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July



# PATHWAYS TO PROSPERITY

Promoting Welcoming Communities in Canada

bulletin

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## Registration Now Open

### Pathways to Prosperity 2019 National Conference

#### Immigration at the Crossroads: Renewing Support for Immigration to Canada at the Intersections of Research, Policy, and Practice

**October 31 - November 1, 2019**

**Westin Harbour Castle Hotel, Toronto**

We are pleased to announce that [registration is now open](#) for the Seventh Annual Pathways to Prosperity National Conference to take place in Toronto on Thursday and Friday, October 31 - November 1, 2019.



Immigration to Canada is at a crossroads. The federal election in the Fall may impact current immigration policy. New settlement contribution agreements are in progress. At the same time, there is some evidence that attitudes toward immigrants and refugees among established Canadians are hardening, with populism on the rise. In this time of uncertainty and possible change, it seems useful to consider how we can renew our support for immigration to Canada, which is essential for the future of our country. This conference will look ahead, focusing on how our research, policy, and practice supporting the attraction, settlement and integration of newcomers can continue to make important contributions to the well-being of Canada and those who live here, whether established Canadians or newcomers.

The conference will include plenary sessions, workshops, a poster session, and opportunities to network with colleagues. More than 450 attendees are expected to participate.

On Wednesday, October 30, we will also be hosting a full-day preconference for Local Immigration Partnerships and Réseaux en immigration francophone. For more details about the preconference, please turn to [page 3](#).

Additionally, on Wednesday, October 30, the Intercultural Competency Advantage Program (ICAP) will be conducting an evening workshop on Effective Intercultural Communication. For more details on this workshop, please turn to [page 4](#).

Join researchers, service providers, Local Immigration Partnerships, Réseaux en immigration francophone, representatives of all levels of government, and others working in the area of immigration for a three-day event on immigration in an increasingly complex environment. To register, [please click here](#).

### **Call for Proposals for Workshops**

On October 31 and November 1, we will be holding concurrent workshop sessions. We are inviting workshop submissions on the following topics:

- ◆ Regionalization and immigration to smaller, rural, and northern communities
- ◆ Measuring outcomes of settlement services and of LIP and RIF activities
- ◆ Identifying and supporting vulnerable groups
- ◆ Integration challenges and outcomes of vulnerable groups
- ◆ Promoting welcoming communities, including welcoming Francophone communities
- ◆ Supports for Francophone immigrants and Francophone minority communities
- ◆ Economic integration of immigrants
- ◆ Social and cultural integration of immigrants
- ◆ Health and well-being of immigrants
- ◆ Location decisions of immigrants
- ◆ Temporary resident streams
- ◆ Role of the settlement sector and not-for-profits
- ◆ Multi-stakeholder partnerships designed to facilitate immigrant settlement & integration
- ◆ Attitudes toward immigrants and refugees

Workshop sessions will be 90 minutes and should include 3 to 5 speakers, leaving sufficient time for discussion. To submit a workshop proposal, [please click here](#). Workshops in English and French are invited. We must receive your workshop submission by August 26 in order for it to be considered. Acceptance of workshops will be announced by September 10. Please note that all accepted workshop chairs and presenters must register for the conference and pay the applicable registration fees.

### **Call for Proposals for Posters**

On the evening of October 31, a poster session accompanying a cocktail reception will be held to showcase the work of attendees. In order to submit a poster proposal, [please click here](#). Posters in English and French are welcome. We must receive your poster submission by August 26 in order for it to be considered. Acceptance of posters will be announced by September 10. Please note that all accepted poster presenters must register for the conference and pay the applicable registration fees.

### **Exhibitor and Sponsorship Opportunities**

A variety of exhibitor and sponsorship opportunities are available. Take advantage of this opportunity to enhance your organization's visibility and branding, and expand your network of prospects. Customized packages can also be arranged to suit your marketing needs. To download the exhibitor and sponsorship brochure, [click here](#). For more information, contact Sonali Advani at [communications@p2pcanada.ca](mailto:communications@p2pcanada.ca).

### Hotel Information

Blocks of rooms have been reserved at the **Westin Harbour Castle Hotel** in Toronto. If booked by Thursday, September 26, 2019, the rate is \$229.00 for a Traditional Single or Double room, subject to availability. [Please click here](#) to book your accommodation or call the hotel at +1-888-627-8559 and mention Pathways to Prosperity 2019 Conference.

### Travel Subsidies

A limited number of travel subsidies are available to cover a portion of the travel costs (transportation and accommodation only) for P2P partners and collaborators who would otherwise not be able to attend the conference. For those within 300 km of the hotel, the maximum subsidy will be \$300. For those travelling from more than 300 km from the hotel within Ontario, Quebec, and the Atlantic, the maximum subsidy will be \$550. For those travelling from the Prairies and British Columbia, the maximum subsidy will be \$800. Recipients are expected to seek out the most economical transportation and accommodation arrangements. They are also expected to seek other travel funding. Please note that the travel subsidy does not cover conference registration fees, which must be paid in full by the attendee. While funding support will be announced prior to the conference, we cannot reimburse until after the conference and once receipts have been forwarded. To apply for a travel subsidy, [please click here](#). The deadline for submitting a travel subsidy request is August 26, with decisions announced by September 10.

### English-French Simultaneous Interpretation

As an ongoing practice at the Pathways to Prosperity National Conferences, we will be offering simultaneous interpretation services for all plenary sessions of the National Conference and all presentations at the Preconference.

We look forward to seeing you in Toronto!

[Click here to register for the conference and preconference](#)

[Click here to book accommodation](#)

Questions? Email Sonali Advani at [communications@p2pcanada.ca](mailto:communications@p2pcanada.ca)

## P2P Preconference of Local Immigration Partnerships (LIPs) and Réseaux en immigration francophone (RIFs)

**October 30, 2019 | Westin Harbour Castle Hotel, Toronto**

Pathways to Prosperity will hold a Preconference of Local Immigration Partnerships (LIPs) and Réseaux en immigration francophone (RIFs) on Wednesday October 30, 2019 at the Westin Harbour Castle Hotel in Toronto.

The Preconference brings together the RIFs and LIPs to discuss common challenges, share achievements, and learn from each other. It is led and organized by the LIPs and RIFs, with logistical support from Pathways to Prosperity. More than 150 representatives from the LIPs and RIFs and other organizations are expected to attend. More information will be posted as it becomes available.

To register for the Preconference, [please click here](#).

## Effective Intercultural Communication Workshop at the Pathways to Prosperity 2019 National Conference

**Organized by:**  
**Cross Cultural Learner Centre – Intercultural Competency Advantage Program  
(ICAP)**

**October 30, 2019 | 6:30 PM – 9:00 PM**

The Intercultural Competency Advantage Program (ICAP) will be conducting a 2.5 hour evening workshop on **Effective Intercultural Communication** at the Pathways to Prosperity 2019 National Conference.

Through this interactive and highly engaging workshop, participants will be equipped with tools and strategies that will help them reflect on their own communication style and adapt it to suit a variety of culturally diverse settings. The workshop will help participants appreciate and navigate cultural differences and turn their interactions with others into successful experiences.

The workshop will cover:

- ◆ The definitions of communication and the most common errors we unconsciously make
- ◆ The deep influence our cultural lens has on our communication style
- ◆ Best 'bad' examples of intercultural communication
- ◆ A *Communication Style Test* and what to do with the results
- ◆ Basic strategies to effectively communicate in a culturally diverse setting

The workshop is intended for anyone who works in a culturally diverse environment and wishes to deepen their understanding of cultural influences on communication, build relationships, and optimize their ability to effectively communicate with colleagues, employees, and clients. This includes members of LIPs and RIFs, members of the settlement sector, representatives from other NGO and government departments, and students and faculty interested in intercultural communication. This workshop will be conducted in English.

The workshop is organized in partnership with the Pathways to Prosperity 2019 National Conference, and will be held at the Westin Harbour Castle Hotel in Toronto on the evening of October 30 from 6:30 PM – 9:00 PM. Delegates attending the Pathways to Prosperity 2019 Conference can register for this workshop by adding this workshop to their registration. Those not attending the P2P 2019 Conference are also welcome to register for this workshop through the Pathways to Prosperity Conference link.

[Click here to register for this workshop](#)

**NEW REPORTS****Pathways to Prosperity Funded Projects****Do Immigrants who Land in Atlantic Canada with Family Stay?**

*By Howard Ramos and Mark Bennett, Dalhousie University*

Often overlooked in the analysis of immigrant retention is the role that family members play as anchors in a community. The need to understand the role of the family in the immigration experience is considered critical by service providers and researchers; however, little empirical work has analyzed the impact of family on it.

Using the 2016 release of the IMDB (Longitudinal Immigrant Database), this report shows that economic immigrant taxfilers in Atlantic Canadian provinces who land with family are more likely to stay. This is especially the case for those landing with a spouse or partner and the anchoring effect is more pronounced in New Brunswick and Nova Scotia. Landing with children is less clear cut.

The report also offers proof of concept in looking at families using administrative data and shows that it is worth looking at 'landing families' as a unit of analysis over looking at individuals alone. These findings provide evidence for a number of policy interventions, such as recognizing the need to support immigrant spouses and partners, the need to enhance Provincial Nominee Programs to consider how pathways could be opened for spouses and partners, and the need to generate data that link records across family members to better capture the full settlement experiences of immigrants to Canada. Doing so could improve the settlement experiences of immigrant families and could help create better anchors to communities in secondary immigration regions.

[Click here for the detailed report.](#)

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**ACHIEVE Program:****A Health Education Program for Immigrants and Refugees**

*By Setareh Ghahari, Queen's University*

With rigorous screening, newcomers entering Canada are known to be in better health than the average Canadian; however this declines after years of living in the country. Navigating the Canadian healthcare system (CHC) has proven to be a monumental obstacle course for immigrants nationwide due to barriers such as cultural differences, unawareness of options, and lack of confidence.

Education on the CHC increases immigrants' understanding, self-advocacy skills, and confidence in accessing services. Because this knowledge is important to immigrants' health and well-being, a team of occupational therapists has created ACHIEVE (Accessing Canadian Healthcare for Immigrants: Empowerment, Voice, & Enablement). With engaging modules, this program educates and empowers immigrants to have equitable access to health services. This study aimed to pilot test the ACHIEVE program to address barriers that immigrants face in accessing healthcare services in Ontario.

**Methods:** The research team presented a 7-week program to four groups of immigrants in English Second Language classes. Although over 60 people attended the program, 46 consented to participate in the research and 20 completed both pre-test and post-test. We tested overall effectiveness and weekly learning via the heiQ and knowledge questionnaires.

**Results:** A dependent t-test showed a significant increase in health services navigation and participant satisfaction with the ACHIEVE program. Knowledge of specific areas of the healthcare system increased significantly after every session.

**Conclusion:** This pilot study has demonstrated positive results for the effectiveness of ACHIEVE in improving confidence in healthcare access as well as increased knowledge in specific areas of CHC in Ontario. The research team hopes to replicate the results in a larger sample to find reliable success in the program for nationwide implementation. Currently, we are refining the program to be used in rural British Columbia. We have recently received funding to develop and distribute online modules to broaden access. We are also hoping to customize ACHIEVE for different English proficiency levels and in different languages.

[Click here for the detailed report.](#)

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## Developing an Interpretive Argument to Guide the Use of Portfolio-based Language Assessment in Beginning Adult English Language Literacy Classes

*By Marilyn L. Abbott, University of Alberta*

Language and literacy challenges present significant barriers to the successful settlement of newcomers to Canada, particularly for beginning adult English language literacy learners (ELLs). Beginning ELLs who do not have well-developed literacy skills in their first language often have neither the formal learning strategies needed to approach the task of second language learning, nor the oral vocabulary and sentence patterns to support the process of literacy development in English (Bigelow & Tarone, 2004). The lack of research-based evidence regarding how best to assess beginning adult ELLs in Language Instruction for Newcomers to Canada (LINC) programs creates challenges for funders, policymakers, and practitioners in ensuring that their assessment system positively impacts student learning and provides valid (meaningful, useful, and appropriate) assessment results. The purpose of this project is to examine the validity of the newly mandated Canadian Language Benchmark1-based progress assessment in LINC entitled Portfolio-based Language Assessment (PBLA: Centre for Canadian Language Benchmarks [CCLB], 2019) from beginning adult ELLs' and their instructors' perspectives. This project will fill key gaps in the literature as validity evidence to support the use of PBLA in LINC from ELLs' perspectives is currently lacking, and no research has examined the relationships between LINC instructors' and students' assessment literacy (i.e., their knowledge and practices).

This Pathways to Prosperity Grant provided funding for the development and pilot testing of the study documents and procedures with 4 LINC teachers and 77 beginner ELLs. The study information letters, consent forms, and questionnaires were created and translated into sixteen languages. Then, they were piloted in the teachers' classes. Based on the pilot

study results, the procedures were refined so they could be used in a SSHRC-funded main study that began in Fall 2018. Preliminary findings from this pilot study suggest that to be effective, PBLA should be reconceptualised within a learning oriented assessment framework (Turner & Purpura, 2015) so the focus in LINC returns to learning rather than summative assessment. Findings from the main study will be used to develop an interpretive argument to guide the use of Portfolio-based Language Assessment (PBLA) in beginning adult English language LINC literacy classes.

## References

- Bigelow, M., & Tarone, E. (2004). The role of literacy level in second language acquisition: Doesn't who we study determine what we know? *TESOL Quarterly*, 38(4), 689-700.
- Centre for Canadian Language Benchmarks. (2019). *PBLA Practice Guidelines 2019*. Ottawa, ON: Author.
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- Turner, C. E., & Purpura, J. E. (2015). Learning-oriented assessment in second and foreign language classrooms. In D. Tsagari & J. Banerjee (Eds.), *Handbook of second language assessment* (pp. 255-272). Berlin: DeGruyter.

## Footnote

<sup>1</sup>The Canadian Language Benchmarks (CLB: Centre for Canadian Language Benchmarks [CCLB], 2012) are a set of national standards used to assist in the measurement and description of immigrants' English language skills.

[Click here for the detailed report.](#)

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## More than Economic Integration:

### An Independent Evaluation of ISANS' English in the Workplace Program

*By Catherine Bryan and Lauren Matheson, Dalhousie University*

Immigrant success is often defined and described in terms of self-sufficiency. Migrants are regarded as successful in their settlement efforts when they achieve economic success. To this end, settlement programs are typically designed to ensure labour market readiness, with employment as their final objective. That said, as a growing body of academic literature demonstrates, "getting a job" is only one aspect of successful integration, and newcomers often continue to require support after they've secured employment. Our qualitative study took as its focus an innovative, individualized language and cultural training program offered by the Immigrant Services Association of Nova Scotia (ISANS) called English in the Workplace (EWP).

Over a 12-week period, EWP instructors deliver 36-hours of on-the-job language instruction that is tailored to meet the newcomer's unique workplace needs. Drawing on 30 in-depth interviews with EWP participants—newcomer learners (17), employers (9), and instructors (4)—our project offers a detailed qualitative account of EWP, an assessment of the effectiveness of the program from the vantage point of participants, and a series of recommendations for strengthening EWP. In brief, what we discovered is that EWP is regarded by both employers and newcomer learners as a useful means of enhancing

English-language proficiency in the workplace. Additionally, EWP fostered confidence and provided newcomer participants with the skills to navigate the complex social norms and “unspoken” rules that inform workplace practices and relationships. As such, EWP effectively holds in balance the economic with the social, and in so doing, improves workplace performance and relations, resulting in greater job satisfaction for newcomers, enhancing the likelihood of retention and promotion, and facilitating a greater sense of connectedness to and integration in the broader community.

[Click here for the full report.](#)

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## **Fatherhood in a Migration Context: Exploratory Study on African Descent Immigrant Fathers in Abiti-Témiskamingue**

*By Saïd Bergheul*

Immigration requires a redefinition of family roles, rebuilding of the family system, and the establishment of a new paternal identity ensuring a balance between the host society’s cultural system and the one from the country of origin (Dyke & Soucier, 2000).

With an exploratory qualitative methodology, we conducted interviews with ten fathers of African origin. A qualitative analysis using NVivo software allowed identification and analysis of the following key themes: the particularities of the role and paternal involvement of African descent fathers; the influence of immigration on the fathers’ roles and involvement with their children; the evolution of the conception of roles within couples in a migration context; and the adaptation and challenges of adaptation faced by African descent fathers who immigrated to Abiti-Témiskamingue.

Immigrant fathers mentioned factors that enhanced paternal involvement. Contrary to what was expected, the absence of an extended family in Quebec fosters closer ties between fathers and children (de Montigny et al., 2002). The services offered by the Quebecois health system that fathers do not find in their country of origin foster paternal involvement.

Yet immigrant fathers also mentioned several factors hindering paternal involvement. These include the following: Fathers are not admissible for health benefits from RAMQ (Health Quebec) as long as they have not received their permanent resident card. The conciliation of work-study and family is a problem. The long wait for the allocation of the Child Tax Benefit impairs fathers’ adaptation to Quebec. The difficulties in finding a job and in having credentials recognized represent hurdles as they limit the financial means of the family (Brodeur et al., 2014, Clarkson 2005; Rojas-Vivier, 2008).

It is worth noting the limitations of this research. The sample was made up of only a limited number of African fathers. Thanks to the Pathways to Prosperity grant, we were able to secure a SSHRC grant that will permit us to interview a larger sample of immigrant fathers in Quebec.

[Click here for the detailed report.](#)



Immigration, Refugees  
and Citizenship Canada

Immigration, Réfugiés  
et Citoyenneté Canada

## P2P-IRCC Preconference to International Metropolis a Success

### How Do We Know What's Working? Measuring Settlement Outcomes for Individuals and Communities

On June 24 2019, Pathways to Prosperity in partnership with Immigration, Refugees and Citizenship Canada hosted the full-day preconference to International Metropolis on "How Do We Know What's Working? Measuring Settlement Outcomes for Individuals and Communities."

With over 200 attendees over the course of the day, this event was a lively and productive exploration of strategies for measuring immigrants' economic, social and civic-cultural outcomes at both the service delivery and community levels. The focus was on strategies for determining what works and what doesn't, as well as new ways of measuring processes and change, attributing outcomes, and assessing community impact. We thank all of the presenters, chairs, and attendees for their contributions and valuable insights, and we thank IRCC for their logistical support and for partnering on this event.

By all accounts the preconference was a great success, with overall ratings on the feedback survey just below 6 on the 7-point scale. The event was described by many participants as well-organized and informative, with excellent presenters and wonderful learning opportunities. Comments included:

*"P2P has the best conferences of any that I attend. The focus on solutions, reality and how we improve is unique and refreshing, given the emphasis so many other forums place on principles, policy and perceived failures."*

*"I really liked how fine-tuned the topics were. I really liked the breadth and depth of the subject matter. You really got around the topic of measurement."*

*"Very informative and well prepared presentations by experts with a good range of perspectives. Presentations at the pre-conference were some of the best I saw during the week at Metropolis."*

*"As a scholar I learned a whole lot more in one day about settlement than I've learnt in my entire career... The organization was superb - fast paced and focused; no time was wasted."*

*"The format was great: the panel of presentations provided an overview of important issues and concrete examples; the group discussion then gave an opportunity to hear from other participants' experiences."*

PowerPoints from the presentations are now [available here](#). Videos of the presentations will be available by mid-August.

## Thank You

*We would like to thank the Social Sciences and Humanities Research Council of Canada  
for its continued financial support.*

