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PATHWAYS TO PROSPERITY

Promoting Welcoming Communities in Canada

ebulletin

In This Issue

- ◆ November 2014 P2P Conference Videos Now Available Online ... [Page 1](#)
- ◆ Update on Mitacs Internship Opportunities ... [Page 1](#)
- ◆ P2P Regional Websites ... [Page 1](#)
- ◆ Two New Reports Focus on Internationally Educated Health Professionals and on Franco-phone Official Language Minority Communities ... [Page 2](#)
- ◆ P2P as a Bilingual Network ... [Page 3](#)
- ◆ P2P Standing Committee on Student Engagement: Update ... [Page 3](#)
- ◆ P2P Standing Committee on Northern, Rural, and Remote Communities (NRRC) ... [Page 4](#)
- ◆ FactSheet - National Data on Immigrants: An Overview ... [Page 5](#)
- ◆ Ninth Day of Reflection on Francophone Immigration ... [Page 11](#)
- ◆ Pathways to a Welcoming City: A Video Series ... [Page 12](#)
- ◆ LIPs Ideas Bank ... [Page 12](#)
- ◆ NCM's Mentorship Program ... [Page 12](#)
- ◆ Northeastern Ontario Immigration Project ... [Page 13](#)
- ◆ Immigration in the News — Top Stories of the Past Month ... [Page 14](#)
- ◆ Book Launches ... [Page 15](#)
- ◆ Recent and Upcoming Presentations ... [Page 16](#)
- ◆ Recent and Upcoming Publications ... [Page 18](#)

November 2014 P2P Conference Videos Now Available Online

In November 2014, the Pathways to Prosperity Partnership held its second annual pan-Canadian conference in Montreal. The conference included six plenary sessions:

- ◆ Regionalization and Immigration to Communities Outside of Metropolises
- ◆ Evaluation Strategies for Local Immigration Partnerships, Réseaux en immigration francophone, and Other Networks Designed to Support the Settlement and Integration of Newcomers
- ◆ Pre-arrival Services and Information for Immigrants
- ◆ Overview of the 2014-2015 Co-investigator Led Projects
- ◆ Official Language Minority Immigrants
- ◆ Changing Entry Pathways, Including Students, Temporary Workers, and Transition Classes

[Links to all video recordings](#) from the conference are now available on the P2P website.

Update on Mitacs Internship Opportunities

We would like to remind all students and postdoctoral fellows, as well as our partners, that the Pathways to Prosperity has been pre-approved for 40 Mitacs internships in the next 4 years. This pre-approval means that the application process is a bit simpler, and that as long as a project fits within the stated mandate of the P2P, it will be approved. With the recent Mitacs expansion of partner eligibility to include not-for-profit organizations as partners for Mitacs grants that have an economic focus, we are in an excellent position to take advantage of the Mitacs program to train graduate students and postdoctoral fellows, and provide research support to partner organizations at a reduced cost. For more information on Mitacs internships, see [here](#).

P2P Regional Websites

As mentioned in our previous eBulletin, we have eliminated the administrative functions of the P2P regional nodes and have replaced these with regional committees. The cost savings have been reallocated to research and to regional workshops. In line with this adjustment, we have now removed the regional websites as micro-sites, and information on regional activities will now be posted on our main English and French sites.

Two New Reports Focus on Internationally Educated Health Professionals and on Francophone Official Language Minority Communities

Integrating internationally educated health professionals into the health care workforce has proved challenging. To shed light on this issue, a research consortium of P2P members and partners evaluated seven bridging programs in Ontario and Alberta, and their findings are presented in the report - [*Multiple Case Study Evaluation of Postsecondary Bridging Programs for Internationally Educated Health Professionals*](#). These programs help IEHPs who lack the educational, professional or language requirements needed to be licensed and to practice in Canada. The goal of the research was to identify the features of effective bridging programs and to address questions such as 'how should program outcomes be measured', 'what features contribute to effective programs', and 'what obstacles do they encounter'.

To address these questions, the team conducted document reviews, student focus groups, a student survey and follow-up interviews, as well as interviews with program stakeholders and with experts drawn from federal agencies, regulatory colleges, and professional associations. Based on the findings, a number of recommendations are offered. First is the need for bridging programs to include both theoretical learning and practical application, including opportunities to apply skills in a clinical setting. Second, flexible program delivery is essential, including providing programs in modular formats to allow IEHPs to address specific gaps, evening and weekend sessions, online or self-study components, and compressed programs. Third, courses should be taught by instructors who are sensitive to the needs of IEHPs. Fourth, bridging programs need involvement from all levels of government, employers, regulating bodies, professional associations, postsecondary institutions, and immigrant settlement agencies. Finally, an up-to-date registry of bridging programs within Canada should be established and maintained. The study's authors are Peggy Sattler, Julie Peters, Ivy Lynn Bourgeault, Victoria Esses, Elena Neiterman, Elaine Dever, Rae Gropper, Christine Nielsen and Jenna Kelland. The study was supported by the Higher Education Quality Council of Ontario.

The second report entitled, [*Promising Practices in Francophone Official Language Minority Communities*](#), identifies promising practices that could be transferred among agencies supporting Francophone Official Language Minority Communities. Three areas were examined: newcomer workforce integration, integration into Francophone institutions, and settlement service provision in French. The design and data gathering instruments were adapted from an earlier study of Anglophone organizations.

An interesting observation by the study was that the practices advanced by Francophone organizations tended to be smaller, not as well resourced, and less financially stable than their Anglophone counterparts ... all factors that impede partnership development and the ability of agencies to combine programs with a view to achieving synergies and spin-offs. In light of this, and because Francophone agencies and populations are widely dispersed, the study's recommendations focused on capacity building, including: promotion of evidence-based decision making by agencies, greater use of new information and communication technologies, development of a national promising practice repository for Francophone agencies, and greater emphasis on networking with quasi-public institutions so as to promote bridging with mainstream organizations. The study was authored by Meyer Burstein, Gerry Clement and Sheila Petty. Special thanks are due the Fédération des communautés francophones et acadienne for helping to identify and assess practices, and the University of Regina for logistical assistance. The study was supported by Citizenship and Immigration Canada.

P2P as a Bilingual Network

In response a number of requests, P2P has decided to reinforce the initiative's bilingual character in order to broaden partnerships, research, and project activity in all regions of Canada. Through its decision, the network affirms the importance of functioning in both official languages and its interest in developing and solidifying its pan-Canadian scope. The committee formed to give effect to the change will implement a number of strategies throughout 2015:

- ◆ P2P will continue simultaneous translation during National Conferences.
- ◆ P2P will train and use student linguistic mediators for workshops (offering 'whisper translation' according to participants' needs).
- ◆ P2P will employ Google translate for all messages sent through the network.
- ◆ P2P will appoint a bilingual member to serve as translator for each board and committee meeting (as well as for teleconferences).

The strategies will be tested throughout 2015 and progress will be assessed in 2016.

P2P Standing Committee on Student Engagement: Update

By Guliz Akkaymak, with Heather Holroyd

The Standing Committee on Student Engagement (SCSE) is excited to provide updates on its membership and the Thesis Library initiative.

The Committee recruited a new member for the British Columbia region: Sara Vieira. Sara is a PhD student in Interdisciplinary Studies at the University of British Columbia, with an interest in the Portuguese communities in Canada. We welcome Sara to the Committee! The SCSE is still recruiting new members for the British Columbia, Quebec and Atlantic regions; please contact the coordinator in your region if you are interested in joining the Committee (for contact information, see <http://p2pcanada.ca/about-us/governance/>).

The SCSE recently finalized its [Thesis Library](#), which is now available under the Research button of the P2P website. The project provides brief information about Committee members' thesis and dissertation research projects. As announced in the last eBulletin, the SCSE will expand the online library to increase public access to graduate students' migration-focused research projects. To this end, the Committee invites graduate students in Canada to submit their migration-focused thesis and dissertation abstracts for publication on the P2P website. Abstracts of up to 150 words, written in English or French, should be emailed to Guliz Akkaymak (gakkayma@uwo.ca) or April Carrière (aprilcarriere@gmail.com) with the subject line: SCSE – Online Library Abstract Submission. The body of the email message should contain the following information: title of the thesis or dissertation; full name of student; contact email address; department and university affiliation; education level; supervisor's name. The Committee will acknowledge receipt of the submission within two weeks.

The SCSE looks forward to collaborating with the P2P Workshop Series planning committee over the coming months. Additionally, we will continue to work to strengthen the connections between the SCSE and the work being conducted by regional partners.

P2P Standing Committee on Northern, Rural, and Remote Communities (NRRC)

As Co-Chairs of the Standing Committee on Northern, Rural, and Remote Communities (NRRC), we are pleased to announce the establishment of the Committee stemming from the efforts and work that took place during the November 2014 P2P National Conference. Our members are truly diverse and represent stakeholders from Newfoundland and Labrador, Ontario, Saskatchewan, Alberta, the Northwest Territories and the Yukon. As one of the Standing Committees of the Pathways to Prosperity Partnership, our goals are to:

- ◆ promote comparative and regional research by the P2P regarding the attraction, integration and retention of newcomers in Northern, rural, and remote communities
- ◆ provide authoritative advice to the Board of Directors and Management Committee in relation to the P2P's research agenda, including proposals for new research initiatives and suggestions for adapting research proposals to better address the needs of Northern, rural, and remote communities
- ◆ help to build a network of policymakers, practitioners and researchers with an interest in migration and integration in Northern, rural, and remote communities

Since the establishment of the Committee, we have attempted to identify research priorities that relate to our focus area. Committee members have been invaluable in guiding the refinement of an extensive initial list of priorities. Some of the main themes that emerged include research on promising practices, on accessibility to services/resources, attraction and retention to Northern, rural, and remote communities, policy changes and how these affect immigration patterns in respect of NRRC, labour force inclusion, and the potential use of technology. In relation to these issues, the Committee plans to address a number of shortcomings that have hindered knowledge and policy development: These include:

- ◆ The absence of a compilation of research that is applicable to different Northern, rural and remote settings
- ◆ A lack of research institutions and researchers (with whom to partner) who understand immigration and have relevant experience in the region ... and hence a lack of capacity to undertake practical, useful work.
- ◆ A lack of reliable data to support analysis. Many of the geographical areas of interest to the NRRC are not well represented in existing data sets because of small populations
- ◆ A lack of 'critical mass' that is necessary to attract researchers

The Committee is currently clarifying the scope of its mandate in regards to 'northern, rural, and remote' and is close to achieving a consensus on this topic. As well, information has been submitted to the Workshop Committee of P2P for further consideration of research activities that align with the mandate of the NRRC.

We look forward to working with the multitude of stakeholders involved with NRRC issues and in partnership with the Standing Committees on Francophone Immigration and Student Engagement, as well as the larger P2P collective, to advance research in our area.

On behalf of the SC on NRRC, thank you.

Scott Fisher, Co-Chair

Jamie Baker, Co-Chair

National Data on Immigrants: An Overview

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

Highlights

- ◆ *Citizenship and Immigration Canada (CIC) collects data on immigrants when they land in Canada and, for temporary residents, CIC collects data when the individual enters Canada.*
- ◆ *Statistics Canada collects data on censuses and surveys that are reported by individuals.*
- ◆ *In recent years, a number of datasets have been assembled by linking data from more than one source. One database, the Longitudinal Immigrant Database (IMDB) matches the information reported by immigrants when they land with their annual taxfiler data in each year after their admission to Canada.*

Why: An overview of national data

Immigrants represented 21% of Canada's population in 2011. Population projections indicate that immigration will be the key factor of Canadian population growth in the coming years as the number of deaths surpasses the number of births¹. Understanding the role of immigration in Canada is important for both national and community-level policy discussions. Fortunately, a growing number of data-sets are available to assist researchers, policymakers and analysts working in community-based organizations.

The objective of this FactSheet is to provide an overview of national datasets that are helpful for understanding the place of immigrants in Canadian society. This information is based on three presentations² at the November 2014 Pathways to Prosperity conference.

Our discussion is organized in three parts:

- ◆ Data collected at time of arrival in Canada;
- ◆ Data collected from individuals in censuses and surveys; and
- ◆ Data assembled from more than one source.

Data collected at time of arrival in Canada

Citizenship and Immigration Canada (CIC) collects considerable information on immigrants at the time they land in Canada. Summary data are published [here](#).

Some additional data are [here](#).

One list of variables is in the [Glossary of Terms and Concepts for Permanent and Temporary Residents](#).

Another list of variables is in the [Glossary of Terms and Concepts for the CIC administrative process](#).

1. See the 'low-growth' scenario in Statistics Canada. (2014). [Population Projections for Canada \(2013 to 2063\), Provinces and Territories \(2013 to 2038\): Technical Report on Methodology and Assumptions](#) (Ottawa: Statistics Canada. Catalogue number 91-520).

2. Bollman, Ray D. (2014). **National Data on Immigrants: An Overview**. Presentation to the 2014 Pathways to Prosperity Annual Conference, Montreal, November 24; Jantzen, Lorna. (2014). **Moving forward along CIC's data roadmap**. Presentation to the 2014 Pathways to Prosperity Annual Conference, Montreal, November 24; and Barayandema, Athanase. (2014). **Use of the Longitudinal Immigration Database (IMDB) to Inform Immigration Research**, Presentation to the 2014 Pathways to Prosperity Annual Conference, Montreal, November 24. These presentations may be accessed [here](#).

Only a few of these variables are tabulated in the summary data referenced above. The general publication program of CIC data is summarized in Table 1.

Data product	Method of publication	Data of publication
Preliminary estimates	CIC website	Late February*
'Facts and Figures' report	CIC website	Late August*
Digital Library	DVD-ROM	Late September*
Provincial Profiles	Data cubes and PDF	Late September*
Permanent Resident rounded data	Interactive data cubes	Late October*
Quarterly administrative data release	Government of Canada Open Data Portal	3 months after each quarter

* Data refer to previous calendar year

Data collected from the individual

These data are collected on censuses by Statistics Canada and on surveys by Statistics Canada and other organizations, including the P2P.

The largest dataset, which allows data to be tabulated for detailed sub-provincial geographies, is the Form 2B (long-form) Census of Population for 1971 and every five years from 1981 to 2006. This was replaced by the **National Household Survey (NHS)** in 2011. The NHS was a 1/3 sample of all households in the 2011 Census of Population. The questionnaire is [here](#). Immigration status was enumerated in Question 11. Data (including data on immigrants) for each census subdivision³ are published by Statistics Canada. Go to [StatCan website](#) and search (in the upper right-hand box) for a census subdivision by name. Also, 12 tables of variables cross-tabulated with immigrant status are available [here](#). All tables are tabulated for Canada and Provinces and Territories. Some are tabulated for sub-provincial areas. The Census Profile that presents basic demographic data from the 2011 Census of Population for various levels of geography is published [here](#). Special tabulations may be requested from infostats@statcan.gc.ca. Researchers can access the micro-data file at a Statistics Canada Research Data Centre. Also, an NHS Public Use Microdata File (PUMF) is available [here](#).

In January, 2006, Statistics Canada's monthly **Labour Force Survey (LFS)** added four questions in order to identify the immigrant population:

- ◆ country of birth of the respondent;
- ◆ whether or not the respondent was a "landed immigrant";
- ◆ the year the respondent became a landed immigrant (and the month requested for immigrants who arrived within 5 years of the date of the survey enumeration); and
- ◆ the country where the respondent received his/her highest level of education.

These questions are comparable to those used in the 2006 long-form Census questionnaire and the 2011 National Household Survey.

Data tables can be downloaded free from Statistics Canada's CANSIM database by searching for

3. A census subdivision is an incorporated town or municipality or equivalent, such as Local Government District or Indian Reserve. For details, see [this link](#).

“immigrant” [here](#). Data are tabulated for a 3-month moving average and thus the first data point is March, 2006. For further information and for requests for special tabulations, contact labour@statcan.gc.ca. Also, researchers can access the micro-data files at a Statistics Canada Research Data Centre and an LFS PUMF is available [here](#).

Statistics Canada’s **Canadian Community Health Survey (CCHS)** aims:

- ◆ to support health surveillance programs by providing health data at the national, provincial and intra-provincial levels;
- ◆ to provide a single data source for health research on small populations and rare characteristics;
- ◆ to provide a timely release of information easily accessible to a diverse community of users; and
- ◆ to create a flexible survey instrument that includes a rapid response option to address emerging issues related to the health of the population.

For details, see [this link](#).

The CCHS is a cross-sectional survey that collects information related to:

- ◆ health status;
- ◆ health care utilization; and
- ◆ health determinants.

Note that the so-called “social determinants of health” can be analyzed specifically for the immigrant population.

The CCHS had a sample of approximately 130,000 respondents during the reference periods of 2001, 2003 and 2005. The sample size was changed to 65,000 respondents each year starting in 2007. For a summary of changes over time, see [here](#). For the details for each time period, see [here](#).

Generally, each questionnaire asks:

- ◆ In what country were you born?
- ◆ In what year did you first come to Canada to live?
- ◆ Plus questions on the size of the household, marital status, self-declared health status, life satisfaction, level of stress, sense of belonging to your local community, utilization of health care services, physical activities, smoking, alcohol use, industry and occupation of job, educational attainment, income level, whether dwelling is owned or rented, etc.

See the complete questionnaire for 2012 [here](#).

CIC is examining the feasibility of a linkage between the CCHS and the Immigration Landing File.

For published CCHS data (including some data by health regions), search for “health” on Statistics Canada’s CANSIM database ([link](#)). Thematic maps showing CCHS results by health region are available [here](#).

For information on obtaining special tabulations or accessing the CCHS, contact cchs-esc@statcan.gc.ca. Also, researchers can access CCHS microdata at Statistics Canada’s Research Data Centres and a CCHS PUMF is available [here](#).

Statistics Canada’s **General Social Survey (GSS)** was established in 1985 as a series of

independent, annual, cross-sectional surveys, each covering one topic in-depth. The survey program aims to gather data on social trends in order to monitor changes in the living conditions and the well-being of Canadians and to provide information on specific social policy issues. For an overview of this annual survey, see [this link](#) where Appendix A lists the focus of each annual survey since 1985.

Regarding immigrants, this survey has asked:

- ◆ In what country were you born?
- ◆ In what year did you first come to Canada to live?
- ◆ Are you now, or have you ever been, a landed immigrant in Canada? and
- ◆ In what year did you first become a landed immigrant in Canada?

The focus of the 2014 GSS was "victimization." See the complete 2014 questionnaire [here](#). The focus of the 2013 GSS was "giving, volunteering and participating." See the complete 2013 questionnaire [here](#).

The focus of the 2012 GSS was "social support and aging." See the complete 2012 questionnaire [here](#). Requests for special tabulations may be forwarded to sasd-dssea@statcan.gc.ca. Researchers can access the micro-data at Statistics Canada's Research Data Centres and GSS PUMF files are available upon request to sasd-dssea@statcan.gc.ca.

Statistics Canada's new **Canadian Income Survey** (CIS) for 2012 is designed to collect cross-sectional data to replace the cancelled Survey of Labour and Income Dynamics (SLID). The questionnaire can be seen [here](#). The CIS is based on the LFS. Data for each respondent to the CIS is combined with the respondent's data on the LFS. Thus, all variables, including immigrant status, are available for each respondent to the CIS. The CIS enumerates some additional context questions but the main income data are obtained from a link to taxfiler data. Special tabulations may be requested from infostats@statcan.gc.ca. Researchers may access microdata at a Statistics Canada Research Data Centre and a PUMF is available (at this point, only for historical SLID data).

Data assembled from more than one source

The **Longitudinal Immigration Database** (IMDB) was created to respond to the need for detailed and reliable data on the performance and impact of Canada's national and provincial immigration programs. The database is managed by Statistics Canada on behalf of a federal-provincial consortium led by CIC (See [here](#).)

The IMDB is assembled for each landed immigrant from the Immigrant Landing File (collected from the landing form) and from personal income tax data (plus additional family data added from Statistics Canada's T1FF: T1 Family File). It is designed to be a 100% census of landed immigrants with longitudinal annual income data from taxfiler records. However, present linkage methodologies are not able to attain a complete linkage rate. (See also [CIC link](#).)

The IMDB covers all immigrants who have landed since 1980 and who filed an income tax form at least once since 1982. The IMDB is updated annually and, perhaps obviously, is limited to tax-filing immigrants who were linked by the current linkage methodologies. The file contains detailed characteristics at landing such as admission category, education qualifications, language, and country of origin plus detailed tax information such as sources of income, type of deductions and family structure. There is a detailed geographic coding of the intended

destination for settlement and each tax record carries the postal code of residence at the time the income tax form was submitted. Thus, analysts are able to follow immigrant economic outcomes over time and inter- and intra-provincial mobility. The IMDB uses hierarchical deterministic matching which generates very few false positive matches and provides relatively high linkage rates — covering about 87% of all immigrants. For working age adults, the matching rate is in the order of 90% (which is approaching the expected maximum linkage rate).

Analysts can submit requests for multivariate analysis of the microdata by first testing the program on a synthetic file to test the SAS code and submitting the final request to the IMDB project team at Statistics Canada (sasd-dssea@statcan.gc.ca) where the SAS code will be executed on the real database, the outputs will be vetted for confidentiality, and the results will be returned to the researcher. Alternatively, analysts may choose to access the microdata at the Ottawa office of Statistics Canada. This requires that the individual become a deemed employee of Statistics Canada, requiring the appropriate documents to be signed.

The **Canadian Employer-Employee Dynamic Database (CEEDD)** is another recent initiative within Statistics Canada to assemble data from various sources into one database. Information at the level of the business-enterprise will be drawn from the National Accounts Longitudinal Micro-data File (NALMF) while individual- and job-level data will be drawn from T1 files, the T4 Statement of Remuneration Paid file, the Record of Employment (ROE) file, the Longitudinal Immigration Data Base (IMDB), and the Temporary Foreign Work file, for the years 1999 onward. This database will support analytic projects on business start-ups and job creation, with particular emphasis on the role of immigrant entrepreneurs; the distribution of immigrants across business enterprises and how this differs from the distribution of Canadian-born workers; how workforce aging is playing out within business enterprises, including its effect on labour productivity; local labour market information, including hiring rates, separation rates, layoff rates, and aggregate turnover rates within sub-provincial regions and the impacts of organizational changes, such as mergers and acquisitions, on individual-level outcomes. To access this database, contact Statistics Canada's Canadian Centre for Data Development and Economic Research (CDER) (see [this link](#)).

Another initiative to assemble data from various sources into one database is the 2011 **National Household Survey-Immigration Landing File (NHS-ILF)**. This database is a record linkage between the 2011 NHS and the Citizenship and Immigration Canada (CIC) Landing File and permits detailed analysis of socio-economic outcomes of immigrants to Canada by entrance characteristics such as admission category (e.g. refugee, family class, etc.). Requests for special tabulations may be directed to the Social and Aboriginal Statistics Division at Statistics Canada at sasd-dssea@statcan.gc.ca.

Another linkage of data to create a new dataset is the **Linkage of the 2008 General Social Survey (GSS) Cycle 22, Social Networks, and the Longitudinal Immigrant Database**. This database permits the analysis of social outcomes (such as civic participation) of immigrants to Canada by entrance characteristics such as admission category (e.g. refugee, family class, etc.). For information on accessing these data, contact the Social and Aboriginal Statistics Division at Statistics Canada at sasd-dssea@statcan.gc.ca.

Comparing data from more than one source

CIC's RDM (Research Data Mart) provides special tabulations for many variables, including the number of landed immigrants by intended census division (CD) of settlement. Statistics

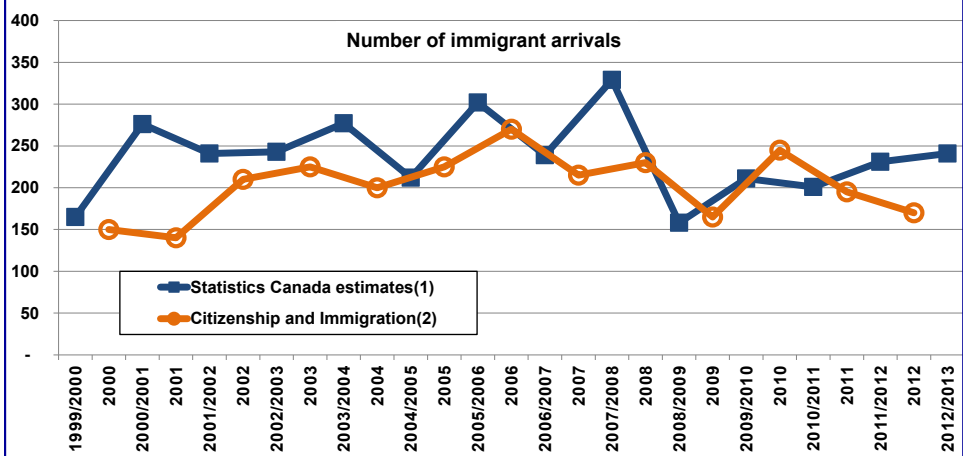
Canada's Annual Demography Program provides estimates of each component of population change for each CD as part of its program to estimate population by CD. See CANSIM Tables 051-0062, 051-0063 and 051-0064 [here](#). Statistics Canada estimates the number of immigrant arrivals in a given CD in a given year by:

- ◆ taking CIC arrival data at the provincial level; and
- ◆ prorating these numbers across CDs by calculating the share of immigrant T1 tax filers for each CD as a percent of all immigrant T1 tax filers in the province; and then
- ◆ multiplying this share by the CIC province-level data for immigrant arrivals in the given year in order to estimate immigrant arrivals by CD.

The CIC data are based on the stated intentions of the immigrant and the Statistics Canada data are based on the address of immigrant taxfilers. The data do not completely align, as shown for the Ontario CD of Brant (see Figure 1 for the annual data and see Figure 2 for a calculated 3-year moving average). In this case, the number of immigrants intending to reside in the Brant CD was larger (up to about 2010) than the estimated number of immigrant arrivals generated from taxfiler data.

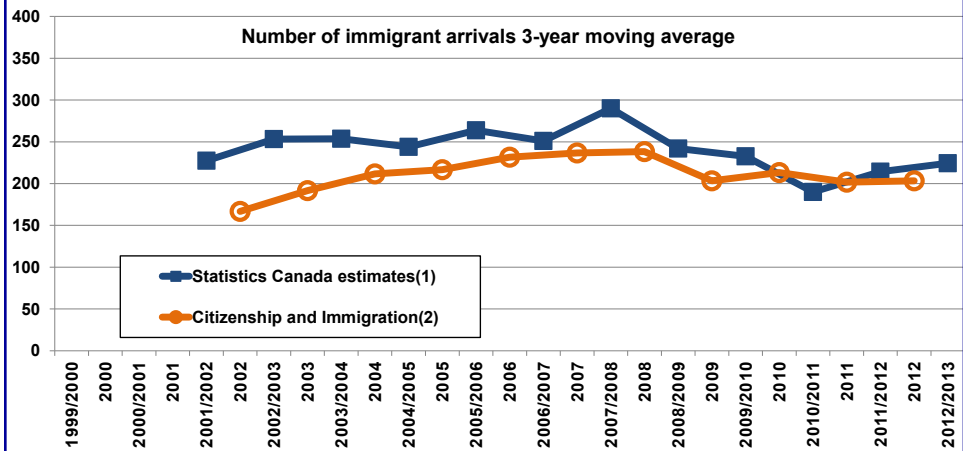
When confronted with the question regarding which estimate is 'correct', the appropriate answer is "They are both correct." One data series shows the stated intention of the immigrant at the time of arrival and the other data series shows the residence of the immigrant at the time that the income tax form was submitted.

Figure 1: Alternative data on the number of immigrant arrivals: Brant Census Division, Ontario



Sources:
 (1) Statistics Canada. Annual Demographic Estimates, CANSIM Table 051-0063. The CIC data on immigrant arrivals at the province level are prorated to each census division using the share of T1 income tax immigrants in each census division as a percent of all T1 immigrants in the province. Estimates are published for the 12 months from July 1 to June 30.
 (2) Citizenship and Immigration Canada. Special Tabulation of Permanent Residents, RDM as of November 2013. Data request tracking number: RE-14-0062. Data are provided for the calendar year.

Figure 2: Alternative data on the number of immigrant arrivals: Brant Census Division, Ontario



Sources:
 (1) Statistics Canada. Annual Demographic Estimates, CANSIM Table 051-0063. The CIC data on immigrant arrivals at the province level are prorated to each census division using the share of T1 income tax immigrants in each census division as a percent of all T1 immigrants in the province. Estimates are published for the 12 months from July 1 to June 30.
 (2) Citizenship and Immigration Canada. Special Tabulation of Permanent Residents, RDM as of November 2013. Data request tracking number: RE-14-0062. Data are provided for the calendar year.

Ninth Day of Reflection on Francophone Immigration

By Marjie Brown

With a record attendance of more than 130 researchers, community practitioners and policy-makers, the 9th *Day of Reflection on Francophone Immigration*, held on March 2nd this year, was a real success. Organised by the Fédération des communautés francophones et acadienne du Canada (FCFA), more than 150 people across the country also participated via a 'webinar'. Participants included representatives from seven federal institutions, two provincial governments, Pathways to Prosperity Partnership (P2P), and at least nine postsecondary institutions. A significant number of community partners from all over the country – including coordinators and members of the Réseaux en immigration francophone (RIF), members of the FCFA and the Leaders Forum, service providers, school boards, and municipal representatives – also joined us.

The theme of the event was "New rules, new places, new ways". The panellists and participants discussed the overall 'project' of Francophone immigration in light of the recent changes in the immigration system. In the course of four plenary sessions, they discussed the recruitment of Francophone immigrants and employers' engagement with the Express Entry system, the transformation of immigration places and actors, immigrant settlement and retention within communities, as well as better ways to collaborate in order to maximize the spinoffs of research and data. The Minister of Citizenship and Immigration Canada, Chris Alexander, also made a speech before lunch.

The discussions showed the glaring need for incentives to recruit Francophone immigrants, for investments in French settlement services, and for assistance in promoting Acadian and Francophone communities abroad. In terms of research and promising practices, participants underlined the challenges that exist in terms of the volume of available information and their ability to access it.

The panellists' presentations as well as participants' questions provided insights to guide policies and programs, community strategies, and research on Francophone immigration.

To enhance the dissemination of the information and knowledge gathered at the conference, the FCFA will post all the relevant documents on its Francophone immigration portal (www.immigrationfrancophone.ca) in the next few weeks. The FCFA will also post the video recordings and the syntheses of the Day of Reflection.

For the past nine years, the *Day of Reflection on Francophone Immigration* has been made possible by the collaboration and financial support of Citizenship and Immigration Canada. The FCFA would also like to thank all the members of the organizing committee who worked together to identify the themes and panellists of the 2015 edition, as well as the other partners who contributed to the promotion of this event through their networks.

Pathways to a Welcoming City: A Video Series

By Jeny Mathews-Thusoo and Jaime Enachescu

In 2012, the Calgary Local Immigration Partnership (CLIP) met R. Sooryamoorthy, a published researcher from South Africa who recently immigrated to Calgary. With expertise in using film to present social research, he proposed that CLIP use videos to capture the voices of our participants in the "Pathways to a Welcoming City" research project. He suggested that this would be far more engaging than writing a paper. CLIP agreed and we embarked on an eight month journey to interview 19 immigrants from diverse countries of origin, gender, language, years in Canada, and immigration classes. They provided diverse perspectives on their hopes and dreams when coming to Canada and their experiences living in Calgary. We heard inspiring stories on the significant contributions they made to our city, despite many struggles. After each interview, the team walked out feeling blessed to have met another remarkable individual and more excited about the work we were doing. CLIP believes that if we understand immigrants' hopes and dreams, and try to make those dreams come true, we will create an inclusive and innovative city. CLIP thanks R. Sooryamoorthy, Lionel Wong, Julian Neumann, Alexander and Krasmira Sakarev, Gabriella Koritsanszky and the 19 participants who made this project successful.

[Click here](#) to watch the video series on Youtube.

LIPs Ideas Bank

Local Immigration Partnerships have a new tool for collaboration with one another despite differences in time zones and schedules. Created in response to an ongoing desire for information sharing as well as the introduction of new LIPs in Western Canada, the LIP Ideas Bank was launched following a meeting of LIP staff at November's Pathways to Prosperity National Conference.

The 'by invitation-only' Ideas Bank is web-based, mobile friendly, and easy to use. Ideas Bank users can post questions for other LIP members, upload and share working documents and ideas, and learn about the approaches and perspectives adopted by partnerships in other regions. Now with 60 individual participants and at least 17 LIPs represented, the Ideas Bank is ready to expand its membership and scale up the collaboration. To receive an invitation to join the Ideas Bank, interested LIP staff should contact Meagan Stewart at bvip@banff.ca.

NCM's Mentorship Program

New Canadian Media is offering journalists, writers and creative content producers from immigrant communities the opportunity to enroll in its pioneering mentorship program. This program is designed to offer one-on-one training with high-calibre journalists who are part of NCM's newsroom to help foreign-trained professionals or immigrant journalists to produce content according to Canadian standards and practices.

The mentorship program includes support in developing topical story ideas, identifying sources, interview techniques, using multimedia, as well as writing/revising the news or commentary contribution. Mentees will receive a \$100 honorarium when their content is published on the site. NCM sees this as a crucial part of its educational mandate and its efforts to "broaden the national conversation" by fostering new voices. For more information, please email mentoring@newcanadianmedia.ca.

Northeastern Ontario Immigration Project

By Don Curry

A Northeastern Ontario immigration project launched in September, 2014, has created three new Immigrant Employers' Councils, provides HR services to employers, and has settlement workers making monthly visits to three previously unserved smaller centres. The project will also assist municipalities in the development of their immigrant attraction and retention strategies.

With \$300,000 funding over two years from FedNor (Industry Canada), the Northern Ontario Heritage Fund Corporation and the three participants - Temiskaming Shores, Cochrane and the Central Almaguin Economic Development Association - the initiative is transferring immigration project successes from the larger centres of North Bay and Timmins to the smaller centres.

Led by the North Bay & District Multicultural Centre, the project executive consists of the Economic Development Officers from the three municipalities, the three Immigrant Employers' Council chairs, the settlement agency's executive director and HR North program manager, plus a representative from the project's evaluation partner, Pathways to Prosperity.

Don Curry of NBDMC and Garvin Cole of HR North are making their third tour of the region in March to meet with the employers' councils. The first visit explained the project to invited employers; the second formed the councils and outlined priorities; and the third will begin the work of converting the priorities identified by each council into actions.

The genesis of the project was an immigration symposium held in Temiskaming Shores in the fall of 2013, which 60 people from the region attended to learn more about looming labour shortages and the role immigration can play.

The project budget includes marketing funds to publicize the availability of settlement services and a bilingual 'how-to' booklet at the project's end so that promising practices can be replicated elsewhere in Canada.

Two members of P2P will be conducting the evaluation, starting in the summer of 2015, with a final evaluation at the end of the project, in the fall of 2016. Meyer Burstein and Michael Haan will conduct the evaluation, along with graduate students recruited from among P2P members.

Unlike many parts of Canada, immigration to Northeastern Ontario has been stagnant since mines opened in Cobalt, Kirkland Lake, Timmins and Sudbury in the early 1900s, but in the past few years more newcomers are venturing north. It was anticipated at the outset of the project that it would be a challenge to get employers to embrace newcomer workers, and that is the case for some, but those on the employers' councils understand the demographic situation very well.

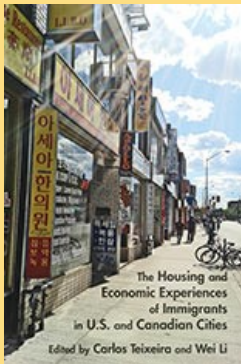
Many youth leave the north for post-secondary education and never return, and baby boomers are retiring in huge numbers. Enlightened employers realize that newcomers and aboriginals are the only populations that are increasing and offer a potential supply of essential workers.

Immigration in the News — Top Stories of the Past Month

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. Some international content is also included. Articles are updated weekly.

- ◆ **Globe and Mail – April 6, 2015** – [*Ottawa's New Express Entry Immigration System Slow Off the Mark*](#) – Less than half of immigrants to Canada this year will be selected through the much-vaunted new Express Entry system. So far, slightly more than 6,850 prospective immigrants have been invited to apply for permanent residency ...According to Citizenship and Immigration Canada, it will not be until 2017, two years after its launch, that a majority of immigrants are processed through the new system.
- ◆ **Radio-Canada –26 mars 2015** – [*Immigration francophone au Canada : la FCFA pose un constat d'échec*](#) – La présidente de la Fédération des communautés francophones et acadiennes (FCFA), Marie-France Kenny, a critiqué « l'absence totale de stratégie pour promouvoir les communautés francophones à l'étranger auprès des immigrants potentiels » et fait référence aux « lacunes criantes qui demeurent au niveau des services d'établissements français ».
- ◆ **Toronto Star – March 24, 2015** – [*Canada Faces Dramatic Drop in Citizenship, Prompting Concerns About Disengaged Immigrants*](#) – The percentage of immigrants who become citizens has been dropping dramatically in recent years — from 79 per cent to 26 per cent among people who arrived between 2000 and 2008. Recent reforms which raised barriers to becoming a citizen could lead to immigrants' widespread disengagement from Canadian public life and identity.
- ◆ **Toronto Star – March 21, 2015** – [*Foreign Students Left Behind in New Express Entry Immigration Program*](#) – International graduates from Canadian universities and colleges say Ottawa's new skilled immigration system hinders their access to permanent residency instead of promoting it. The problem, which the federal government denies, lies in the significance given to a certificate called the Labour Market Impact Assessment (LMIA). Critics claim that it is not possible to earn enough points without an LMIA.
- ◆ **CBC – March 19, 2015** – [*Temporary Foreign Worker Program Needs Review Following Microsoft Deal: NDP*](#) – The NDP wants a review of the temporary foreign worker program after CBC News reported that the bulk of workers at Microsoft's new British Columbia training centre will likely be foreigners. Under a federal-provincial agreement, Microsoft was exempted from conducting a labour market impact assessment (LMIA) for a group of 150 rotational workers. That assessment would have required the company to provide evidence that there are no Canadians qualified for the jobs.
- ◆ **Toronto Star – March 1, 2015** – [*Canada's Refugee Acceptance Rate Up Despite Asylum Restrictions*](#) – According to the latest data, almost half of the 19,960 claims processed in 2014 were granted, compared to just 38 per cent in 2013. The Immigration and Refugee Board has been running two systems side by side, processing "legacy claims" filed prior to December 2012 under old rules and post-2012 claims under new regulations. The acceptance rate for new claims is significantly higher than for the backlog claims: 61 per cent versus 34 per cent.

Book Launches



The Housing and Economic Experiences of Immigrants in U.S. and Canadian Cities

Edited by Carlos Teixeira and Wei Li
University of Toronto Press, February 2015

Since the 1960s, new and more diverse waves of immigrants have changed the demographic composition and the landscapes of North American cities and their suburbs. *The Housing and Economic Experiences of Immigrants in U.S. and Canadian Cities* is a collection of essays examining how recent immigrants have fared in getting access to jobs and housing in urban centres across the continent.

Using a variety of methodologies, contributors from both countries present original research on a range of issues connected to housing and economic experiences. They offer both a broad overview and a series of detailed case studies that highlight the experiences of particular communities. This volume demonstrates that, while the United States and Canada have much in common when it comes to urban development, there are important structural and historical differences between the immigrant experiences in these two countries. [Click here](#) for more information.

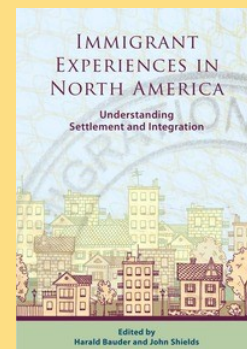
Immigrant Experiences in North America: Understanding Settlement and Integration

Edited by Harald Bauder and John Shields
Canadian Scholars' Press, May 2015

Immigration, settlement, and integration are vital issues in the twenty-first century — they propel economic development, transform cities and towns, shape political debate, and challenge established national identities. This original collection provides the first comprehensive introduction to the contemporary immigrant experience in both the United States and Canada by exploring national, regional, and metropolitan contexts.

With essays by an interdisciplinary team of American and Canadian scholars, this volume explores major themes such as immigration policy; labour markets and the economy; gender; demographic and settlement patterns; health, well-being, and food security; education; and media. Each chapter includes instructive case examples, recommended further readings, links to web-based resources, and questions for critical thought.

Engaging and accessible, *Immigrant Experiences in North America* will appeal to students and instructors across the social sciences, including geography, political science, sociology, policy studies, and urban and regional planning. [Click here](#) for more information.



Recent and Upcoming Presentations

Alberta Association of Immigrant Serving Agencies (AAISA). (2015, March). Exploring the challenges faced by Alberta's temporary foreign workers. Roundtable at Metropolis 2015. Vancouver, BC, Canada.

Alberta Association of Immigrant Serving Agencies (AAISA). (2015, May). Send them west: Strategies for the integration of refugees in Alberta. Paper to be presented at the Canadian Association for Refugee and Forced Migration Studies (CARFMS) 8th Annual Conference on Advancing Protection and Fostering Belonging in a Global Era of the Criminalization of Migration. Toronto, ON, Canada.

Bobadilla, A., Huot, S., Bailliard, A., & Laliberte Rudman, D. (2015, April). Discursively constructing the 'other' in the Protecting Canada's Immigration System Act. Paper presented at the Migration and Ethnic Relations Graduate Student Conference. London, ON, Canada.

Esses, V.M. (2015, March). Research and data – New approaches and courses of action. Member of panel at the Journée de réflexion sur l'immigration francophone, Ottawa, ON, Canada.

Gallant, N. (2015, April). Who's afraid of immigration? Popular representations of the cultural threat of immigration to the Québécois nation. Paper presented at the 25th ASEN Conference "Nationalism: Diversity and Security", London, UK.

Gallant, N. (2015, mai). La sécurité linguistique des communautés francophones minoritaires du Canada au prisme de la complétude institutionnelle dans le secteur de l'accueil et l'établissement des immigrants, colloque La sécurité linguistique des minorités: les promesses et des pièges de la complétude institutionnelle, congrès de la Société québécoise de science politique, Montréal, QC, Canada.

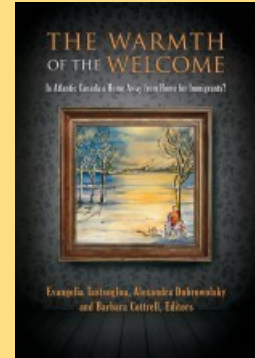
Huot, S. (2015, May). Occupational injustice through language discrimination and devaluation of linguistic capital. Paper to be presented at the Canadian Association of Occupational Therapists Annual Conference. Winnipeg, MB, Canada.

Book Launch

The Warmth of the Welcome: Is Atlantic Canada a Home Away from Home for Immigrants?

Edited by Evangelia Tastsoglou, Alexandra Dobrowolsky and Barbara Cottrell

Cape Breton University Press, April 2015



Atlantic Canada is renowned for its lengthy coastlines, rural expanses, a reputedly slower pace and its welcoming, warm and friendly people. But is it truly welcoming? What makes it a home away from home for newcomers in the region?

The Warmth of the Welcome underscores that a welcoming environment does not simply consist of ordinary people's reception of, and encounters with, newcomers and immigrants in everyday life. Beyond this human "warmth of the welcome" mentioned in official literature, and by the general public, there are also several institutional and structural layers that constitute a welcoming environment.

Favourable political economic conditions, receptive community relations including inter-ethnic group relations, the existence of local, national and transnational family networks, and the presence of policies and practices not only concern immigration, settlement and integration, but such issues as adequate, accessible and affordable housing and childcare. These layers of welcome for immigrants and newcomers ultimately correspond to interrelated economic, social, political and emotional dimensions and processes of citizenship.

[Click here](#) for more information.

Huot, S. (2015, May). "Doing" human rights in diverse occupational therapy practices. Invited presentation at the pre-conference workshop for the Canadian Association of Occupational Therapists Annual Conference. Winnipeg, MB, Canada.

Ko, J., Hébert, Y., Xiao, Y., & Wright, H. (2015, March). Navigate communities, activate communities: Voices from Calgary and Vancouver. Panel presentation at the National Metropolis Conference, Vancouver, BC, Canada.

Lui, C., Drolet, J., & Belgrave, D. (2015, March). Fostering welcoming communities for immigrants: A research perspective. Workshop presentation at the Alberta College of Social Workers 5th Annual Conference, Calgary, AB, Canada.

Steinbach, M. (2015, March). Equity in language learning and integration programs for immigrants. Invited lecture at PROVIDUS Centre for Public Policy, Riga, Latvia.

Steinbach, M. (2015, March). Intercultural education in Quebec. Invited lecture at the Lithuanian University of Educational Science, Vilnius, Lithuania.

Steinbach, M. (2015, March). Intercultural education in Quebec: Preparing teachers for linguistic and cultural diversity. Faculty of Education and Psychology of the University of Latvia, Riga, Latvia.

Steinbach, M. (2015, mars). La diversité culturelle et linguistique au Canada. Invited lecture at the Academy of Culture of Latvia, Riga, Latvia.

Steinbach, M. (2015, mars). La formation des enseignants au Canada. Conférencier invité à Lithuanian University of Educational Science, Vilnius, Lithuania.

Steinbach, M. (2015, mars). L'enseignement d'immersion française au Canada. Invited lecture for French teachers at the Office of the Embassy of Canada, Tallinn, Estonia.

Steinbach, M. (2015, March). Linguistic, academic and social integration of immigrants to Quebec. Invited lecture at the Ministry of Education and Science of Latvia, Riga, Latvia.

Steinbach, M. (2015, March). Programs to teach French as a second language to new immigrants to Quebec secondary schools. Invited lecture at Tallinn University, Tallinn, Estonia.

Steinbach, M. (2015, March). Teaching of French as a second language for immigrants who have to adapt and survive in a French speaking society. Invited lecture at the Foundation Innove, Tallinn, Estonia.

Steinbach, M. (2015, avril). L'intégration linguistique et scolaire des élèves issus de l'immigration en région. Conférence thématique d'ouverture de L'association québécoise des enseignants de français langue seconde (AQEFLS), Montréal, Québec, Canada.

Steinbach, M. (2015, juin). Perspectives des élèves issus de l'immigration sur leur réussite scolaire. Société canadienne des études en éducation (SCÉÉ), Ottawa, Ontario, Canada.

Recent and Upcoming Publications

Dusi, P., et Steinbach, M. (2014). L'école et le sentiment d'appartenance : le point de vue des futurs enseignants en Italie et au Québec. Dans A. Karkun et E. Costa-Fernandez (dir.), Développement sociale et interculturalité : un regard croisé (209 - 224). Paris : L'Harmattan.

Dusi, P., Steinbach, M., & Gonzalez Falcon, I. (2014). Integration in Italian primary schools: Immigrant children's voices. *The European Journal of Social & Behavioural Sciences*, 9(2), 1393-1402.

Erkmen, D. (2015, January). Foreign qualification recognition in Alberta. Calgary, AB: Alberta Association of Immigrant Serving Agencies.

Erkmen, D., Hemstock, C., & Ortega, M.A. (2015). Collaboration in Alberta settlement policy development: Experiences from the 2014 Alberta Integration Summit. *Canadian Diversity*, 11(1), 132-142.

Esses, V.M. (2015, March 6). [Migrants and asylum seekers are not a zero-sum game](#). *New Scientist*.

Frideres, J., & Ortega, M.A. (2015) Immigrant settlement and integration: Contributions through partnerships. *Canadian Diversity*, 11(1), 5-8.

Hemstock, C. (2015, February). [To extend, or not to extend?: The case for temporary foreign worker settlement services in Alberta](#). Calgary, AB: Alberta Association of Immigrant Serving Agencies.

Moorthi, G. with Erkmen, D., Blair, K., Ortega, M., & Gayle, R. (2014). [Alberta Integration Summit Report](#).

Moorthi, G. avec Erkmen, D., Blair, K., Ortega, M., & Gayle, R. (2014). [Rapport du Sommet sur l'intégration en Alberta](#).

Steinbach, M. (2014). Intégrer les élèves issus de l'immigration à l'école québécoise. Dans A. Boerger, P. Dubé, et P. Mulatris (dir.), *Transferts des savoirs, savoirs des pratiques: production et mobilisation des savoirs pour une communauté inclusive* (287-300). Québec: Les presses de l'Université Laval.

Thank You

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