/dp-pd/dt-td/index-eng.cfm>.

Overall, the vast majority of recent immigrants (2.0 million of the 2.2 million) currently reside in a metro area. However, the growth in immigrant arrivals in metro areas (37%) has not matched the overall growth of immigrant arrivals (40%).

Outside Ontario and British Columbia, the growth in immigrants in both metro and non-metro areas was up by 100% or more. The non-metro changes have been especially dramatic, though the absolute numbers are quite small. For non-metro areas at the Canada level, the number of immigrants who arrived in the 2001 to 2011 decade was 146 thousand, up 72 thousand from the 74 thousand immigrants who reported arriving in the 1991 to 2000 period.

As noted in Figure 1, 27% of metro residents are immigrants. There are only two CMAs with a share greater than 27%: Toronto at 46% and Vancouver at 40% (Table 1). The third ranking CMA is Calgary with 26% of residents being immigrants.

In Canada as a whole, there are only 20 CMAs and CAs with 17% or more of their population being immigrants. Some are relatively small³: Canmore with a 2011 population of 12 thousand; Steinbach with a population of 13 thousand; and Squamish with a population of 17 thousand.

Obviously, the bigger places have the largest number of immigrants.

3. To be included in this list, a "place" had to be a CMA or CA (i.e. with a population of 10,000 or more). Thus, places like Winkler, Manitoba are not included in this ranking. In 2011, the population of the Town of Winkler was 10,490 and 2,600 were immigrants (25%) which would rank #4 in Table 1. The point is that not only big places are able to attract a high(er) share of immigrants.

Table 3: Top 20 Census Metropolitan Areas or Census Agglomerations: Number of Immigrants Who Arrived in 2006 to 2011 as Percent of Total Population, 2011

Census Metropolitan Area (CMA) or Census Agglomeration (CA) of Residence in 2011	Total Population, 2011	Total Immigrants, 2011	Immigrant Arrivals in 2006 to 2011	Total Immigrants, 2011	Immigrant Arrivals in 2006 to 2011
	Number of Individuals			As Percent of Total Population	
Steinbach	13,185	2,580	1,060	20	8
Toronto	5,521,235	2,537,410	381,745	46	7
Vancouver	2,280,700	913,310	155,120	40	7
Brooks	22,550	3,420	1,520	15	7
Brandon	51,980	6,295	3,495	12	7
Winnipeg	714,640	147,295	45,270	21	6
Calgary	1,199,125	313,880	70,705	26	6
Wood Buffalo	66,990	10,330	3,640	15	5
Montréal	3,752,470	846,645	189,730	23	5
Saskatoon	256,430	27,355	11,470	11	4
Edmonton	1,139,580	232,195	49,930	20	4
Canmore	11,990	2,000	475	17	4
Regina	207,215	21,735	8,150	10	4
Okotoks	24,425	2,665	930	11	4
Swift Current	17,045	1,355	630	8	4
Squamish	17,225	2,905	635	17	4
Charlottetown	63,015	5,000	2,300	8	4
Abbotsford - Mission	166,680	39,035	5,935	23	4
North Battleford	18,720	1,145	660	6	4
Yellowknife	18,830	2,215	650	12	3

Source: Statistics Canada. 2011 National Household Survey, Cat. No. 99-101-X2011026, <http://www12.statcan.gc.ca/nhs-enm/2011/dp-pd/dt-td/index-eng.cfm>.

In 2011, the Toronto CMA had 2.5 million immigrants, a figure that is larger than the population of six of the Canadian provinces (Table 2). Vancouver and Montreal each have about 0.9 million immigrants.

Another 6 CMAs have 0.1 to 0.3 million immigrants. The London CMA makes it into the top 10 list with 87 thousand immigrants. The top 10 CMAs, between them, have 5.6 million immigrants, 82% of all the immigrants in Canada.

The most recent immigrants

If we look at the current residence of the most recent immigrants for whom data is available, those who arrived from 2006 to 2011, the largest numbers reside in the largest metropolitan areas.

In Toronto, Montreal and Vancouver, there are 0.7 million immigrants who arrived from 2006 to 2011 (Table 2). This is 62% of the 1.2 million individuals who arrived in this period.

Looked at in terms of the number of recent immigrants per capita – a measure of the ability to attract immigrants – the top CMA or CA in Canada is Steinbach, Manitoba with 8% of its population in 2011 being immigrants who arrived in the 2006 to 2011 period (Table 3). Among the top 20 CMAs or CAs, only three are from Ontario or further east. Fully 17 of the top 20 CMAs or CAs, when ranked in terms of their number of recent immigrants per capita, are located in Western Canada or the Northwest Territories.

Summary

The key points are:

- ◆ Big places continue to attract big numbers of immigrants; but
- ◆ Many smaller places have been attracting relatively higher per capita numbers of immigrants, compared to the bigger places.
- ◆ Nearly all the places that attract the highest number of immigrants, on a per capita basis, are located west and north of Ontario.

Appendix 1: Number of Immigrant Arrivals in the 2001 to 2011 period, Compared to Arrivals in the 1991 to 2001 period, by Location of Residence in 2011

Place of Residence in 2011	Number of Immigrants, Canada		Percent Change in Number of Immigrants, Comparing Arrivals in 2001-2011 to Arrivals in 1991-2001													
	Arrived 1991 to 2000	Arrived 2001 to 2011	Canada	Newfoundland and Labrador	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia	Yukon	Northwest Territories	Nunavut
Metro (CMAs)	1,464,820	2,008,610	37	141	139	364	93	18	214	289	101	12				
Non-metro (Non-CMA) (subtotal)	74,235	146,380	97	120	342	161	172	126	286	310	149	36	124	114	95	
. CAs	37,895	83,450	120	94	421	267	217	212	560	439	184	44	180	120		
. CAs (50,000 to 99,999)	13,450	26,485	97			214		180	86		138	33				
. CAs (10,000 to 49,999)	24,445	56,960	133	94	421	267	229	238	10	560	224	55	180	120		
. Rural & small town areas (subtotal)	36,335	62,935	73	131	79	124	128	64	8	213	101	25	-22	78	95	
. Strong MIZ	11,555	16,290	41	80	250	37	43	42	-1	417	38	31				
. Moderate MIZ	12,690	19,445	53	183	24	136	84	84	13	60	102	95	17			
. Weak MIZ	11,125	25,075	125	119		129	277	73	46	209	341	33				
. No MIZ	575	1,570	173	200		21	21	-20	-25	155	718	288	-46			
. RST Territories	390	545	40						18	227	107	13	-22	78	95	
Total	1,539,055	2,154,990	40	134	342	145	240	94	18	294	294	13	124	114	95	

Source: Statistics Canada. 2011 National Household Survey, special tabulation.

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Protecting Vulnerable Workers: Understanding Workplace Rights in Your Language

While many newcomers to Ontario run successful businesses and become employed in various sectors, some are unaware of their workplace rights.

The Ontario government is taking steps to reach out to them, as protecting workers and ensuring they are treated fairly is a top priority.

The Employment Standards Act, 2000 (ESA) applies to most employers and employees in Ontario, and sets minimum standards for employees on topics like payment of wages, public holidays and maximum hours of work.

“Employees and employers should be aware of their rights and obligations under the act. New and young workers may not know, for example, their right to be paid fairly,” said Cara Martin, the Ontario Ministry of Labour’s director of employment standards.

In the past several months, the Ministry has taken major steps to protect vulnerable workers by providing more resources to help employers and employees, and by increasing enforcement.

It recently invested an additional \$3 million in ongoing funding for proactive enforcement. This means more workplaces will be inspected and more workers protected.

The Ministry has a toll-free phone line (1-800-531-5551) with service in 23 languages – from Arabic to Vietnamese – to answer questions about employment standards.

“Employees and employers who have questions about the ESA, and those who feel that their employer has not complied with the law, can call the Employment Standards Information Centre,” said Martin. “We also want workers to know that we have anti-reprisal laws in place which prohibits an employee from being fired for exercising their rights under the ESA, or asking questions about the ESA.”

The Ministry also provides more multilingual resources than its counterparts in all of the provinces, Martin said.

The Ministry’s multilingual page can be found at Ontario.ca/employmentrights.

Employers and employees can access a host of resources in 23 languages there, from products detailing workplace rights and responsibilities, to posters to dubbed videos on how to file an employment standards complaint.

The Ministry’s Employment Standards program also conducts ongoing outreach to its stakeholders – including to immigrant settlement agencies – to promote those resources.

“We very much welcome the assistance of community and advocacy groups in getting these resources into the hands of workers and employers who need them.”

The Ministry is also ramping up enforcement. Since 2005, the Ministry has recovered almost \$110 million in wages and other money owed to employees through inspections, claim investigations and collections.

This summer, the Ministry conducted an employment standards blitz, focusing on violations in sectors known to hire a high proportion of vulnerable employees, including salons, spas, fast-food outlets and restaurants.

During the blitz, employment standards officers checked for compliance with core employment standards, such as observance of minimum wage requirements and unlawful deductions of wages.

“Ultimately, compliance is good for business and leads to a more productive workplace,” Ontario Minister of Labour Yasir Naqvi said. “We encourage employers and employees to download and use our multilingual resources to help educate workplace parties about their employment rights and responsibilities.”

Keep up-to-date with the latest Ministry news and resources by subscribing to the *What’s New* e-newsletter at: www.labour.gov.on.ca/english/resources/subscribe.

Please also send us your thoughts on how we can better serve Ontario’s diverse communities.

Also, for more information about multilingual resources, please contact Shelley James at the Ministry of Labour at Shelley.James@ontario.ca.

Agency Profile: The Inter-Cultural Association of Greater Victoria

The Inter-Cultural Association of Greater Victoria (ICA), founded in 1971, helps individuals and organizations to connect across cultures. We provide information, support, and tools to help immigrants reach their goals. By engaging people through networks, education, and arts programming we create a welcoming community.

ICA offers a full range of services for immigrants: settlement and orientation; settlement language; employment and career mentoring; immigrant youth, seniors, women’s, and men’s support groups; and attached childcare. As well, ICA works in partnership with a broad range of community business and service providers to build a more welcoming and inclusive community in support of successful outcomes for immigrants. ICA also has a unique focus on engaging immigrants and the community through the arts.

We are fully engaged in the settlement sector at the regional, provincial, and national levels to advance the quality and efficacy of the work we do. As such, research, and partnerships with researchers, is important to helping us know how best to strengthen the outcomes for newcomers in our community and country. Our engagement with the Pathways to Prosperity BC Node is one key to ensuring that research is appropriately focused and helpful to immigrants and the organizations serving their needs.

ICA’s website is www.icavictoria.org

Call for Proposals for Student and Partner Organization Grants from the Pathways to Prosperity Quebec Group

The Quebec node of *Pathways to Prosperity* will be offering three grants to students and partner organizations.

The allocation of each grant will be accompanied by official announcements on the national and provincial websites and in the P2P eBulletin. All candidates will be required to submit an application and a jury will be created to evaluate the submissions and to determine the grant recipients.

1. Grant to Doctoral student: \$3000 to be granted February 1st, 2014

The grant will be awarded to a doctoral student working under the direction, co-direction, or in collaboration with a researcher who is a member of P2P Quebec. The student must already have a PhD thesis project that has been accepted and must have started the project. The grant will be for an additional piece of work – additional data collection, new analyses or a new special report for a non-academic audience – based on the thesis. The evaluation criteria include: the relevance of the topic in relation to P2P projects, the expected benefits in terms of knowledge creation, the expected benefits in terms of policies or practices, originality, rigour, and interest by the student in collaborating with P2P members and partners. Academic performance will be taken into account in awarding the grant.

Deadline: no later than December 1st, 2013. The application should include:

- ◆ A two-page description of the new work that is being proposed, including a timeline and proposed budget
- ◆ A personal statement detailing the links with P2P Quebec researchers
- ◆ A three-page summary of the thesis project and its progress
- ◆ The most recent student record
- ◆ Candidates for this award must supply a letter of reference from their thesis supervisor or other pertinent person



2. Grant to Masters student: \$1500 to be granted February 1st, 2014

The grant will be awarded to a Master's research student or a Master's-practicum-essay student working under the direction, co-direction, or in collaboration with a researcher who is a member of P2P Quebec. The student must already have an approved Master's research project (a thesis, internship project or Master's essay) and must have completed at least one year of the program. The grant will be for an additional piece of work – additional data collection, new analyses, or a new special report for a non-academic audience – based on the thesis. The evaluation criteria include: the relevance of the topic in relation to P2P projects, the expected benefits in terms of knowledge creation, the expected benefits in terms of policies or practices, originality, rigour, and interest by the student in collaborating

with P2P members and partners. Academic performance will be taken into account in awarding the grant.

Deadline: no later than December 1st, 2013. The application should include:

- ◆ A two-page description of the new work that is being proposed, including a timeline and proposed budget
- ◆ A personal statement detailing the links with P2P Quebec researchers
- ◆ A three-page summary of the project and its progress
- ◆ The most recent student record
- ◆ Candidates for this award must supply a letter of reference from their program director or supervisor or other pertinent person

3. Grant for a project from a partner organization (community organization, municipality or other partnering organization): \$1500 to be granted February 1st 2014

The grant will be allocated to a P2P Quebec partner organization and will contribute to one of the P2P's research interests and/or action research projects. The grant will be for an additional project by the organization – additional data collection, new activities, or a new special report that was not part of the original activities and may be directed to a new audience. In all cases, grant recipients will need to report the results of their project, lessons learned and suggestions for improving similar projects. The reports could take the form of booklets or short briefs that could be transferred to other networks. The evaluation criteria include: the relevance of the topic in relation to P2P projects, the expected benefits in terms of knowledge creation, the expected benefits in terms of policies or practices, originality, rigour, interest by the organization in further collaborating with P2P members and partners, and the potential for knowledge transfer to other agencies, other provinces, other practitioners, other policymakers, etc. The decision regarding the grant will take into account the expected timing and feasibility of the project (budget accuracy, etc.).

Deadline: no later than December 1st, 2013. The application should include:

A two page description of the new work that is being proposed, including a timeline and proposed budget.

- ◆ A personal statement indicating the links between the organization and P2P Quebec researchers. The statement should indicate the name of the person within the organization who will be responsible for the project
- ◆ A three-page summary of the organization's activities
- ◆ The charter or mission of the organization
- ◆ One or more letters from partners, other organizations, or researchers, confirming the importance of the project and the organization's ability to successfully complete it.

From each of the three grant recipients, the Quebec node expects to obtain a publication for the P2P eBulletin to assist in the diffusion of results and recommendations in a format that will be useful to stakeholders.

Contact Pathways to Prosperity Quebec at quebec@p2pcanada.ca



Applications Invited For Tier II Canada Research Chair in Migration and Ethnic Relations

The Faculty of Social Science at Western University invites applications for a Tier II Canada Research Chair in the area of Migration and Ethnic Relations. In accordance with the regulations set for Tier II Canada Research Chairs, the candidate will hold a PhD (obtained within the last ten years), and will be an outstanding emerging scholar who has demonstrated innovation with the potential to achieve international recognition within five to ten years. The candidate must propose an original research program that will attract external funding and excellent graduate students. The competition is open to both Canadian and international candidates.

Research on Migration and Ethnic Relations is broadly conceived as research addressing immigration, integration, and cultural diversity policies and practice; forces driving current and future migration processes; migration's influence on societies of origin and destination; ethnic diversity, interethnic group relations, and race relations; interethnic and interracial conflict; and ethnic and racial identity. The focus for this position is not discipline-specific or region-specific. The search is being conducted at the Faculty-wide level, with the final home department to be determined by the discipline of the successful candidate.

Western University's Centre for Research on Migration and Ethnic Relations (MER) and its Collaborative Graduate Program in Migration and Ethnic Relations are world leaders in research and graduate training related to migration and ethnic relations. These inter-disciplinary efforts provide graduate students with unique training opportunities, while informing public policy and practice that facilitate the well-being of immigrants and ethnic minorities. The MER Centre resides in the Faculty of Social Science. The Faculty is widely recognized for its excellence and innovation in undergraduate and graduate teaching and the quality of its research programs. It is one of the largest and most diverse Social Science Faculties in Canada, made up of eight core Departments – Anthropology, Economics, Geography, History, the Dan Program in Management and Organizational Studies, Political Science, Psychology and Sociology, as well as the interdisciplinary Department of Women's Studies (housed in Arts and Humanities). MER draws members from all of these Departments.

see: <http://www.ssc.uwo.ca/MER/MERcentre/> and <http://www.ssc.uwo.ca/MER/MERprogram/>

The successful candidate will hold a Probationary (tenure-track) appointment at the rank of Assistant or Associate Professor, as qualifications and experience warrant, with a starting date of July 1, 2015 or later. She or he will be expected to establish a competitive research program and to participate in teaching and supervision at the undergraduate and graduate levels. Appointment to a faculty position will be conditional on the selected candidate applying for and being awarded a Canada Research Chair. The candidate will work in conjunction with the Faculty and the Office of Research Services to develop a proposal to be submitted with the Chair nomination to the CRC Secretariat in the fall of 2014. Please refer to the CRC website for detailed information about the Program:

<http://www.chairs-chaires.gc.ca/>

Review of applications will commence on January 17, 2014, but applications will be accepted until the position is filled. A complete application will include: a covering letter and curriculum vitae; copies of up to three publications; the names and contact details (including email addresses and phone/fax numbers) of three referees; and a statement explaining how your background, experience and research qualify you for this position. The application should be sent to:

Dr. Andrew Nelson
Associate Dean – Research
Faculty of Social Science
The University of Western Ontario
London, ON, Canada, N6A 5C2
anelson@uwo.ca

Positions are subject to budgetary approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal people and persons with disabilities.

Book Launches

Pinay on the Prairies: Filipino Women and Transnational Identities

By Glenda Tibe Bonifacio

Based on interviews with first-generation immigrant Filipino women and temporary foreign workers in Alberta, Manitoba, and Saskatchewan, this book explores how the shared experience of migration forms the basis for new identities, communities, transnational ties, and multiple levels of belonging in Canada. It also considers the complex cultural, economic, and political factors that motivate Filipino women to leave their country and family in search of better opportunities, and the welcome that awaits them in Canada, where multiculturalism plays a large role.

Gender and Rural Migration: Realities, Conflict and Change

Edited by Glenda Tibe Bonifacio

This book explores the intersection of gender, migration, and rurality in 21st century Western and non-Western contexts. Case studies involving diverse groups of people in rural communities in Australia, Austria, Brazil, Canada, China, Norway, the United States, and Uzbekistan are organized into three themes: contesting rurality and belonging, women's empowerment and social relations, and sexualities and mobilities. Analyses demonstrate how rural areas are contested sites among queer youth, same-sex couples, working women, young mothers, migrant farm workers, temporary foreign workers, in-migrants, and return migrants.

Transnational Migration and Lifelong Learning: Global Issues and Perspectives

Edited by Shibao Guo

This book examines the changing nature of lifelong learning in the current age of transnational migration. It examines the relationship between work, learning, mobility, knowledge, and citizenship in the context of globalization and migration. Topics covered include: global perspectives and analyses of migration; the impact of migration on lifelong learning; processes of exclusion and inclusion in lifelong learning; the tension between mobility, knowledge, and recognition; and transnationalism, learning communities, and citizenship.

AMSSA Releases Three New Information Sheets

The Affiliation of Multicultural Societies and Services Agencies of BC (AMSSA) has recently released three new information sheets from its AMSSA Info Sheet Series examining two topics that are receiving public attention across Canada - temporary foreign workers and international students. AMSSA's info sheets highlight important statistics, trends, and policies related to these two groups. Info Sheet 10 provides an overview of Canada's Temporary Foreign Worker Program (TFWP) including provincial statistics and trends, while Info Sheet 11 reviews the policies, definitions, and different streams within the program (e.g. Agricultural Workers, Live-in Caregivers Program, Low-Skilled Pilot Program, etc.) and looks at four pathways to permanence as well as key federal policy changes. Info Sheet 12 examines data concerning international students, including statistics and trends in Canada and globally, proposed changes to the program, the different pathways to permanence, and the types of challenges faced by international students in Canada. For more information on Info Sheets 10, 11, and 12, please visit <http://www.amssa.org/resources/Infosheet>.

Recent and Upcoming Conference Presentations

Abe, Y. (2013, November). *Free resources for teaching essential skills for English in the workplace*. Presentation at the 2013 ATESL Conference, Calgary, Alberta, Canada.

Beaman, L. (2013, June). *Author meets critics - Studying religion and society: Sociological self-portraits by Phil Zuckerman*. Respondent at SISR/ISSR, Turku, Finland.

Beaman, L., Amiroux, V., & Koussens, D. (2013, June). *Law and religion in plural societies: Objective alliance or marriage of convenience?*. Chair and session organizer at SISR/ISSR Conference, Turku, Finland.

Beaman, L. (2013, November). *Law's entanglements: Resolving questions of religion and education*. Paper presentation at Whose Religion? Education About Religion in Public Schools Workshop, Ottawa, ON, Canada.

Beaman, L. (2013, November). *From cross to culture: Religious values as universal values*. Invited speaker at the Religious Research Association Annual Meeting, Boston, MA, USA.

Beaman, L. (2013, November). *Threatening gender equality: Our women are equal, yours are oppressed*. Invited presentation at the 2013 Society for the Scientific Study of Religion (SSSR) Annual Meeting, Boston, MA, USA.

Beck, K., Ilieva, R., Zhang, O., Tait, S., Takacs, S., Brennan, K., & Sales, P. (2013, June). *The everyday of internationalization: What do the faculty say?* Paper presented at the Annual Conference of the Comparative and International Education Society (CIESC), Victoria, BC, Canada.

Bonifacio, G.L.A.T. (2013, July). *Gender and migration*. Invited speaker at the 40th Founding Anniversary Celebration, University of the Philippines Tacloban College, Tacloban City, Philippines.

Bonifacio, G.L.A.T. (2013, July). *Pinay and transnational identities*. Invited Speaker at 40th Founding Anniversary Celebrations, University of the Philippines Tacloban College, Tacloban City, Philippines.

Guo, Y. & Hebert, Y. (2013, September). *Exploring EAL issues in Alberta from a tri-dimensional social justice perspective*. Paper presented at the 2nd Annual Conference on Multidisciplinary Approaches in Language Policy and Planning, Calgary, AB, Canada.

Ilieva, R. (2013, June). *Curriculum and instruction for social justice in a transitional program for older immigrant youth in Canada*. Paper presented at the Biannual Conference of the International Society for Language Studies (ISLS), San Jose, Puerto Rico.

Ilieva, R. (2013, September). *How do we fare in recognizing cultural and linguistic diversity in public schools?: Examining language education policies and practices impacting EAL students in Vancouver*. Paper presented at the 2nd Annual Conference on Multidisciplinary Approaches in Language Policy and Planning, Calgary, AB, Canada.

Li, X. (2013, September). *Newcomer support in Newfoundland: Policies and realities*. Paper presented at the 2nd Annual Conference on Multidisciplinary Approaches in Language Policy and Planning, Calgary, AB, Canada.

Lund, D. E., & Shergill, S. (2013, June). *Collaborating with former youth leaders in social justice activism*. Paper presented at the Annual Meeting of the Canadian Society for the Study of Education, Victoria, BC, Canada.

Lund, D. E., Lee, L., Kaipainen, E., & Bragg, B. (2013, June). *Fostering cultural humility in our next generation of teachers: Connecting with immigrant children and youth through service-learning and social justice education*. Paper presented at the Annual Meeting of the Canadian Society for the Study of Education, Victoria, BC, Canada.

Lund, D. E. (2013, July). *Developing respectful relationships: Attending to social justice*. Invited presentation at Summer Camps Training, Active Living, University of Calgary, Calgary, AB, Canada.

Lund, D. E. (2013, September). *Making the maximum impact: Building positive relationships*. Invited inaugural keynote address to incoming Faculty of Education students, University of Calgary, Calgary, AB, Canada.

Lund, D. E. (2013, September). *Finding the courage to stand up for social justice*. Invited keynote lecture at the University of Manitoba Education Homecoming, Winnipeg, MB, Canada.

Lund, D. E. (2013, October). *Serving the community through social justice research and activism*. Distinguished keynote lecture at the Faculty of Education, University of Calgary, Calgary, AB, Canada.

Maganaka, A. & Plaizier, H. (2013, October). *Language skills, profiles, and prospects of newcomers to Edmonton*. Paper presented at Association for Canadian Studies and the Canadian Ethnic Studies Association (ACS-CESA) Annual Conference, Edmonton, AB, Canada.

Maganaka, A. & Plaizier, H. (2013, November). *Language assessment for adult immigrants in Calgary and Edmonton*. Paper presentation at Alberta Teachers of English as a Second Language (ATESL) Annual Conference, Calgary, AB, Canada.

Smits, H., Lund, D. E., Panayotidis, E. L., & Towers, J. (2013, June). *Inquiry on practice in teacher education: Challenges of program change and the work of teacher education*. Paper presented at the Annual Meeting of the Canadian Society for the Study of Education, Victoria, BC, Canada.

Taylor, S.K., Kubota, R., Cooper, A. & Schmidt, J. (2013, October). *Merging pathways: Ontario hosts 2015 TESOL International Convention*. Paper presentation at 41st TESL Ontario Conference, Toronto, ON, Canada.

Torres, S. (2013, June). *Negotiating between multiple systems and communities: The intersection of health, child intervention, immigration, and social Services*. Paper presented at Canadian Public Health Association 2013 Annual Conference, Ottawa, ON, Canada.

Waugh, E. (2013, November). *Free online resources for teaching pragmatics*. Paper presentation at the Alberta Teachers of English as a Second Language Conference, Calgary, AB, Canada.

Recent Publications

- Bauder, H. (2013). Why we should use the term illegalized immigrant. RCIS Research Brief 2013/1.
- Beaujot, R., & Raza, M. (2013). Population and immigration policy. In P. James & M. Kasoff (Eds.), *Canadian Studies in the New Millennium*, Second Edition. (pp. 129-162). Toronto: University of Toronto Press.
- Beck, A., Ilieva, R., Pullman, A., & Zhang, Z. (2013). New work, old power: Inequities within the labour of internationalization. *On the Horizon*, 21(2), 84-95.
- Evans, R. E., & Lund, D. E. (2013). Forging ethical adult-youth relationships within emancipatory activism. *International Journal of Child, Youth and Family Studies*, 3(1), 433-443.
- Guo, S. (2013). The changing face of work and learning in the context of immigration: The Canadian experience. *Journal of Education and Work*, 26(2), 182-186.
- Guo, S., & Shan, H. (2013). The politics of recognition: Critical discourse analysis of recent PLAR policies for immigrant professionals in Canada. *International Journal of Lifelong Education*, 32(4), 464-480.
- Ilieva, R., & Waterstone, B. (2013). Curriculum discourses within a TESOL program for international students: Affording possibilities for academic and professional identities. *Transnational Curriculum Inquiry*, 10(1), 16-37.
- Ramos, H. (2013). From Ethnicity to Race in the Canadian Review of Sociology, 1964-2010. *Canadian Review of Sociology* 50(3), 337-356.
- Raza, M., Beaujot, R., & Woldemicael, G. (2013). Social capital and economic integration of visible minority immigrants in Canada. *Journal of International Migration and Integration*, 14(2), 263-285.
- Shan, H., & Guo, S. (2013). Learning as sociocultural practice: Chinese immigrant professionals negotiating differences and identities in the Canadian labour market. *Comparative Education*, 49(1), 28-41.
- Taylor, S. K., & Snoddon, K. (2013). Plurilingualism in TESOL: Promising controversies. *TESOL Quarterly*, 47(3), 439-445.
- Yoshida, Y. & Ramos, H. (2013). Destination rural Canada: A basic overview of recent immigrants to rural small towns. In J. R. Parkins & M. G. Reed (Eds), *The Social Transformation of Rural Canada: New Insights into Culture, Identity and Collective Action*. (pp. 67-87). Vancouver, UBC press.

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