

2015  
October



# PATHWAYS TO PROSPERITY

Promoting Welcoming Communities in Canada

bulletin

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## Pathways to Prosperity 2015 National Conference

The Pathways to Prosperity third annual conference is approaching quickly and we are very excited about the lineup of presentations, workshops, and roundtables that will take place.

Registration is filling quickly and the preconference is already full. We are maintaining a waiting list for the preconference and hope to be able to expand attendance to allow a few more people to attend. Registration for the conference is still open and we encourage interested parties to register soon to avoid disappointment. To register for the conference, please visit <https://www.ePLY.com/P2PConference2015>

### AGENDA

November 29—December 1, 2015

Delta Hotel - Downtown Toronto, 75 Lower Simcoe Street

### Sunday, November 29

9:00 AM to 4:00 PM

#### **Preconference Workshop – Measurement Strategies for Settlement Agencies, Local Immigration Partnerships, and Réseaux en immigration francophone**

Through panel presentations, table discussions, and breakout groups the workshop will explore:

- ◆ CIC evaluation, reporting, and data
- ◆ Reporting requirements and evaluation for other funders
- ◆ Using measurement and reports currently being prepared by settlement agencies, LIPs and RIFs for internal performance assessment and external evaluation
- ◆ Other data sources (for example, administrative data and large scale census and survey data) that can potentially be used for process evaluation and outcome measurement
- ◆ Making the work that researchers do more useful for agencies, LIPs, and RIFs
- ◆ The adaptation of current measures and tools to the situation of Francophone services and networks

5:00 to 6:30 PM

**Meetings of the Pathways to Prosperity Standing Committees**

6:30 to 9:00 PM

**Meeting of the Local Immigration Partnerships – Organized by the Southwestern Ontario LIPs**

This is an open meeting of all interested LIPs to share information and make connections.

**Monday, November 30**

8:30 to 9:30 AM

**Welcome and Opening Remarks**

Conference Chairs: Victoria Esses and Jean McRae, Pathways to Prosperity Co-Chairs

9:30 AM to 11:00 AM

**Employer Engagement: Closing the Gap**

Chairs: H el ene Cardu, Laval University, and TBA

A variety of strategies have been implemented in recent years to improve immigrant employment outcomes, including regulated foreign credential assessment and Express Entry. While useful, these strategies do not directly address the on-the-ground engagement of employers to promote business practices that encourage the hiring and retention of immigrant employees. This session will focus on what can be done at the local level to engage employers and close the gap between employers looking for skilled workers and immigrants who can fill such needs. It will include discussion of different approaches that can be used to engage employers, and how these approaches can be implemented by interested parties whether individually or through partnership approaches.

11:00 to 11:15 AM

**Refreshment Break**

11:15 AM to 12:45 PM

**The Social and Cultural Integration of Immigrants**

Chairs: Heather Holroyd, University of British Columbia, and St ephane Reichold, TCRI

This session focuses on how social and cultural integration of immigrants is defined in Canada, and how this plays out in various contexts, including the workplace, neighbourhoods, and formal and informal settings. What are the skills that immigrants need to adjust to life in Canada, and how do they develop these skills in order to feel integrated into Canada’s social and cultural fabric? The session will include discussion of new practices that can be used to support newcomer social and cultural integration in the many contexts in which they may play an important role.

12:45 to 2:00 PM

**Lunch**

2:00 to 3:30 PM

**Workshops:**

- ◆ **Key Learnings from the P2P Multi-Stakeholder Workshop of October 2015**  
Chairs: Meyer Burstein, Pathways to Prosperity, and Milton Ortega, Alberta Association of Immigrant Serving Agencies
- ◆ **The Challenges of Integrating Health Care Professionals Trained Abroad**  
Chairs: Bilkis Vissandjée, University of Montreal, and TBA
- ◆ **Early Experiences with Express Entry**  
Chairs: Rupa Banerjee, Ryerson University, and TBA
- ◆ **Immigration to Northern, Rural, and Remote Communities**  
Chairs: Jamie Baker, Association for New Canadians, and Scott Fisher, Laurentian University
- ◆ **Official Language Minority Communities**  
Chairs: Cédric de Chardon, Citizenship and Immigration Canada, Christophe Traisnel, University of Moncton, and Lorraine O'Donnell, Concordia University

3:30 to 3:45 PM

**Refreshment Break**

3:45 to 5:00 PM

**Roundtable Discussions:**

- ◆ **Research Priorities for Immigration to the Atlantic**  
Facilitators: Nabiha Atallah, Immigrant Services Association of Nova Scotia, and Tony Fang, Memorial University
- ◆ **Research Priorities for Immigration to Quebec**  
Facilitators: Chedly Belkhodja, Concordia University, and Mohamed Soulami, Actions interculturelles (AIDE)
- ◆ **Research Priorities for Immigration to Ontario**  
Facilitators: Michael Haan, University of Western Ontario, and Deborah Robertson, North Bay and District Multicultural Centre
- ◆ **Research Priorities for Immigration to the Prairies**  
Facilitators: Danielle Gaucher, University of Winnipeg, and Rita Chahal, Manitoba Interfaith Immigration Council
- ◆ **Research Priorities for Immigration to British Columbia**  
Facilitators: Herbert Schuetze, University of Victoria, and Queenie Choo, SUCCESS

6:00 to 7:30 PM

**Evening Cocktail Reception and Poster Session**

A reception for delegates attending the conference along with a poster session featuring recent work by members of Pathways to Prosperity. Hors d'oeuvres will be served.

## Tuesday, December 1

8:30 to 9:00 AM

### **Introduction to the Day**

Conference Chairs: Jean McRae and Victoria Esses, Pathways to Prosperity Co-Chairs

9:00 AM to 10:30 AM

### **Use of Technology by the Settlement Sector**

Chairs: Gerry Mills, Immigrant Services Association of Nova Scotia, and Sabine Lehr, Inter-Cultural Association of Greater Victoria

Technology has been described as having unlimited potential, and this may include within the settlement sector. In this session, we address how the settlement sector can use technology to improve access to services, improve the services themselves, reach a larger number of immigrants both pre- and post-arrival, reach immigrants at a distance, and present a mode of delivery that many immigrants are seeking. This session will include a discussion of the opportunities that technology presents and the limitations that may be inherent in its use. The session will also include examples of the use of technology in new ways in a variety of contexts.

10:30 to 10:45 AM

### **Refreshment Break**

10:45 AM to 12:15 PM

### **New Approaches to Specialized Services**

Chairs: Stacey Wilson-Forsberg, Wilfrid Laurier University, and Marc Larrivée, MOSAIC

With an ever increasing focus on economic immigrants, it is important to consider immigrants who may arrive in Canada with fewer opportunities and assets, and the need for specialized services for particularly vulnerable populations, including refugees, seniors, and youth. This session focuses on the needs of these groups, and specialized services that can be put into place to address these needs. There are a number of new approaches to providing specialized services to these groups, and this session will highlight several of these approaches.

12:15 to 1:30 PM

### **Lunch**

1:30 to 3:00 PM

### **Future Immigration Research in Canada: Strategic Directions and Research Needs**

Chairs: Fariborz Birjandian, Calgary Catholic Immigration Society, and Victoria Esses, Pathways to Prosperity

What type of research is needed to optimize Canada's immigration system? What particular

studies are needed to help service providers, Local Immigration Partnerships and *Réseaux en immigration francophone*, different levels of government, and others working in the area of immigration to achieve their goals? What are the most important research directions that need to be tackled? To address these questions, this session will focus on the strategic directions and research needs of stakeholders working in the immigration area. A discussion will also be held on the challenges of matching the research that academics do with the research needs of stakeholders, and recommendations for overcoming these challenges.

**3:00 to 3:15 PM**

**Refreshment Break**

**3:15 to 4:45 PM**

**Creating Welcoming Communities: Strategies and Practices for Effective Change**

Chairs: Michèle Vatz-Laaroussi, University of Sherbrooke, and Jean McRae, Inter-Cultural Association of Greater Victoria

In recent years there has been much talk about welcoming communities – what they are and how they can be achieved. There has been less focus, however, on whether systemic changes are really happening and what can be done to support these changes. In this context, this session focuses on how the concept of a welcoming community can be translated into concrete practices that promote welcoming communities at the level of individual members of a community and the attitudes they may hold, and at the level of the community as a whole and how it is experienced by newcomers.

**4:45 to 5:00 PM**

**Summing Up and Closing Remarks**

Conference Chairs: Jean McRae and Victoria Esses, Pathways to Prosperity Co-Chairs

**Wednesday, December 2**

**9:00 AM to 12:00 PM**

**Meeting of the Pathways to Prosperity Board of Directors**

To register for the conference, please visit  
<https://www.eply.com/P2PConference2015>

If you have any questions, please email Gale Cassidy  
at [admin@p2pcanada.ca](mailto:admin@p2pcanada.ca) with the subject line  
P2P 2015 National Conference.



## Tweet with P2P: Start Following Us @P2PConnects

We are happy to announce that we have expanded our online presence and we are now on Twitter. By following us on Twitter, you will find out about upcoming events, calls for proposals, new initiatives, and other developments. Over the coming weeks, we will also share important updates on the Pathways to Prosperity 2015 National Conference and the Measurement Preconference. We will also tweet about relevant and interesting news on immigration and diversity. We invite you to follow us [@P2PConnects](https://twitter.com/P2PConnects).

## Results of the 2015 Call for Proposals for Projects Related to P2P's National Themes

In June 2015, a call was issued for projects bearing on the P2P's national research themes. Support was offered for initial research projects leading to larger, cross-regional projects for which outside funding would be sought. The research was required to have a policy or practice component, and eligibility was restricted to projects led by P2P collaborators or partners.

The results of the competition are now available. Both the number and quality of submissions exceeded expectation. Twenty-nine proposals were received and 7 are being funded, one more than originally planned owing to the excellence of the submissions. The selection committee comprised Chedly Belkhodja, Meyer Burstein, Victoria Esses, Jean McRae and Reza Shahbazi. The seven successful proposals are:

### **1. Assessing the Changes to Canada's Live-in Caregiver Program: Improving Security or Deepening Precariousness?**

Research team: Rupa Banerjee, Ryerson University; Philip Kelly, York University; Ethel Tungohan, University of Alberta; and community collaborators GABRIELA-Ontario, Migrante -Canada and Community Alliance for Social Justice (CASJ).

This study will examine the recent changes to the Live-in Caregiver Program (LCP) and investigate how these changes are affecting current caregivers in the program, as well as those who have recently completed the program and received open work permits or permanent resident status. Of particular interest is whether the program changes have affected labour market and social integration, as well as family reunification. The aim is to develop policy and practice recommendations pertaining to the program, as well as suggestions on how best to facilitate a successful transition by caregivers into the labour market and society. The tenets of Participatory Action Research will inform the work. The LCP community will be involved in survey and focus group design, participant recruitment, data analysis, and the formulation of policy implications.

## **2. Alberta Immigrant Nominee Program Environmental Scan Project**

Research team: Caroline Hemstock, Milton Ortega, and Deniz Erkmen, Alberta Association of Immigrant Serving Agencies

This project will examine the impact of federal policy changes on Alberta's provincial nominee program (AINP) and the flow of nominees to the Alberta labour market and communities. To analyze the effects of the changes on Alberta's AINP, interviews will be conducted with representatives from Alberta's Ministry of Jobs, Skills, Training and Labour; settlement stakeholders; and CIC regional and local managers across Alberta. Literature and document analyses will also be undertaken to determine whether Alberta's AINP objectives – including improved economic and social outcomes, regional development, and stakeholder engagement – align with the overarching federal objectives driving newcomer selection and integration.

## **3. Spaces of Encounter: French-speaking Immigrants' and Refugees' Experiences of Social and Cultural Integration in Francophone Minority Communities**

Research team: Suzanne Huot, University of Western Ontario; and Luisa Veronis, University of Ottawa

This research will investigate the daily experiences of French-speaking immigrants and refugees within community spaces such as schools, community centres, cultural associations, and sports clubs located in Francophone minority communities in Ottawa and London. The main objectives of the research are to critically examine: (1) French-speaking migrants' access to and use of community spaces for social and cultural integration and engagement in Francophone minority communities; (2) Experiences of inclusion or exclusion within these spaces, taking into account factors such as language, race and ethnicity, gender, and migrant status; and (3) How the experiences of French-speaking migrants vary in relation to the unique socio-historic and geographic context of Francophone minority communities. The research will employ a case study methodology.

## **4. Meanings Attributed to Family Councils and Related Concepts by Immigrant Residents of Long-Term Care and their Family Carers**

Research team: Sharon Koehn, Simon Fraser University; Jennifer Baumbusch, University of British Columbia; and Colin Reid, University of British Columbia-Okanagan

This research will investigate the utility of a Family Council model for improving residential long-term care (RLTC) for vulnerable immigrant seniors. Family Councils – groups of family members who work to protect and improve the quality of life of seniors in residential long-term care (RLTC) – are included in the provincial long-term care regulations of British Columbia, Ontario, and Newfoundland & Labrador. There is currently little research on Family Councils in relation to immigrant seniors and their families. In-depth interviews will be conducted with immigrant seniors and family members recruited from residential care homes in Vancouver. The interviews will explore: (a) experiences of ageism, sexism, and racism; and (b) potential outcomes resulting from Family Councils, including greater family inclusion, better care and improved quality of life. The research will lead to recommendations for improving and potentially extending the Family Council model.

## **5. Engaging Diasporas as International Entrepreneurs: An Empirical Study**

Research team: Jean-Marie Nkongolo-Bakenda, University of Regina; and Elie Virgile Chrysostome, University of New York at Plattsburg

This project will employ an on-line survey and case studies to examine the motivations and behaviours of diaspora international entrepreneurs from different regions. Diaspora entrepreneurs serve as potential business investors and trade bridges between home and host countries. Factors that may be critical to the development of diaspora entrepreneurship include, in addition to traditional drivers of international entrepreneurship, altruistic motivations, the need for social recognition from the home country, the identification of entrepreneurial opportunities in the home and host countries, the friendliness of the home country's socio-economic environment, the receptivity of the home country's government, the integration of immigrants in the host society, and diaspora support programs in the host country. The project will examine the impact of these factors on the success of diaspora entrepreneurs, differentiating between socio-cultural-economic factors and personal attributes.

## **6. The Transformation of the Quebec Model: A First Portrait of the Impact**

Research team: Mireille Paquet, Concordia University; and Chedly Belkhodja, Concordia University

This project has two objectives: (1) to analyze Quebec's new approach to immigration and integration; and (2) to evaluate the impact of the new directions on stakeholders, especially service provider organizations and public institutions. The research will be conducted in two phases. First, a review will be undertaken of official Quebec documents, including policy statements, consultation reports, and calls for proposals. This may extend to information requests to the Department of Immigration, Diversity and Inclusion (MIDI). Second, semi-structured interviews will be conducted with key stakeholders in order to take stock of their experiences with Quebec's new approach. The interviews with field workers and Quebec ministry officials will take place in three regions: metropolitan Montreal, the Quebec City region, and the Eastern Townships.

## **7. The Contradictory Geographies of Newcomer Volunteering in Canada: New Research Directions to Understand Economic Integration, Social Participation and Civic Engagement**

Research team: Luisa Veronis, University of Ottawa; and two graduate students

This study has two goals: (1) To better understand the role of volunteering as a mechanism for integration, participation and civic engagement by examining newcomer motivation, expectations of volunteering, and innovation, as well as the role of migrant status, class, gender, ethnicity, race, and language skills in shaping newcomer practices, experiences and outcomes of volunteering; and (2) To develop a policy tool to help settlement agencies and newcomers find volunteering opportunities that match newcomer qualifications, skills, motivations and expectations. The study will employ a qualitative approach that is well suited to investigate issues such as who volunteers, why, how, where and when; and to analyze how differences in legal status, class, gender, ethnicity/race and institutional context shape newcomers' opportunities and challenges. The study will be conducted in Ottawa-Gatineau.

## Employment Rate of Immigrants – An Update Since the Recession

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

### Highlights

- ◆ Overall, Canada's employment rate has not increased from the dip that occurred during the 2008-2009 recession
- ◆ During the recession (2008-2009), the employment rate of immigrants declined faster and subsequently increased faster than the Canadian-born rate
- ◆ This was, essentially, due to the pattern for males (both for immigrants and for the Canadian-born)
- ◆ The employment rate gap for immigrants is now back to its level at the end of 2007
- ◆ The size of the employment rate gap is largely a female phenomenon. Among male immigrants, there is an employment rate gap only for those who have lived in Canada for less than 5 years
- ◆ The employment rate gap is persistent in some major labour markets – especially in Quebec
- ◆ There are relatively more immigrants than Canadian-born with a university degree. Individuals with a university degree (both immigrants and the Canadian-born) have relatively higher employment rates; however, even after 10 years in Canada, immigrants (both males and females) with a university degree still have a lower employment rate than their Canadian-born counterparts
- ◆ Recent male immigrants with less than a high school diploma have employment rates that rise over time to exceed those of their Canadian-born counterparts, while immigrant females exhibit significant early gaps and only draw even after 10 years in Canada

### Why look at the employment rate?

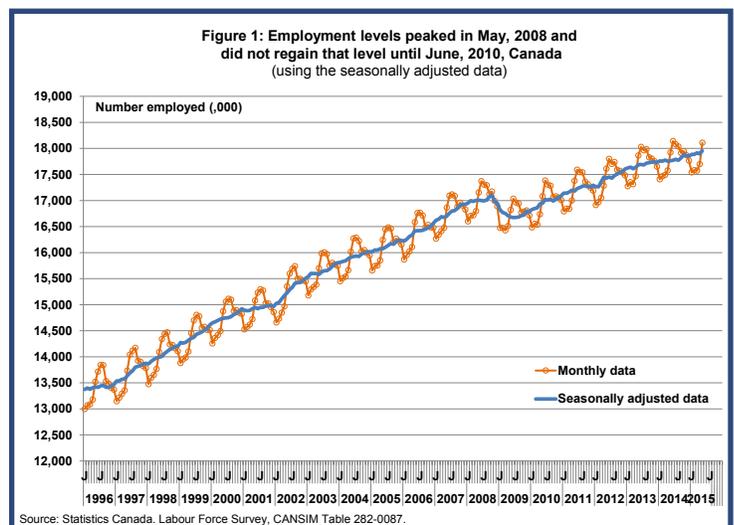
The employment rate - the percent of a population group that is employed - is a core indicator of integration into the Canadian economy for all groups.

This FactSheet updates the findings reported in earlier FactSheets on the topic of the employment rate of immigrants.

### Employment is growing but at the same rate as the population

The level of employment regained its pre-recession level by June, 2010 (Figure 1).

However, the share of the population with a job has still not recovered from the recession. Between mid-2008 and mid-2009, the percent of the population 15 years of age and over who were employed fell by 2.5 percentage points (Figure 2). Since then, the employment rate has shown virtually no change,



meaning that population levels<sup>1</sup> are growing at the same rate as employment levels, resulting in a flat employment rate since mid-2009.

### What has been the recent experience of immigrants in the workforce?

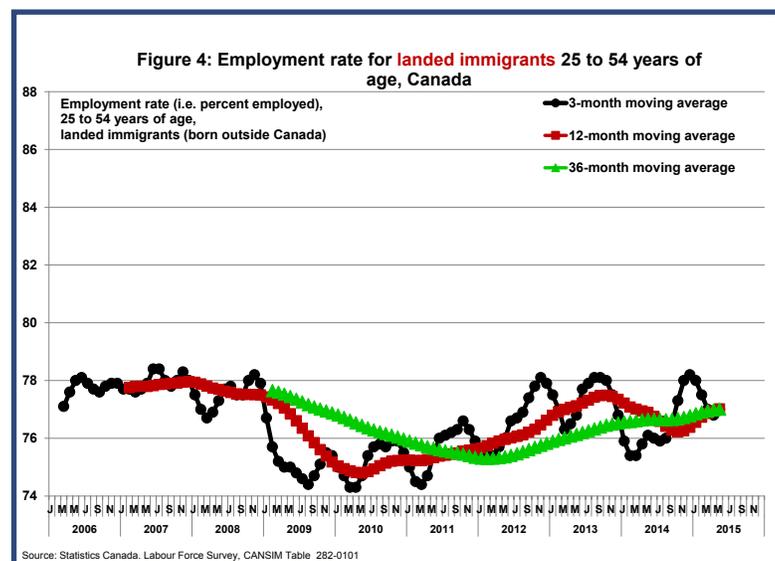
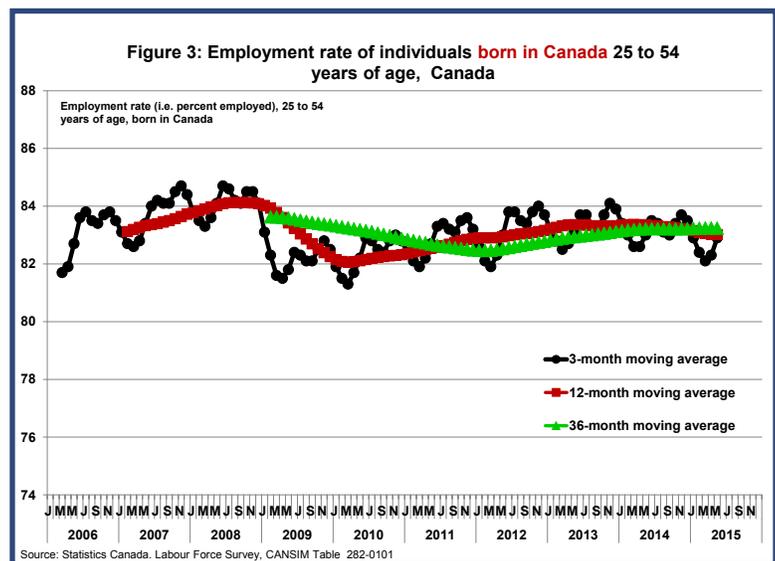
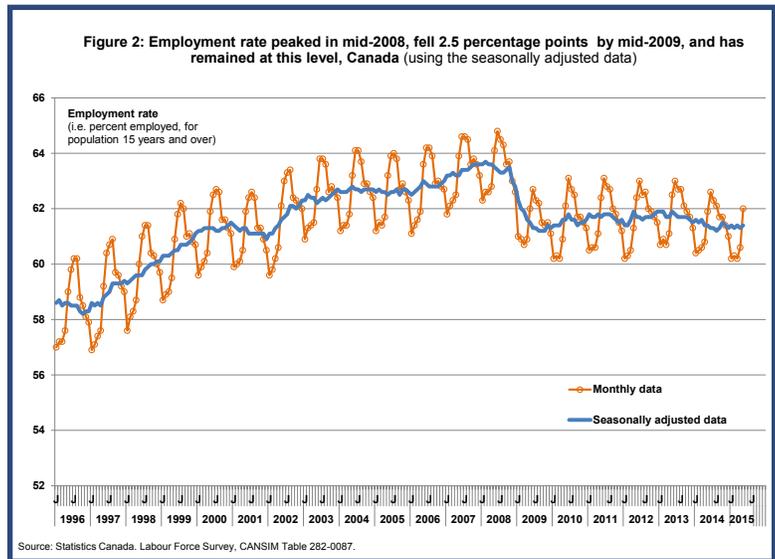
The earlier charts look at the entire population, 15 years of age and over. However, different age groups have a different degree of attachment to the workforce. Individuals under 25 may be attending schools, colleges and universities. Older individuals may be semi-retired or retired. Thus, to get a better focus on the job performance of the labour market, we examine the core-age workforce – specifically, the population 25 to 54 years of age.

For the Canadian-born core-age workforce, the employment rate fell during 2008-2009 (Figure 3). It then increased up to 2013 but fell marginally over 2014 and 2015 (based on the 12-month moving average shown in Figure 3).

For immigrants in the core-age workforce, the decline during the recession was somewhat steeper but the increase since the recession has been stronger (Figure 4, again following the trend of the 12-month moving average). Note, however, a noticeable dip in the employment rate for immigrants during 2014.

The result of a steeper decline going into the recession and then a stronger recovery shows that the employment

1. From 2013 to 2014, 33% of population growth was due to natural balance (births minus deaths) and 66% was due to international arrivals (58% due to net immigration — immigrants minus emigrants — and 8% due to the increase in non-permanent residents).



rate gap for immigrants (calculated as the difference between Canadian-born and immigrant rates) rose during the recession and then declined after the recession to the pre-recession level of about a 6 percentage difference in the employment rate of immigrants (Figure 5)<sup>2</sup>.

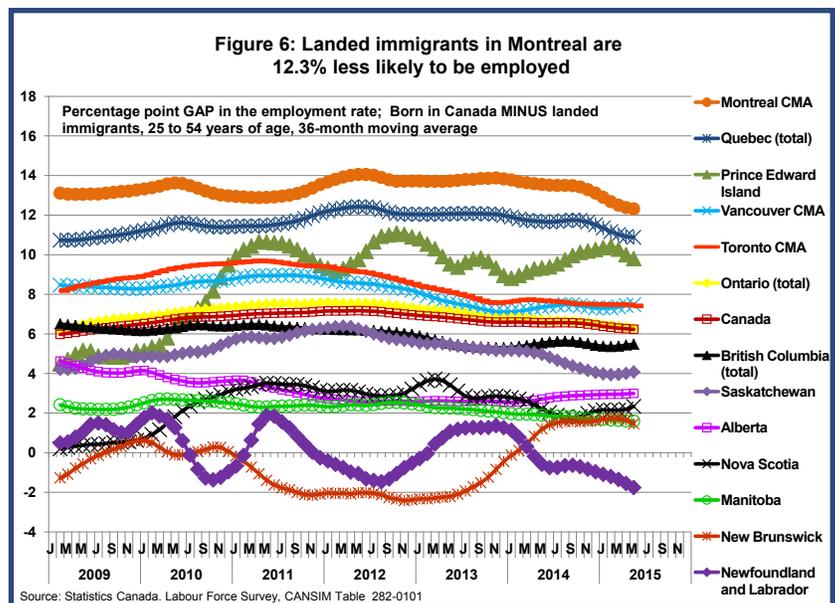
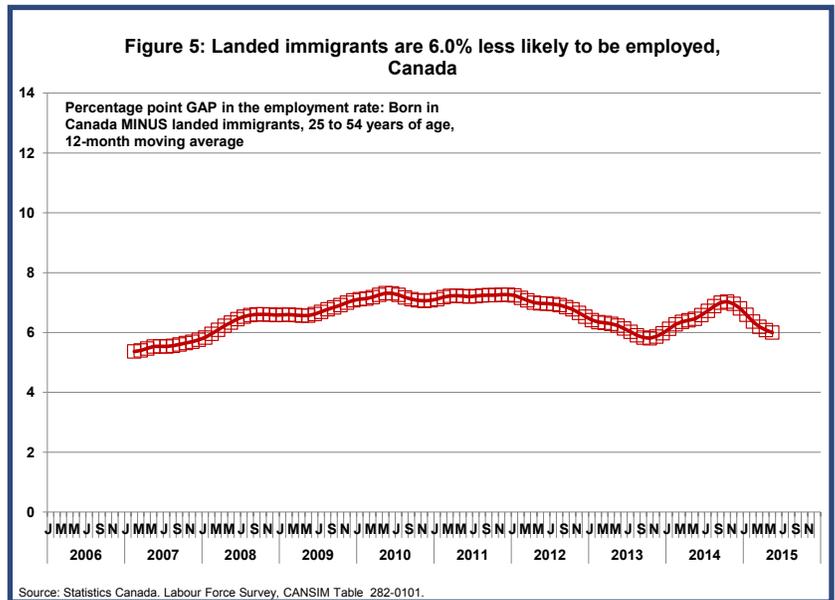
In other words, the employment rate gap for immigrants is now back to its 2007 level.

### Employment rate gap by province<sup>3</sup>

The decline in the employment rate gap for immigrants has been slight but persistent in Quebec (in part due to the decline in Montreal), Ontario (due in part to the decline in Toronto) and Saskatchewan (Figure 6<sup>4</sup>).

Note, however, the persistence of the immigrant employment rate gap in some jurisdictions. The gap remains highest in Quebec; however, Montreal, Vancouver and Toronto are all above the Canadian average.

These centres may be compared to jurisdictions with a lower immigrant employment rate gap — specifically, provinces to which immigrants are unlikely to move unless jobs are available. The immigrant employment rate gap is negative (i.e., the employment rate of immigrants is higher than the employment rate of the Canadian-born) in Newfoundland and Labrador and in New Brunswick.



2. This is an update of the results reported in Bollman, Ray D. (2013a).

3. This is an update of Bollman, Ray D. (2014b).

4. Figure 6 shows the 36-month moving average, which shows the long-run tendency. A chart showing the 12-month moving average is available from the author upon request. Due to the volatility of the data due to the small(er) sample sizes for each province and each major city, the chart with the data for 12-month moving average appears to be a Picasso-like neo-cubist representation of the trend in the employment rate gap for immigrants.

### The employment rate gap for females is higher

The immigrant employment rate gap for females is much higher (about 10 or 11 percentage points) than the gap for males (about 1 or 2 percentage points) (Figure 7).

However, the pattern over time has been the same for both sexes. The gap vis-à-vis the Canadian born, for each sex, increased during the recession and then closed afterwards — except both immigrant females and males reported a new increase in the gap during 2014.

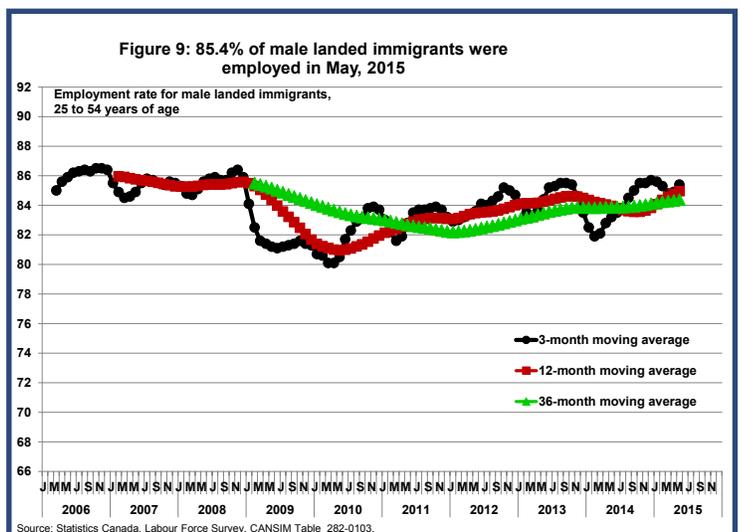
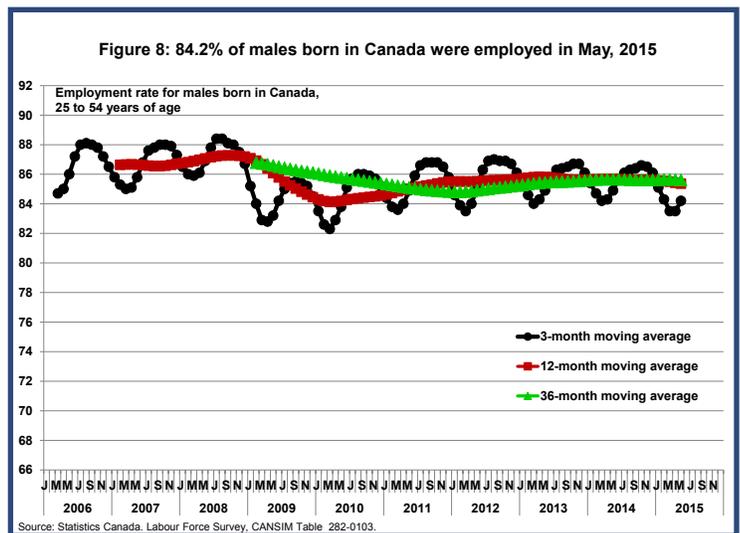
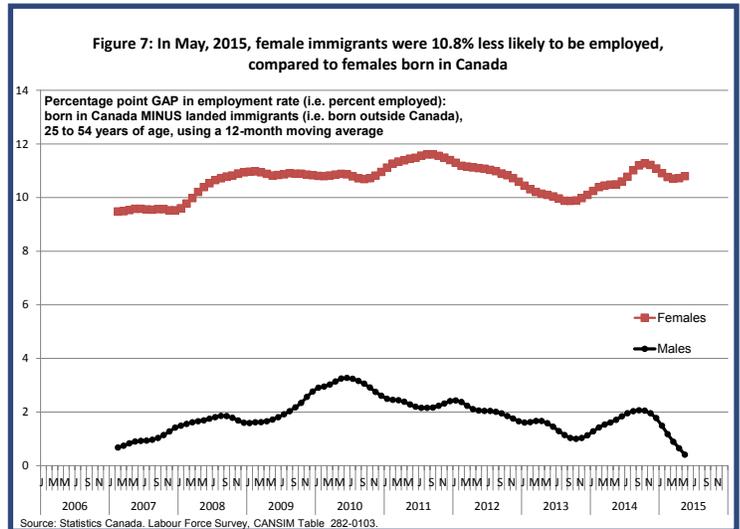
The employment rate gap for males has closed since the recession. The employment rate for males born in Canada has been flat since 2011 (Figure 8). The employment rate of immigrant males since the recession (Figure 9) has increased, however, and is the reason for the (slight) closing of the gap shown for males in Figure 7.

Canadian-born females had a very slight dip in their employment rate during the recession and have experienced a very slight increase since 2011 (Figure 10).

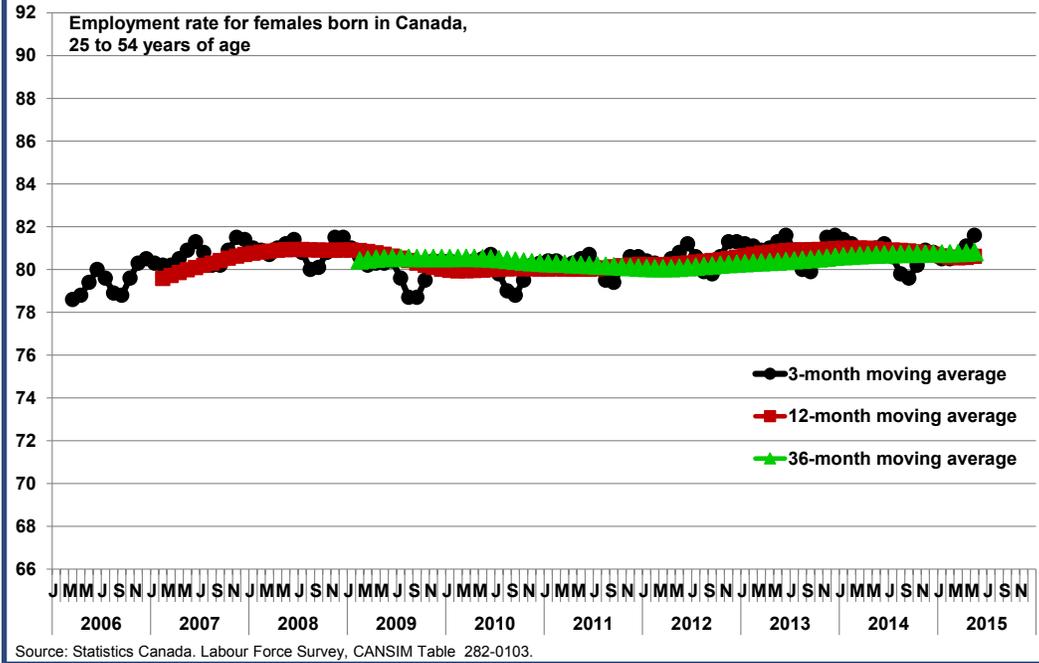
However, among immigrant females, their employment rate declined from 2007 to 2011 and then rose back to 2007 levels by 2015 (Figure 11). This fluctuation generated the rise and then the fall in the employment rate gap for females shown in Figure 7.

### The number of years spent in Canada matters

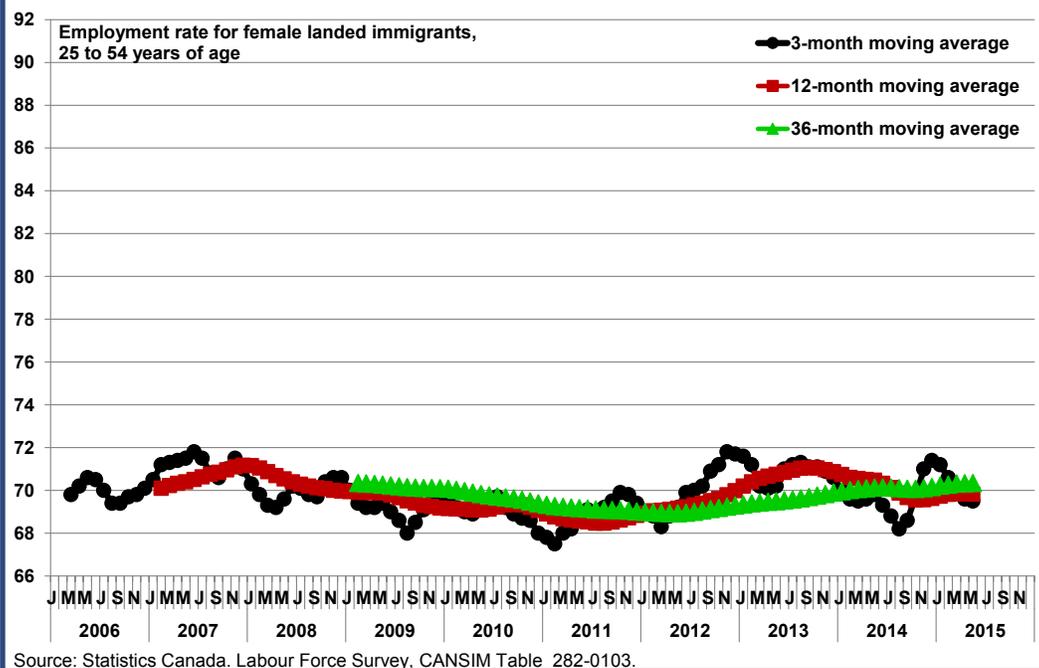
Immigrant males living in Canada less than 5 years have experienced employment rates between 7 to 12 percentage points lower than Canadian-born males (Figure 12). However, there is virtually



**Figure 10: 81.6% of females born in Canada were employed in May, 2015**



**Figure 11: 69.5% of female landed immigrants were employed in May, 2015**



no gap for male immigrants who have lived in Canada for 5 or more years – their employment rates are essentially the same as for Canadian-born males.

The number of years spent in Canada is more significant for immigrant women. For women who have lived in Canada for less than 5 years, the employment rate gap is about 25 percentage points, relative to Canadian-born females (Figure 13). After living in Canada for 5 years, this gap falls to about 15 percentage points, and then drops again to about 5 percentage points for female immigrants who have been in Canada for more than 10 years.

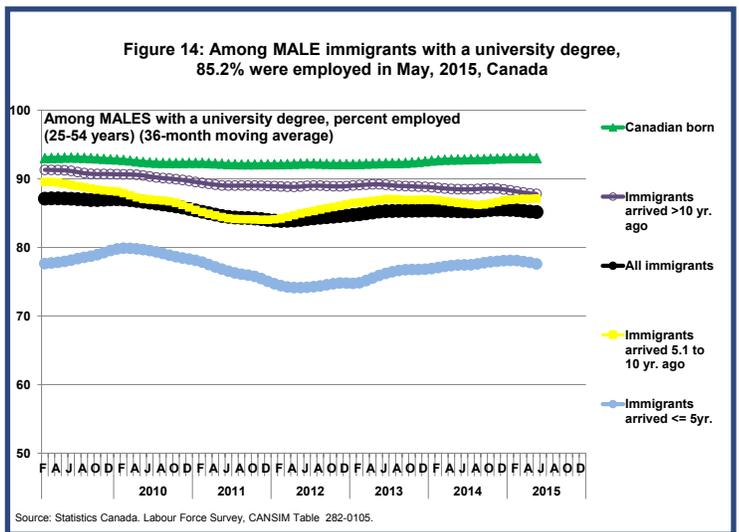
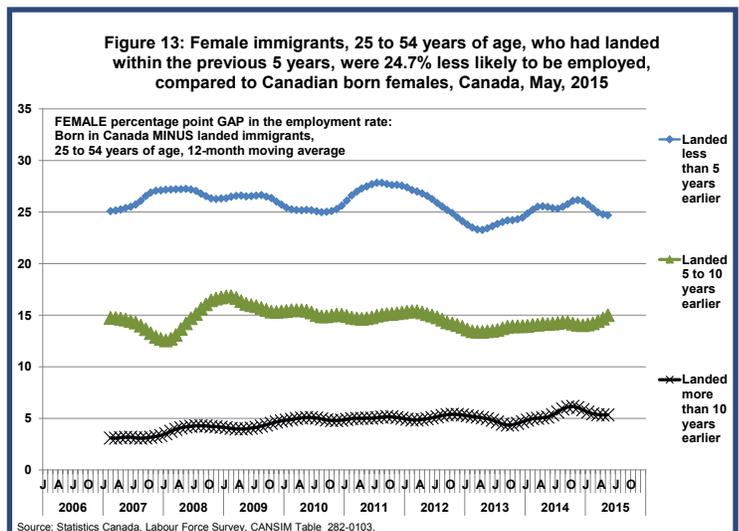
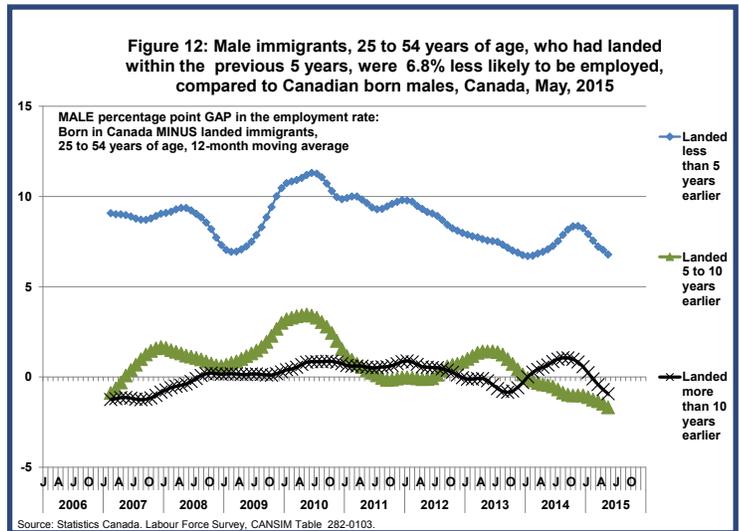
Thus, the employment rate gap is negligible for immigrant males who have been in Canada for 5 years or more but it persists for females, even though the gap declines significantly over time.

**The level of education matters<sup>5</sup>:**

- ◆ **Highly educated immigrants have higher employment rates but fall below the employment rates of similarly educated Canadian-born individuals**

Immigrants are much more likely to have a university education than the Canadian-born. Interestingly, although university-educated immigrants have higher employment rates 85% in May, 2015 for males (Figure 14) and 75% for females (Figure 15), these fall well below those of the Canadian-born. This gap persists over time, though individuals who have lived in Canada longer, both males (Figure 14) and females (Figure 15), have rates that are much closer to Canadian-born rates.

5. This is an update of Bollman (2014b).



At the other end of the spectrum, within the group of individuals with less than a high school diploma, immigrants have a lower employment rate, 76% for males (Figure 16) and 48% for females (Figure 17) but:

- ◆ for males, the employment rate for recent immigrants is equivalent to the Canadian-born, and male immigrants who have been in Canada for a longer period of time are more likely to be employed than the Canadian born; and
- ◆ for females, those who have lived in Canada for 10 or more years have an employment rate similar to the Canada-born, though the employment rate gap is relatively larger for immigrant females who have lived in Canada for less than 10 years.

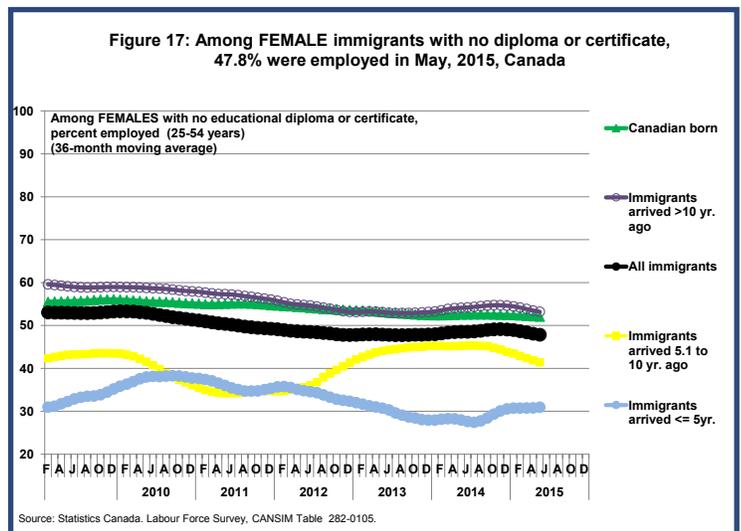
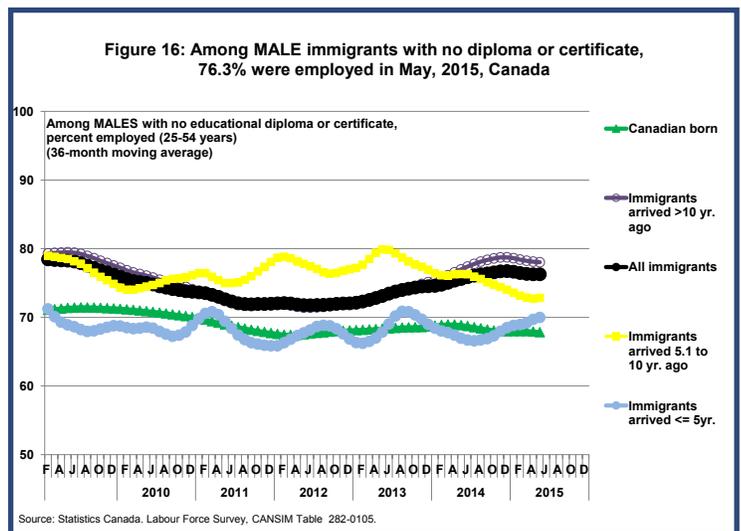
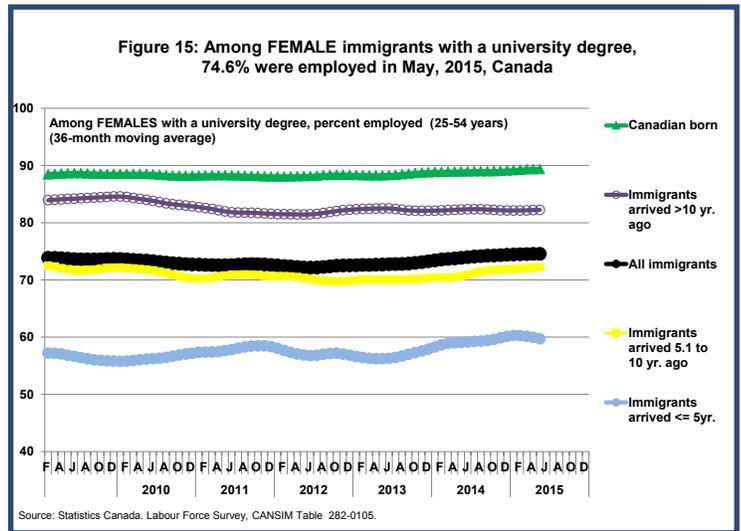
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Bollman, Ray D. (2013b) "Factsheet: Immigrants -- Employment Rates by Level of Education." Pathways to Prosperity Bulletin (December).

Bollman, Ray D. (2014a) "Factsheet: Immigrants – Earnings by Level of Education." Pathways to Prosperity Bulletin (February).

Bollman, Ray D. (2014b) "Factsheet: Immigrant Employment Rate Gap by Province." Pathways to Prosperity Bulletin (July).





**Join us in celebrating the 3<sup>rd</sup> Annual  
National Francophone Immigration Week!  
November 1<sup>st</sup> to 7<sup>th</sup>, 2015**

Submitted by Federation of Francophone and Acadian Communities of Canada, FCFA

The 3<sup>rd</sup> annual National Francophone Immigration Week (*Semaine nationale de l'immigration francophone*) is fast approaching and it's time to join our forces to make this year's celebrations a huge success.

National Francophone Immigration Week is an initiative of the *Fédération des communautés francophones et acadienne du Canada* (Federation of Francophone and Acadian Communities of Canada, FCFA) and the *Réseaux en immigration francophone* (Francophone Immigration Networks, RIFs) to celebrate Francophone immigration and diversity. It's an opportunity to recognize newcomers' contributions to the vitality and dynamism of Francophone communities outside of Quebec, as well as to showcase these communities' efforts to attract, welcome, and support the integration of newcomers. It's also an opportunity to create and strengthen ties between Francophone immigrants and host communities.

Between now and the first week of November, there are many ways for you to promote National Francophone Immigration Week and take part in the celebrations. Here are a just a few ideas.

**What you can do immediately**

- ◆ Contact the coordinator of [your RIF](#) to find out about the activities planned in your province, territory or region, and offer to help out. The RIFs are responsible for mobilizing partners, coordinating activities and promoting National Francophone Immigration Week at a provincial, territorial and regional level.
- ◆ If you are part of a national organization or institution, if you plan to organize an event with a national scope, or if you would like to become an official partner of the initiative, contact Michaël Paulin, Immigration Officer at the FCFA by phone (613-241-7600, ext. 3) or by email ([m.paulin@fcfa.ca](mailto:m.paulin@fcfa.ca)).
- ◆ Already planning activities related to Francophone immigration and diversity this fall? Why not hold them during the first week of November and [submit the details through our events calendar](#) on the FCFA's Francophone Immigration Portal. Various tools are available in French and in English to assist you in promoting your activities!

### **Starting October 26<sup>th</sup>, 2015**

- ◆ Take part in the national social media campaign *Proud of Francophone Diversity!* coordinated by the FCFA. All you have to do is follow these simple steps:
  1. Download and print one of the many versions of the campaign posters on our Francophone Immigration Portal. Depending on the version you chose, write down your name, the name of your organization or what Francophone diversity means to you.
  2. Take a picture (of yourself or as part of a group) with the poster and share the picture through social media (hashtag [#immfr](#)), or send it directly to Michaël Paulin by email at [m.paulin@fcfa.ca](mailto:m.paulin@fcfa.ca). Don't forget to mention your name, organization, and your locality/province/territory of residence!
  3. Follow our Francophone immigration [Facebook page](#) or [Twitter](#) account. We will be posting pictures daily between October 26<sup>th</sup> and November 7<sup>th</sup>.
  
- ◆ Check out our calendar of events on the FCFA's [Francophone Immigration Portal](#) to find out what activities will be taking place in your locality, province or territory through National Francophone Immigration Week.

### **From November 1<sup>st</sup> to 7<sup>th</sup>, 2015**

- ◆ Join the celebrations by taking part in the activities in your locality, province or territory.
  
- ◆ Publish a press release or declaration about National Francophone Immigration Week – and send us a copy at [info@fcfa.ca](mailto:info@fcfa.ca)!
  
- ◆ Share messages related to Francophone immigration and diversity through social media using the hashtag [#immfr](#).

Each of the first two editions of National Francophone Immigration Week was marked by more than 100 activities and celebrations in every region through the country, including: multicultural events, photography exhibitions and film screenings, job fairs, open houses for newcomers, workshops and conferences, events in schools, contests, and much more! This year, with your help, we hope to achieve an even greater number of events and participants, as well as positive impacts for Francophone newcomers and communities!

For more information on National Francophone Immigration Week, check out our [Francophone Immigration Portal](#) or contact Michaël Paulin, Immigration Officer at the FCFA by phone (613-241-7600, ext. 3) or by email ([m.paulin@fcfa.ca](mailto:m.paulin@fcfa.ca)).

*National Francophone Immigration Week is an initiative of the FCFA and the RIFs, made possible through financial support from Citizenship and Immigration Canada and the participation of many partners. This event is inspired by the success of the Semaine de l'immigration francophone en Atlantique, organized by the Comité atlantique sur l'immigration francophone in 2012.*

## Rolling Out the Welcome Mat for Newcomers

New Brunswick has been facing a stagnant economy and declining population. In this context, the Fredericton Chamber of Commerce was quick to spot an opportunity to act with the support of the Province of New Brunswick. With immigrant newcomers struggling to understand the Canadian business culture, regulations and local markets, the Chamber had an idea to pilot a program to help accelerate their transition to participating members of the business community.

Created in 2006, the six-month Business Immigrant Mentorship Program (BIMP) has evolved to offer newcomers comprehensive, classroom style training on Canadian business principles, start-up advice and legal requirements, amongst other topics. It features volunteer business professionals who serve as mentors to offer guidance, support and expansion of network opportunities to immigrant mentees.

The Chamber further provides a jumpstart to Fredericton's newcomer entrepreneurs by offering mentees and their mentors access to Chamber events.



**BIMP graduation class**

The Fredericton Chamber was the first in Canada to offer this kind of support to newcomers and has been recognized by the Chamber Masters in their 2015 Chamber Innovation Award with a 3rd place in North America.

"We have shown ourselves to be an "Open for Business" community. We are committed to inclusion and focused on retention; we promote prosperity through business to drive the economy and encourage population growth. We offer quality programming to enhance newcomer lives and experience in Canada. After all, they chose us, so we must support them." - Janet Moser, Director, the Hive, Business Immigrant Mentorship Program, Intercultural Business Incubator

Website:

<http://www.frederictonchamber.ca/business-immigrant-mentorship-program>

Award:

<http://www.chambermaster.com/articles/chambermaster-announces-2015-chamber-innovation-award-competition-winners/>

## Practices for Preparing and Supporting Welcoming Environments by Immigration Regionalization Organizations: A Typology Based on Regional Contexts

Caroline Duteau and Michèle Vatz-Laaroussi,  
University of Sherbrooke

For several years now, organizations involved in the regionalization of immigration have developed practices to support immigrants as well as regional communities. The expertise developed by these organizations and their stakeholders needs to be recognized. This is why we are conducting a research project on modeling and strengthening “good practices” for preparing and supporting the welcoming environments.

This research is being done in partnership with the Table de concertation des organismes au service des personnes réfugiées et immigrantes (TCRI) and the Réseau des organismes de régionalisation du Québec (RORIQ). Drawing on examples of practices discussed during our meetings with stakeholders, practitioners and executives of regionalization organizations, we present our modeling work in the form of three tables or structures describing the logic of support and community preparation. It was also possible to identify challenges and issues linked to work with the employment sector, to resources available for preparing and supporting communities and to meeting spaces for newcomers and the host population.

[Click on this link](#) to see the description of the ‘logic of practices’ and the main challenges and issues that were identified.

This study is preliminary to a second research project specifically examining ‘the practices of organizations engaged in immigration regionalization with a focus on employment’ in which we will highlight regional logics, drawing on interviews with stakeholders and organizational directors, immigrants living in the regions, as well as employers collaborating with local regional organizations. Both research projects will, in the near future, result in a report and an article on this topic.

### People on the Move

**Maribel Sanchez** has replaced Darshak Vaishnav for the position of Halton Newcomer Strategy Support Coordinator effective from August 10, 2015. As a newcomer herself and through her past work with Halton Newcomer Strategy and the Halton Newcomer Portal, Maribel has demonstrated her understanding and commitment to supporting newcomers, as well as her ability to develop and maintain productive relationships with community partners. In this role, Maribel’s professional skills and experience will continue to contribute to positive outcomes for the organization and in the community.

As of July 1, 2015, **Michael Haan** moved to the University of Western Ontario to assume the Canada Research Chair in Migration and Ethnic Relations. Previously, he was Canada Research Chair in Population and Social Policy at the University of New Brunswick.

## 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.

**Los Angeles Times – October 17, 2015 – [Canada's Election Might Hinge on Immigrant and Religious Issues](#):** Incumbent Prime Minister Stephen Harper's call for curbs on Muslim women wearing the niqab facial veil in public probably has cost him support in Canada's largest cities, where Islamic communities traditionally vote for his Conservative Party. The more numerous non-Muslim immigrants, though, have rallied to Harper's contention that the veil reflects "anti-woman" culture and hinders integration. More broadly as many as 80% of Canadians surveyed by pollsters say they agree with the prime minister.

**Toronto Star – October 16, 2015 – [Despite Promises, Ottawa Still Slow to Act on Syrian Refugee Crisis](#):** Almost one month after the Conservative government announced measures to accelerate the resettling of Syrian refugees in Canada, it still has not doubled the number of staff handling sponsorship applications. [...] As for a promise to providing additional agents to deal with visas in embassies, the department is talking about sending more in the future.

**Radio-Canada – 16 octobre 2015 – [Ottawa tarde à tenir ses promesses à l'endroit des réfugiés syriens](#)** : Presque un mois après avoir annoncé des mesures pour accélérer l'accueil de réfugiés syriens au Canada, le gouvernement conservateur n'a toujours pas posé les gestes promis. Le 19 septembre dernier, Ottawa a annoncé une série de mesures pour s'assurer que toutes les demandes de réfugiés syriens déjà reçues soient traitées « avant la fin décembre » et que 10 000 réfugiés syriens puissent s'installer au Canada avant septembre 2016, soit 15 mois plus tôt que prévu.

**Radio-Canada – 15 octobre 2015 – [Aide possible de 3 milliards d'euros à la Turquie pour accueillir les réfugiés](#)** : L'Union européenne envisage d'octroyer environ 3 milliards d'euros à la Turquie pour l'aider à garder les réfugiés syriens sur son sol et les empêcher d'affluer en Europe, a déclaré vendredi Angela Merkel. S'exprimant lors d'un sommet de l'UE consacré notamment à la coopération avec Ankara sur cette question des réfugiés, la chancelière allemande a ajouté que les dirigeants européens avaient convenu de relancer le processus d'adhésion de la Turquie à l'UE et d'ouvrir de nouveaux chapitres de discussions.

**CBC – October 10, 2015 – [Zunera Ishaq, Who Challenged Ban on Niqab, Takes Citizenship Oath Wearing It](#):** The Ontario woman who won court battles affirming her right to wear a niqab while taking the citizenship oath finally took part in the ceremony on Friday. On Monday, the Federal Court of Appeal paved the way for the ceremony, dismissing a motion by the federal government to suspend a recent ruling that supported Ishaq's legal fight. The federal government plans to appeal the decision to the Supreme Court of Canada.

**Globe and Mail – October 8, 2015 – [Prime Minister's Office Ordered Halt to Refugee Processing](#):** The Prime Minister's Office directed Canadian immigration officials to stop processing one of the most vulnerable classes of Syrian refugees this spring and declared that all UN-referred refugees would require approval from the Prime Minister, a decision that halted a critical aspect of Canada's response to a global crisis.

**CBC – October 8, 2015 – [Stephen Harper Denies PMO Staff Vetted Syrian Refugee Files](#):** Conservative Leader Stephen Harper has acknowledged that his government asked for an audit of

Syrian refugee cases earlier this year, but denies that any political staff were involved in vetting those files. Harper, responding to a Globe and Mail story, said that when it comes to admitting refugees, his government ensures the selection of the most vulnerable people while keeping the country safe and secure.

**Radio-Canada – 8 octobre 2015 – [Harper nie toute ingérence politique dans l'accueil des réfugiés syriens](#)** : Les conservateurs ont été forcés d'admettre qu'ils ont retardé le traitement de demandes de réfugiés syriens, en interrompant le processus au printemps. Une information qui n'avait jamais été rendue publique. Le premier ministre Stephen Harper a défendu jeudi la nécessité de ces vérifications, précisant que le personnel politique n'avait jamais été impliqué dans l'approbation des demandes.

**CBC – October 4, 2015 – [Canada's Refugees: Where They Come From by the Numbers](#)**: Over the last 10 years, about 26,000 refugees arrived in Canada annually, according to numbers from Citizenship and Immigration Canada. Of that number, an average of about 11,000 were refugees who came to Canada and successfully claimed refugee status and 4,000 were their dependants. Seven thousand refugees received government assistance to resettle in Canada, and 4,000 were privately sponsored.

**CBC – October 2, 2015 – [Conservatives Pledge Funds, Tip Line to Combat "Barbaric Cultural Practices"](#)**: Conservatives continued to focus on controversial issues of identity politics ahead of tonight's French-language leaders debate, pledging that a re-elected Tory government would establish a tip line for reporting "barbaric cultural practices" to the RCMP and would increase funds to help international organizations fight against forced marriages of young girls.

**Business Vancouver – October 2, 2015 – [B.C. Immigration Crashes to 15-Year Low](#)**: As a panel discussion on foreign home ownership prepares to convene next week in Vancouver, the latest statistics show that international immigration to British Columbia has crashed to 15-year lows. The first half of 2015 has seen a net increase of less than 6,000 immigrants into B.C., compared with more than 18,000 in the same period last year. This was the first time in more than 15 years, BC Stats said, that B.C. experienced a net loss of non-permanent residents.

**TVA – 30 septembre 2015 – [Promesse du G7 et des pays du Golfe : 1.8 milliards de dollars pour les réfugiés](#)**: Le G7 et les pays du Golfe se sont engagés mardi à fournir 1,8 milliard de dollars pour le financement des organisations spécialisées de l'ONU confrontées à la pire crise de réfugiés depuis 70 ans. «Nous nous sommes mis d'accord pour fournir ensemble 1,8 milliard de dollars aux agences d'aide internationale des Nations unies, particulièrement l'agence de l'ONU pour les réfugiés et le Programme alimentaire mondial», a déclaré à la presse le ministre allemand des Affaires étrangères, Frank-Walter Steinmeier.

**Toronto Star – September 29, 2015 – [Canada Got Nearly 30,000 Fewer Immigrants in Past Year](#)**: The number of people in Canada rose by just 308,100 in the year ending July 1, Statistics Canada said Tuesday, marking the country's smallest annual population increase since 1999. Data show Canada received fewer immigrants than the year previous [...] Approximately 239,800 immigrants entered the country over the 12-month period, down from 267,900 the previous year. Over the same period, the number of non-permanent residents decreased by 10,300, the largest fall since 1995.

**Hamilton Spectator – September 29, 2015 – [Record 522K Migrants Arrive in Europe by Sea in 2015](#)**: A record 522,124 migrants and refugees have arrived in Europe by sea this year, according to the International Organization for Migration. The number is more than double the previous high set only last year.

## Recent and Upcoming Publications

Esses, V.M., Hamilton, L., & Medianu, S. (2015). Right-wing authoritarianism and attitudes toward immigrants and immigration: Subgroups and multiple motives. In Funke, F. Petzel, T. Cohrs, C., & Duckitt, J. (Eds.). *Perspectives on authoritarianism*. Weisbaden, Germany: Verlag.

Guo, Y. (2015). Pre-service teachers and Muslim parents: Exploring religious diversity in Canadian public schools. *Diaspora, Indigenous, and Minority Education*, 9(3), 189-204.

Guo, S., Guo, Y., Shan, X., Brigham, S., Lange, E., Abidi, C., Gibb, T., & Slade, B. (2015, June). Transnational migration, social inclusion and adult education. In R. McGray (Ed.). *Proceedings of the 34th Canadian Association for the Study of Adult Education (CASAE) Conference* (pp. 426-431). CA-SAE: Ottawa.

Veronis, L. (2015). Immigrants' narratives of inclusion and belonging in the transborder city of Ottawa-Gatineau, Canada's National Capital Region. *Canadian Ethnic Studies*, 47(2), 45-65.

Zhang, Y., & Guo, Y. (2015). Becoming transnational: Exploring multiple identities of students in a Mandarin-English bilingual programme in Canada. *Globalisation, Societies and Education*, 13(2), 210-229.

Zhang, Y., & Guo, Y. (2015). Exceeding boundaries: Chinese children's playful use of languages in their literacy practices in a Mandarin-English bilingual program. *International Journal of Bilingual Education and Bilingualism*.

## Recent and Upcoming Presentations

Esses, V.M., Medianu, S., & Sutter, A. (2015, August). The dehumanization of immigrants and refugees. Keynote address at the annual meeting of the American Psychological Association, Toronto, ON, Canada.

Guo, Y. (2015, May). Working with teachers to support immigrant and minority parent engagement. Keynote speech for SK TEAL (Saskatchewan Teaching English as an Additional Language)/TESL SK (Teaching as a Second Language Saskatchewan), Saskatoon, SK, Canada.

Guo, Y. (2015, May). Connecting reading and writing in Readers Theatre in dual language books. Invited workshop for SK TEAL (Saskatchewan Teaching English as an Additional Language)/TESL SK (Teaching as a Second Language Saskatchewan), Saskatoon, SK, Canada.

Guo, Y., & Zhang, Y. (2015, May). Are they polite? Chinese children's creativity and criticality. Paper presented at the International Conference of the International Society for the Study of Chinese Overseas, Seoul National University, Seoul, South Korea.

Guo, Y. (2015, June). Introducing immigrant parent knowledge into teacher education: Epistemological diversity. Paper presented at the Annual Conference of the Canadian Society for the Study of Education (CSSE), University of Ottawa, Ottawa, ON, Canada.

## Thank You

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