

2024 BUILDING BELONGING:

An Analysis of the Grande Prairie 2023 Immigrant Survey
and Inclusive and Caring Community Consultations



Funded by / Financé par:



Immigration, Refugees
and Citizenship Canada

Immigration, Réfugiés
et Citoyenneté Canada



The City of Grande Prairie
Local Immigration Partnership



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LAND ACKNOWLEDGEMENT

The City respectfully acknowledges the Beaver, Cree, Dene, and Métis people as the original caretakers of these Lands and surrounding areas. We are grateful to live, learn, work and play on Treaty 8 territory within Turtle Island and acknowledge these Lands have been home to diverse and sovereign First Nations and Inuit Nations since Time Immemorial.

OVERVIEW

Grande Prairie is a bustling urban center located about 450 kilometers from Edmonton in northwestern Alberta. With a population of 64,141 residents and a median age of 31.9 years, it is a youthful community offering plenty of amenities and job opportunities. Over the years, more people born in other parts of the world have been choosing to settle here, with the immigrant population growing from 6.6% in 2011 to 13.2% in 2021.ⁱ

The last Canada-wide census conducted in 2021 revealed that Grande Prairie is home to 8,360 foreign-born immigrants and an additional 1,000 temporary residents. These newcomers come from various backgrounds, with significant representation from the Philippines and India.ⁱⁱ Furthermore, local data shows a notable increase in newcomers since the last Census, including the arrival of approximately 430 Ukrainians through the Canada-Ukraine Authorization for Emergency Travel (CUAET) program, as of January 4th, 2024.ⁱⁱⁱ

This report contains the results of the 2023 Grande Prairie Immigrant Survey funded by Immigration, Refugees and Citizenship Canada (IRCC). A synopsis of the findings from the Grande Prairie Inclusive and Caring Community (GPICC) workshops conducted with employers and community organizations in January 2024, and funded by the Government of Alberta's Settlement, Integration, Languages program, are also provided. Both projects support an overarching goal of better understanding and meeting the needs of immigrants and newcomers that arrive in our community.

By analyzing the data collected from the survey and workshops, we have outlined the next steps required to improve newcomer experiences and integration into Grande Prairie's community, ensuring Grande Prairie remains a welcoming and inclusive place for all who choose to call it home.

THE GRANDE PRAIRIE LOCAL IMMIGRATION PARTNERSHIP (GPLIP)

GPLIP COUNCIL MEMBERSHIP (2023-2024)

- ACFA Regionale de Grande Prairie (Alberta Francophone Association)
- ATB Financial
- Bengtsson Immigration Consulting
- City of Grande Prairie & Grande Prairie City Council
- County of Grande Prairie
- Government of Alberta – Alberta Jobs, Economy, and Trade
- Grande Prairie Catholic School Division
- Grande Prairie Centre for Newcomers (GPCN)
- Grande Prairie Council for Lifelong Learning (GPCLL)
- Grande Prairie Family Education Society (GPFES)
- Grande Prairie Intercultural Association
- Grande Prairie Public Library (GPPL)
- Grande Prairie Regional Association of Volunteer Organizations (GPRAVO)
- Grande Prairie Regional Sports Connection
- Immigration, Refugees and Citizenship Canada (IRCC)
- Minhas Group
- Northwestern Polytechnic (NWP)
- Odyssey House
- One Point Law Office
- RBC Bank
- Grande Prairie RCMP
- Service Canada (Grande Prairie Office)
- St. Joseph Catholic Church
- The Work Place
- United for Literacy
- Women Building Futures

The Grande Prairie Local Immigration Partnership (GPLIP) is a collaborative effort aimed at helping newcomers and immigrants feel welcome and integrated into the community.¹ By bringing local organizations together, GPLIP ensures that services are well-coordinated to meet the needs of newcomers efficiently. Additionally, it works on developing strategies that benefit everyone in the community, including immigrants and refugees.

This initiative is federally funded through Immigration, Refugees and Citizenship Canada (IRCC), with the GPLIP Coordinator employed through the City of Grande Prairie to oversee its implementation.

The GPLIP Council is composed of representatives from government, non-profit organizations, educational institutions, health services, and businesses. The GPLIP Council provides strategic leadership to the Local Immigration Partnership in Grande Prairie.

GPLIP MISSION

The GPLIP Council is responsible for ensuring the Community Action Plan outcomes are achieved, championing the work of the Immigration Partnership, enabling system and strategic planning, advocacy, and governance of the Local Immigration Partnership. The overall objective of the GPLIP Council is to promote shared awareness and leadership and create enabling environments for collective action.

IMMIGRANT ADVISORY TABLE (IAT)

The Immigrant Advisory Table (IAT) is a working group composed of volunteer immigrants who are representative of the Grande Prairie community. Integration is a two-way process that encourages adjustments on the part of both immigrants and the host Canadian society. Therefore, it is important to engage immigrants to learn first-hand of the successes and challenges that they face when they arrive in Canada. The goal is to support them to become fully engaged in economic, social, political, and cultural life in Canada.

IAT MEMBERS (2023-2024)

- | | |
|---------------------------|-------------------|
| ▪ Conor Coney, Vice Chair | ▪ Kashmine Shah |
| ▪ Silvi Roses-Dechant | ▪ Maria Martinez |
| ▪ Fatimatou Gueye | ▪ Satbir Baidwan |
| ▪ Atirek (Rickey) Goel | ▪ Shashi Goel |
| ▪ Axa Patino | ▪ Sheila Halushka |
| ▪ Christian Dela Pena | ▪ Simran Nagra |
| ▪ Gurdeep Bindra | ▪ Smitha Prakash |
| ▪ Isabel Gaume Boyne | ▪ Solomon Okhifoh |
| ▪ Jose Braulio Molina | ▪ Tony Nwamarah |
| ▪ Kanon Shah | |

¹ For more information about GPLIP, please visit <https://cityofgp.com/culture-community/social-programs-and-initiatives/local-immigration-partnership>



EXECUTIVE SUMMARY

In 2023, the City of Grande Prairie, together with the Grande Prairie Local Immigration Partnership (GPLIP), conducted the Grande Prairie Immigrant Survey, funded by Immigration, Refugees and Citizenship Canada (IRCC).

Additionally, the Grande Prairie Inclusive and Caring Community (GPICC) workshops were held with employers and other stakeholders in January 2024, funded by the Government of Alberta's Settlement, Integration, Languages program.

This report provides an overview of the key findings from both initiatives aimed at enhancing understanding of the needs of immigrants and newcomers, facilitating their integration into the Grande Prairie community.

KEY FINDINGS

The 2023 Grande Prairie Immigrant Survey revealed a diverse immigrant population, primarily from the Philippines, India, and Ukraine, with a significant percentage possessing post-secondary education. Despite high levels of English proficiency and Grande Prairie's welcoming community, challenges such as underemployment, the need for credential recognition, and finding a place to live were prevalent. The survey highlighted the necessity for targeted support in employment, housing, and community services to improve the newcomer experience.

The GPICC workshops identified ideas to better support newcomers and their employers, which were categorized into the following categories: recruitment, pre-arrival, arrival, retainment, and integration.

Overall, there was an identified need for better integration practices, including cultural training for employers and more comprehensive support from the community.

ADDITIONAL INSIGHTS

The 2023 Grande Prairie Immigrant Survey and the Grande Prairie Inclusive and Caring Community workshops provide further insights on ways our community can improve newcomer and immigration attraction and retention efforts to enhance economic growth, while also ensuring that newcomers and immigrants have the supports and opportunities in place needed to experience quality of life in Grande Prairie.

To align and build on the existing Regional Workforce Development Research: Attraction and Retention Report 2022-23, it is recommended that the following insights related to economic development and the needs of newcomers and immigrants be incorporated into future planning:

- 1. Attraction:** Enhance recruitment, pre-arrival, and arrival supports for newcomers.
- 2. Retention:** Foster a welcoming and inclusive community where newcomers feel integrated and valued.
- 3. Diversity:** Prioritize diversity and promote workplace cultures within businesses.
- 4. Professional Development:** Provide pathways for job and career advancement, including credential recognition for those that have attained post-secondary education and training outside of Canada and enhance access to training resources.
- 5. Experiential Learning:** Offer newcomers and immigrants opportunities for language acquisition, cultural integration, skill development, social networking, empowerment, cross-cultural understanding, navigating systems and services, and promoting active citizenship, further facilitating their successful integration and adaptation into the Grande Prairie community.

OUR NEXT STEPS

The City of Grande Prairie along with community partners, through the Grande Prairie Local Immigration Partnership Council and Immigrant Advisory Table, is continually working to improve the lives of newcomers and immigrants within our community. This work aligns with all the priorities outlined in the City of Grande Prairie's Strategic Plan, 2022-2025:

- Quality of Life
- Innovative Efficiencies & Economic Readiness
- Inclusive & Caring Community
- Engaging Relationships

It is intended that the information in this report will help to inform the following projects that are already underway, such as:

- Building GPLIP's strategic action plan for 2025-2030, with a focus on improving newcomer and immigrant settlement and integration.

- Updating the GPLIP website to create a centralized hub for immigrant information and resources, tailored specifically for the needs of newcomers arriving in Grande Prairie.
- Developing an immigration and retention roadmap to assist community members and employers with helping to navigate immigrants along the settlement and integration pathway, ensuring that they are connected with the appropriate supports and services.
- Creating an Employee Retention Package-Culture Integration Guide for Employers, including information on the top five cultures in Grande Prairie to build cultural awareness.
- Providing opportunities for employers to attend workshops on immigrant integration and intersectionality, and offering Equity, Diversity, and Inclusion training for employers and service providers.
- Conducting follow-up surveys with Rural Renewal Stream participants (both employers and employees) after 3, 6, and 9 months, designed to better understand the needs of employers and newcomers.
- Collaborating within the organization and with community partners to plan events and learning opportunities for newcomers that support integration.
- Planning networking events and opportunities for employers, service providers, and ethnocultural organizations to showcase successes and future opportunities for community building that will promote integration.
- City Council advocating for the Federal government to provide biometric scanning in Grande Prairie, a necessary requirement for newcomers when claiming or requesting temporary residence, permanent residence, or refugee protection.

The collaborative efforts of the survey and workshops have set the groundwork for progressive strategies that cater to the needs of newcomers in Grande Prairie. With continued focus on enhancing the inclusivity and support structures within the community, Grande Prairie is committed to being a leading city in welcoming and integrating immigrants, contributing to its cultural diversity and economic vitality.

WHY IMMIGRANT ATTRACTION AND RETENTION IS IMPORTANT^{iv}

1. IMMIGRANTS CONTRIBUTE TO THE ECONOMY AND CREATE JOBS FOR CANADIANS.

Immigrants play a crucial role in bolstering Canada's economy and addressing workforce shortages, as most immigrants admitted are under the age of 45. With Canada's aging population and declining birth rates, the workforce is shrinking relative to retirees. This demographic shift underscores the importance of immigrants in filling labor gaps. By 2030, the ratio is projected to be three workers for every retiree, whereas in 1980 it was approximately six workers for every retiree.

Immigrants support the economy through their expenditures on various goods, housing, and transportation. Moreover, they contribute significantly to the tax base, which funds essential services like healthcare and education. Notably, over 60% of immigrants in Canada are selected based on their positive economic impact, addressing skill shortages and job vacancies.

Immigrants undergo rigorous screening processes, including criminal background checks and health assessments, before being admitted into the country. Compliance with the law is essential for maintaining their immigration status, as any criminal activity may lead to deportation.

2. INTERNATIONAL STUDENTS CONTRIBUTE TO THE ECONOMY.

International students make substantial financial contributions to Canada's economy, surpassing \$21 billion annually through their spending and tuition fees. This figure exceeds the revenue generated by key exports such as auto parts, lumber, or aircraft.

3. IMMIGRANT ENTREPRENEURS CREATE JOBS AND IMPROVE FOREIGN TRADE.

Immigrant entrepreneurs play a pivotal role in job creation and enhancing Canada's international trade relations. Their businesses often serve to strengthen trade ties with foreign markets. Moreover, immigrants exhibit a higher propensity for business ownership compared to Canadians born in Canada.

4. IMMIGRANTS ARE AN IMPORTANT PART OF OUR HEALTHCARE SYSTEM.

The healthcare sector in Canada benefits significantly from immigrant contributions, with over 468,000 immigrants employed in healthcare and related fields, according to the 2021 Census.

5. MOST IMMIGRANTS EVENTUALLY BECOME CANADIAN CITIZENS.

A significant proportion of immigrants, approximately 85%, eventually obtain Canadian citizenship, reflecting one of the highest naturalization rates globally.

6. IMMIGRANTS VOLUNTEER AND GIVE BACK TO THEIR COMMUNITIES.

Immigrants actively engage in community service and social organizations, with one-third participating in volunteer activities and two-thirds holding membership in various social groups. These contributions extend beyond the economic sphere, enriching the social fabric of Canadian society.

7. IMMIGRANTS BRING AMAZING CULTURAL DIVERSITY TO CANADA.

Immigrants add a variety of traditions, languages, and viewpoints to Canada, making it culturally rich. This diversity promotes understanding and acceptance among people. It also sparks creativity and innovation, making Canada a dynamic and welcoming place.

GRANDE PRAIRIE 2023 IMMIGRANT SURVEY

The 2023 Grande Prairie Immigrant Survey serves a crucial purpose: to build local knowledge of the immigrant experience to enhance the well-being of newcomers, immigrants, and refugees in our community. The data collected from this survey will be utilized to shape the action plan and ongoing work of the Grande Prairie Local Immigration Partnership (GPLIP), ensuring that services and resources are tailored to meet the specific needs of newcomers.

Moreover, the survey results play a vital role in informing the efforts of municipal government, providing essential insights into areas where support and intervention may be necessary.

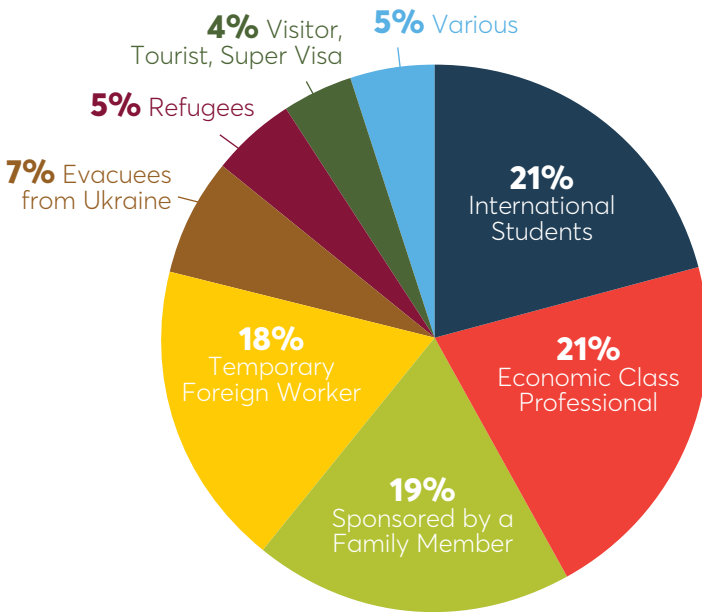
In Grande Prairie, an immigrant survey is conducted every five years as part of the funding commitment with Immigration, Refugees and Citizenship Canada, the immigrant survey serves as a cornerstone for effective community planning and support initiatives.

The City of Grande Prairie extends its sincerest thanks to the 629 newcomers and immigrants that participated in the 2023 survey.

SURVEY HIGHLIGHTS

DEMOGRAPHICS

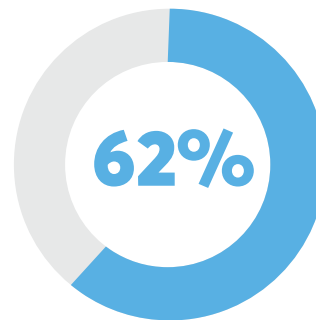
Immigration Status of survey respondents upon arrival in Canada:



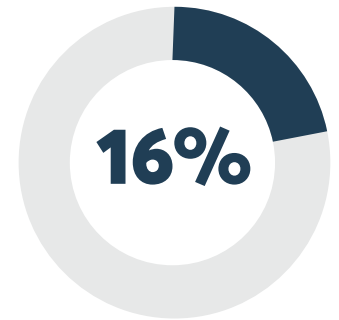
The top three reasons survey respondents live in Grande Prairie:



How long have you lived in Grande Prairie?

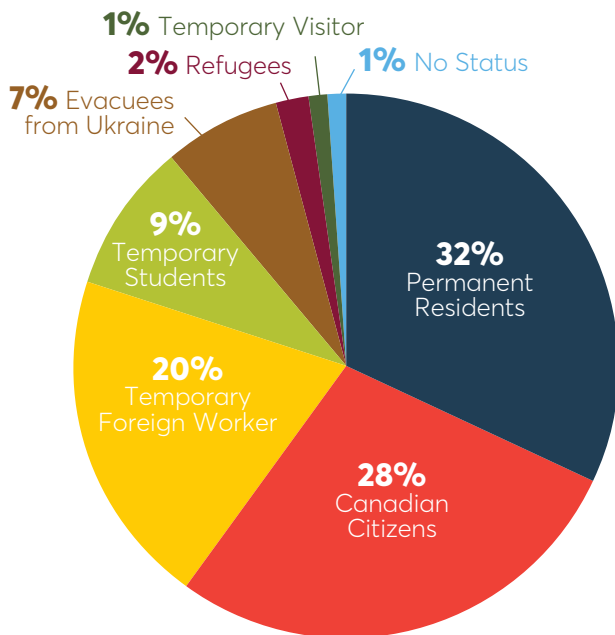


of survey respondents have lived here less than 6 years.

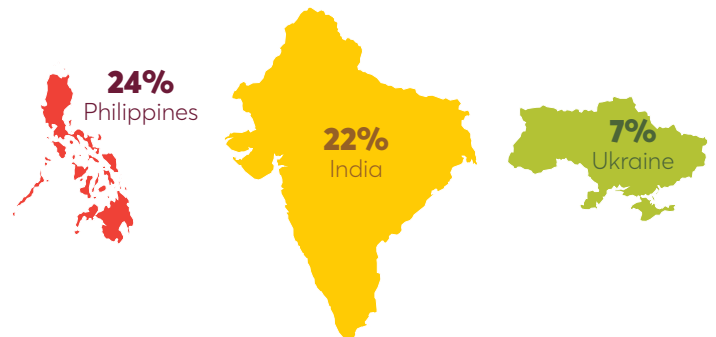


of survey respondents arrived in Canada in 2023.

Current immigration status of survey respondents:



More than 1/2 of the survey respondents (53%) were born in one of the following countries:



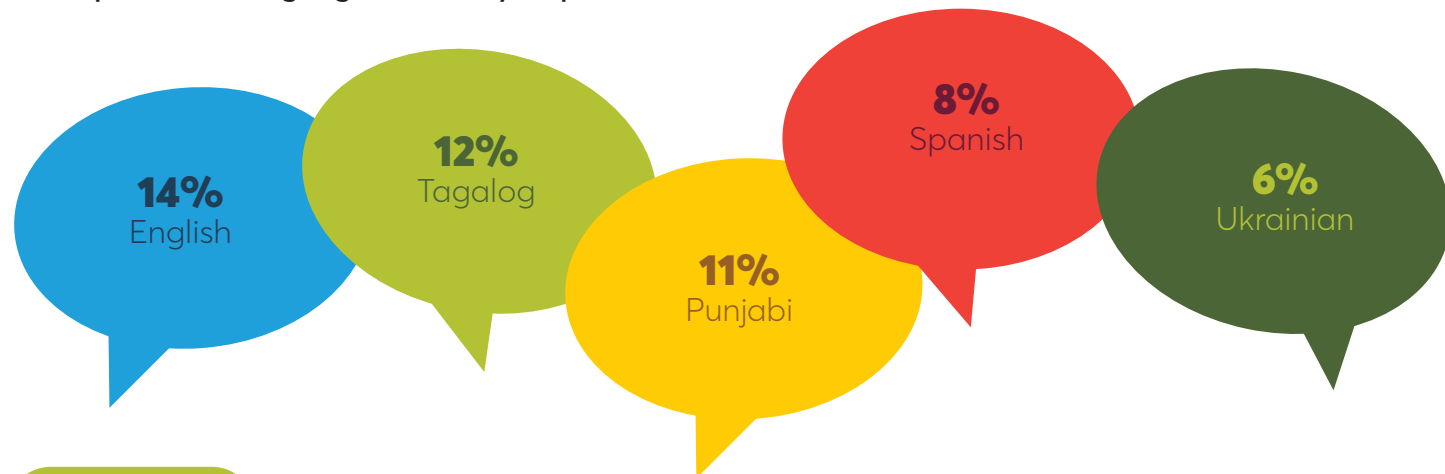
38%

of survey respondents remain undecided as to how long they will live in Grande Prairie.

LANGUAGE AND EDUCATION LEVELS

Immigrants born in approximately 85 unique countries participated in our survey.

The top five first languages of survey respondents:



unique first languages from around the world are spoken by survey respondents

53%
survey respondents are female



17%
of married survey respondents have a partner that was born in Canada

65%
of survey respondents are between the ages of 25-44 years of age



83%
of survey respondents have post-secondary education



25%
of survey respondents [with post-secondary education] received at least part of their post-secondary education in Canada

English language proficiency levels as self-reported by survey respondents:



EMPLOYMENT



72%

of survey respondents [with post-secondary education] work full-time, with an additional 7% owning their own business.

30%

of survey respondents [with post-secondary education] feel that their job does not match their level of skills, experience, and/or education.



The top three problems survey respondents [with post-secondary education] have faced when trying to find employment:

1 I need more work experience

2 My education-credentials are not recognized in Canada.

3 I do not get called for interviews

FOOD SECURITY



of survey respondents [with post-secondary education] often or occasionally face problems with affording food for their household.

BASIC NEEDS & INCOME



57%

of survey respondents have the income to cover their basic needs, but do not have any extra money to save.

USE OF COMMUNITY SERVICES

How many survey respondents report having a good experience with the following community services in the past 12 months?



71.6%

Education/schools



64%

English Language Learning



58.8%

City of Grande Prairie Services



56.3%

RCMP



53.1%

Settlement/Immigration Services



51.4%

Job and/or Skills Training

The top three cited reasons for negative experiences with community services include:

1 I had to wait a long time

2 I did not get the help I needed

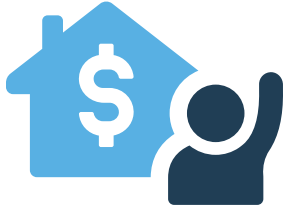
3 It [the service/support] was too expensive



86%

of survey respondents (or their family members) who accessed medical services (hospital, medical clinic, health professional) in the past year and required language interpretation were offered it either in-person or via phone/video.

HOUSING



25%

of survey respondents indicated that they had difficulty finding a place to live in Grande Prairie.



20%

of survey respondents expressed that their current housing situation is not meeting their needs.

BELONGING

The top highlights of living in Grande Prairie:



73%

of survey respondents report being either "very happy" or "happy" with their life in Grande Prairie.

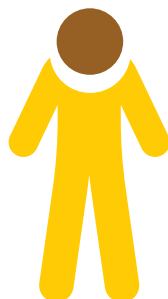


64%

of survey respondents feel like people in Grande Prairie are extremely or very welcoming towards immigrants.

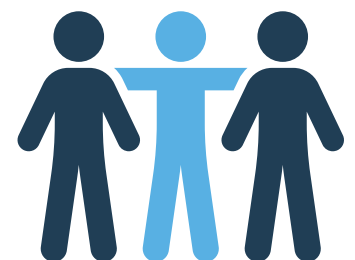
68%

of survey respondents indicated that they sometimes or always feel lonely living in Grande Prairie.



56%

of survey respondents indicated that they felt comfortable in Grande Prairie within less than a year of settling here.

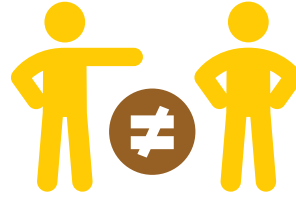


SAFETY



49%

of survey respondents reported feeling safe in Grande Prairie but only because they avoid the areas where they feel unsafe.



33%

of survey respondents indicated that they have been treated unfairly or discriminated against in the past year "often" or "sometimes".

Top cited places or situations where survey respondents say discrimination has occurred:

1 At my job – supervisors, co-workers, clients

2 In a store, bank, or restaurant

3 When applying for a job or promotion

42%

responded that they always feel safe.



CHALLENGES AND SOLUTIONS

The top three challenges faced by survey respondents:



Finding a doctor and other medical services



Financial concerns



Transportation challenges

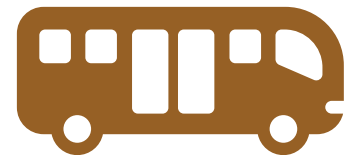
The top three suggestions from survey respondents to improve supports for newcomers and immigrants in Grande Prairie:



More affordable housing



More help finding jobs



More public transit options

COMMUNICATION PREFERENCES

Survey respondents prefer to receive information about community and settlement services through the following:



Facebook



City of Grande Prairie Website



Email

GRANDE PRAIRIE INCLUSIVE AND CARING COMMUNITY INITIATIVE (GPICC)

The City of Grande Prairie's Inclusive and Caring Community Initiative (GPICC) is funded by the Government of Alberta under their Settlement, Integration, Languages program. This two-year initiative (2023-2025) is focused on building community capacity to attract and retain newcomers, educate employers, and enhance service provider knowledge. The goal is to create a welcoming and inclusive community where the voices of everyone are heard, valued, and understood.

GPICC aims to maximize the collective strength of local stakeholders to address the community's needs. Employers, service providers, ethnocultural organizations, and all community members have a role in filling labor gaps, stimulating the economy, and fostering a sustainable ecosystem that places Grande Prairie at the forefront of being an exemplary place to live, learn, work, and play.

GPICC & THE RURAL RENEWAL STREAM

The need to engage specifically with employers and service providers in Grande Prairie is largely due to the City's increased patterns of immigration driven by its designation as a Rural Renewal Stream community. The Rural Renewal Stream program launched in Grande Prairie in July 2022. Under this stream, eligible workers are offered a more direct path to achieving permanent resident status in Canada and offered support in settling in Grande Prairie to help fill identified labour gaps.

By the end of 2023, the Rural Renewal Stream had received over 600 employment opportunity notices from local businesses and the City of Grande Prairie estimates that the program has recruited 594 people to Grande Prairie since its launch in July 2022. With the recent increase in interest in living in Grande Prairie, there is an established and urgent need for the City of Grande Prairie to ensure the region is prepared to welcome and accommodate newcomers. Our goal is to help everyone successfully integrate and experience the quality of life in our community.

GPICC WORKSHOPS

On behalf of the City of Grande Prairie, Urban Matters was contracted to facilitate 10 community workshops (8 in-person and 2 virtual) with employers, ethnocultural organizations, and/or service providers.

The workshops were held in January 2024 with the following goals:

- To identify ways to address barriers to newcomer participation in the community and workforce.
- To increase employer understanding of immigrant needs and perspectives.
- To enhance Grande Prairie's capacity to welcome and support new residents.
- To increase awareness of resources, services, and programs available that relate to newcomer settlement and integration.

WORKSHOP HIGHLIGHTS

The following information summarizes the findings detailed in the full report prepared by Urban Matters, ***What We Heard: Grande Prairie Inclusive and Caring Communities.***

Feedback gathered during the workshops through conversations and an exit survey, allowed Urban Matters to organize what they heard along five key themes related to the needs of immigrants and employers. The main themes are:

- **Recruitment** – Identifying and attracting individuals to immigrate to Grande Prairie.
- **Pre-arrival** – Preparation before physical arrival in Grande Prairie.
- **Arrival** – Welcoming and orienting newcomers to Grande Prairie.
- **Retention** – Encouraging newcomers to stay over the medium to long-term.
- **Integration** – Ensuring social and cultural inclusion of newcomers in Grande Prairie.

RECRUITMENT

- Grande Prairie faces recruitment challenges for newcomers due to the limited types of jobs available to immigrants, leading to underemployment among highly skilled individuals.
- The Rural Renewal Stream program processes are still unclear to many, with a need for increased promotion and clarity on terms and conditions for employers.
- There is a lack of guidance on employment practices such as contract termination, posing uncertainties for both employers and newcomers.

PRE-ARRIVAL

- Training and education programs are needed for both newcomers and employers to navigate employment standards, cultural differences, and communication challenges effectively.
- Employers require guidance on supporting basic needs such as obtaining driver's licenses and healthcare cards, while also expressing interest in cultural inclusion training.
- Clear communication channels between employers, the City, and immigration authorities are crucial to ensure smooth transitions and address concerns such as processing delays and navigating unanticipated needs when immigrants arrive.

ARRIVAL

- Participants identified the necessity for an Immigration Navigator to guide newcomers and ensure adequate support to reduce over-reliance on employers as a source for immigration knowledge.
- Community champions and mentors would be helpful by building trusting relationships and providing continuous support to newcomers beyond formal channels.
- Comprehensive information packages on employment rights, housing, healthcare, and transportation would be helpful, along with improved distribution methods.
- Participants also stressed the importance of clear communication, tracking of immigrant experiences, addressing housing and healthcare concerns, enhancing public transportation, promoting community safety, combating fraud and discrimination, supporting children and youth, facilitating language assistance, fostering interagency collaboration, and encouraging local government participation to create a more inclusive and supportive environment for newcomers.

RETAINMENT

- More social opportunities for newcomers and immigrants through increased activities and partnerships with local attractions can encourage newcomers to engage more in community life.
- Addressing the specific needs of different life stages, such as providing opportunities for youth and young professionals, is crucial for long-term settlement.
- Providing opportunities for knowledge sharing amongst employers could help foster best practices in immigrant retention.
- Employers face challenges in retaining immigrants under the Rural Renewal Stream. The possibility of extending employment requirements and developing incentive programs were suggested.
- Additional supports for immigrants in obtaining professional credentials and providing entrepreneurial support may help address underemployment issues.
- Formal communication and data collection related to immigrants by the City could help keep employers informed and monitor the success of immigrant retainment efforts.

INTEGRATION

- Enhancing cultural celebrations and promoting multicultural events can foster a more inclusive atmosphere, while strengthening partnerships with cultural associations can ensure access to appropriate resources.
- Combatting misconceptions and misinformation about immigration through education campaigns is crucial, as is facilitating civic engagement and promoting mental health and wellness services.
- Addressing cultural inclusion in the workplace and implementing anti-racism initiatives are essential for creating an inclusive environment.
- Community Leaders communicating their support for immigration can enhance immigrants' sense of belonging and contribute to a more welcoming and inclusive Grande Prairie.

WHAT'S NEXT?

The findings from the 2023 Immigrant Survey and Grande Prairie Inclusive and Caring Community sessions underscore the urgency of supporting newcomers in tandem with our community's anticipated economic expansion.

The **Regional Workforce Development Research: Attraction and Retention Report 2022-2023** conducted by Deloitte predicts a 4% increase from 2022 in overall job opportunities to a forecasted 85,167 jobs in northwestern Alberta by 2028.^{vi} The Deloitte report emphasizes the need for robust strategies in **attraction, retention, diversity, professional development, and experiential learning** to support this economic growth.

This report supplements Deloitte's research by offering additional insights into how these strategies can incorporate the needs of newcomers and immigrants:

- **Attraction:** Enhance recruitment, pre-arrival, and arrival supports for newcomers.
- **Retention:** Foster a welcoming and inclusive community where newcomers feel integrated and valued.
- **Diversity:** Prioritize diversity and promote inclusive workplace cultures within businesses.
- **Professional Development:** Provide pathways for job and career advancement, including credential recognition for those that have attained post-secondary education and training outside of Canada and enhance access to training resources.
- **Experiential Learning:** Offer newcomers and immigrants opportunities for language acquisition, cultural integration, skill development, social networking, empowerment, cross-cultural understanding, navigating systems and services, and promoting active citizenship, facilitating their successful integration and adaptation into their new communities.

THE NEXT STEPS

A significant amount of the aforementioned work is already in progress or at the initial stages of planning.

- The data collected from the 2023 Immigrant Survey and the GPICC engagement will be used by the Grande Prairie Local Immigration Partnership (GPLIP) to update their strategy and action plan for 2025 to 2030.
- The City's current funding agreement with the IRCC expires March 31, 2025. The new application under the recent Call for Proposal (CFP) for the April 1, 2025, to March 31, 2030, has been submitted. The application includes a request for extra funding to increase staffing and immigrant programs, including the addition of an Immigrant Well-being Navigator to assist newcomers and immigrants with finding appropriate supports.
- The GPLIP website will be updated to create a centralized hub for immigrant information and resources, tailored specifically for the needs of newcomers arriving in Grande Prairie.
- As a part of the ongoing Grande Prairie Inclusive and Caring Community initiative, the City will be working on an immigration and retention roadmap for employers. This roadmap will provide employers a comprehensive overview of how to better support employees through the recruitment, pre-arrival, arrival stage, including where to refer employees for immigration support, cultural competency and integration materials, and resources to understand the immigration streams.
- An Employee Retention Package-Culture Integration Guide for Employers will be created, including information on the top five cultures in Grande Prairie to build cultural awareness.
- Employers and service providers will be provided with opportunities to attend workshops on immigrant integration and intersectionality, as well as Equity, Diversity, and Inclusion training.
- The City is also conducting follow-up surveys with Rural Renewal Stream participants, both employers and newcomers, to gather and monitor data related to the needs of employers and newcomers.
- Through networking events, employers, service providers, and ethnocultural associations will be able to showcase successes and future opportunities for community building that will promote integration.
- The City is currently involved in advocacy to the Federal government to provide biometric scanning in Grande Prairie for immigrants, removing the barrier for those that would otherwise need to travel to Edmonton to fulfill this requirement.

- The City will share the results of the immigrant survey and engagement between departments to inform and collaborate on ways to enhance City services to meet the needs of immigrants better.
- The City continues to actively work to grow the events in Grande Prairie that highlight and celebrate the contribution of immigrants in our diverse community, including Welcoming Week, Experience GP, Heritage Day, and the International Day for the Elimination of Racial Discrimination in collaboration with community partners.
- GPLIP will collaborate and work with local organizations and ethnocultural associations to organize learning opportunities for newcomers that support integration, such as tours of City facilities, visits to the firehall or police station, fraud prevention campaigns, employment rights and/or financial health presentations, etc.

These efforts aim to create a welcoming and inclusive environment, enhancing the quality of life for newcomers and all residents of Grande Prairie as our community continues to grow and thrive.



CONCLUSION

Grande Prairie is a vibrant city, offering abundant opportunities and amenities to its residents. Its youthful population and friendly residents attract individuals from around the world, contributing to Grande Prairie’s growing cultural diversity.

Through collaborative efforts and insights from the 2023 Immigrant Survey and the Grande Prairie Inclusive and Caring Community workshops, Grande Prairie is steadfast in its commitment to supporting newcomers and immigrants. By gaining a deeper understanding of their needs, we will continue to work towards ensuring that newcomers feel supported and valued as members of our community.

The projects mentioned in **The Next Steps** section will bolster Grande Prairie’s newcomer and immigrant support systems. Our collaborative approach through the Grande Prairie Local Immigration Partnership Council (GPLIP) and the Immigrant Advisory Table (IAT) ensures that we can effectively address the evolving needs of newcomers and immigrants, fostering their seamless integration and success within our community. These collective endeavours not only aim to enhance the quality of life for newcomers, but also contribute to the overall growth and prosperity of Grande Prairie, while furthering our reputation as an inclusive and caring community.

APPENDIX A: SURVEY METHODOLOGY

SURVEY DESIGN

The survey was designed to better understand the needs of newcomers and immigrant living in Grande Prairie. Based on surveys used by similar initiatives across Canada, the survey was customized for our community. Participation by newcomers and immigrants was voluntary and took about 10 to 15 minutes.

The survey platform "Bang the Table" was chosen for the digital survey to allow for translation using the Google Chrome browser into approximately 20 languages, including those commonly spoken in our area like French, Tagalog, Punjabi, Hindi, Arabic, and Ukrainian.

The survey covered diverse topics, including demographic details, language and education levels, employment and income, use of community services, housing, belonging, safety, challenges and solutions, and preferences for communication. It included a mix of multiple-choice and short-answer questions to gather both quantitative data and qualitative insights.

SURVEY AUDIENCE

The survey was available to all immigrants aged 16 or older residing in Grande Prairie, reflecting a diverse range of perspectives and experiences within the immigrant community. Whether recent arrivals or long-established residents who have attained Canadian citizenship, individuals were invited to participate regardless of their arrival date in Canada.

This inclusive approach ensured that the survey captured a comprehensive snapshot of the immigrant population, fostering a deeper understanding of their needs, challenges, and contributions to the community.

We would like to extend our sincerest thanks to all the residents that participated in the survey, as well as those that worked to share the word and ensure that the survey reached as many newcomers and immigrants as possible.

SURVEY PROMOTION & MARKETING

ENGAGE GP WEBPAGE

The survey was available online from September 1st to October 14th, 2023.

The Engage GP webpage for the Grande Prairie Immigration Survey received 2,562 unique visitors during the time, including:

- 1052 informed visitors meaning they viewed important links, visited multiple project pages, or contributed to an engagement tool.
- 629 engaged visitors (who met the criteria) participated in the survey.
- 18 new registered users due to this specific project.

SURVEY MARKETING PLAN

- 5000 – 4x6 postcards advertising the survey were printed for distribution.
- 150 – 11x17 posters were printed for display.
- 40 – 11x17 posters for inside buses were printed for display.
- YouTube paid ads – received 14,330 views.
- Paid Social Media ads – reached 60,879 unique users.
- Social Media posts on City channels (Facebook, Instagram, X, and LinkedIn)
- Advertised on external & internal City digital displays
- The survey link was distributed through various email lists.
- Door-to-door/Business-to-Business promotion to 90 locations through volunteers.
- City of GP Media Release on September 7th.
- Contacting specific local ethnocultural associations (Filipino association, Afghan community, Ukrainian community).

POP-UP EVENTS

- Promotion and support with completing the survey was provided at five events and/or locations:
- Experience GP event
- Sikh Gurdwara
- Northwestern Polytechnic's "Thriving in the City" event
- Grande Prairie Centre for Newcomers
- Grande Prairie Council for Lifelong Learning

At the pop-up events, paper copies of the surveys were made available (English-only), and access to tablets and/or computers were provided, if needed.

INCENTIVES AND PRIZES

As an incentive to complete the survey, participants were provided with the option to provide their personal information

at the end of the survey to be entered into a draw for a chance to win a \$500 gas and grocery gift card.²

Congratulations to the winner of the \$500 gas and grocery gift card: Rachid Oukbil

In addition, smaller draws for welcome baskets were awarded to the following survey participants that completed surveys during select pop-up events.

Experience GP event winner: Omprakash Agarwaw

Sikh Gurdwara winner: Mandeep Auja

Grande Prairie Centre for Newcomers winner:
Rosalinda Mendoza

Grande Prairie Council for Lifelong Learning winner:
Yuliia Makarus

SURVEY RELIABILITY AND LIMITATIONS

SURVEY RELIABILITY

The results from the 2023 Immigrant Survey are reliable as 629 responses were collected, reflecting a strong participation rate from Grande Prairie's immigrant community. This response rate ensures a high confidence level of 99% with a margin of error of 5% for most survey questions.³ This means that the survey results are dependable and offer a solid understanding of the average immigrants' experiences and viewpoints in the area, especially those between the ages of 25 to 44.⁴

SURVEY LIMITATIONS

Please note that while online surveys do offer numerous benefits, such as cost-effectiveness, convenience, and the ability to reach a wide audience quickly, they also come with several limitations:^{vii}

- 1. Limited Accessibility:** Not everyone has access to the internet or may be comfortable using it. This can lead to a biased sample, excluding certain demographics or individuals without reliable technology and/or internet.
- 2. Self-Selection Bias:** Online surveys rely on voluntary participation, leading to self-selection bias. People who choose to respond may have common characteristics or opinions than those who do not, skewing the results.
- 3. Low Response Rates:** Online surveys often suffer from low response rates compared to other survey methods. This can affect the reliability and representativeness of the data, especially if certain groups are more likely to respond than others.
- 4. Limited Question Types:** It is difficult to both ask and

respond to complex questions in a survey format. For example, responses may be limited by the options provided in multiple choice questions.

- 5. Potential for Misinterpretation:** Without someone to clarify questions or provide context, respondents may misinterpret survey questions, leading to inaccurate or incomplete responses.
- 6. Data Security and Privacy Concerns:** Online surveys raise concerns related to data security and privacy, particularly regarding the collection, storage, and transmission of sensitive information. This may result in individuals being reluctant to participate and disclose personal information.
- 7. Digital Literacy and Language Barriers:** Respondents may vary in their digital literacy skills, impacting their ability to navigate the survey effectively. Language barriers can also arise if the survey is not available in multiple languages, or if the translation is inaccurate. It can also lead to incomplete answers on open-ended questions and make it difficult to interpret the response.
- 8. Technical Issues:** Technical glitches, such as website errors or compatibility issues with different devices or browsers, can disrupt the survey process and discourage participation. For example, we did identify that there were technical issues by respondents that attempted to complete the survey with a Samsung mobile phone.
- 9. Bot Responses:** Online surveys are vulnerable to bot responses, which can distort data and compromise survey validity. Detecting and mitigating bot activity is crucial to ensure the accuracy and reliability of survey findings.
- 10. Survey Fatigue:** Respondents may become bored when completing long and/or complex surveys which can negatively impact the quality of the data collected.
- 11. Survey Logic:** Survey data is susceptible if an oversight occurs in the platform's logic, where questions are inadvertently filtered out for some respondents depending on how they responded to the previous question. This can lead to data collection errors.

MITIGATION STRATEGIES

To mitigate the limitations inherent in online surveys, several measures were implemented:

- Grande Prairie Local Immigration Partnership (GPLIP) Council members offered in-person assistance to individuals in completing the surveys, ensuring accessibility for those who

² Any personal information collected during the survey was kept private and confidential, as per the Freedom of Information & Protection of Privacy Act (FOIP).

³ Data Collection Error: Please note that an error in the survey logic inadvertently filtered survey questions 15b to 15f resulting in only respondents with post-secondary education receiving questions related to employment and food security. Therefore, the data collected on employment-related questions and food security likely underrepresents the challenges faced by all immigrants living in Grande Prairie.

⁴ Immigrant youth from 16 to 24, immigrants 65+, and certain immigrant communities are likely underrepresented in the survey results. This indicates that further work is needed to engage with these populations on a more individual basis to uncover specific needs.



may face language or digital barriers. The GPLIP Council members were also instrumental in helping to spread the word of the survey to their clientele.

- The GPLIP Coordinator actively engaged with the community by attending various locations and events across the city to promote survey participation, enhancing outreach efforts.
- Marketing materials emphasized the survey's compatibility with the Google Chrome browser's translation feature, facilitating participation among non-English speakers.
- To identify and filter out potential bot responses, the survey incorporated fill-in-the-blank and open-ended questions, enabling the detection of automated or nonsensical responses.
- Google Translate or ChatGPT were used to translate responses received in different languages. When analyzing the responses, if an open-ended answer was incomplete or unclear, the response to that question was either deleted from the data set or changed to "unknown."

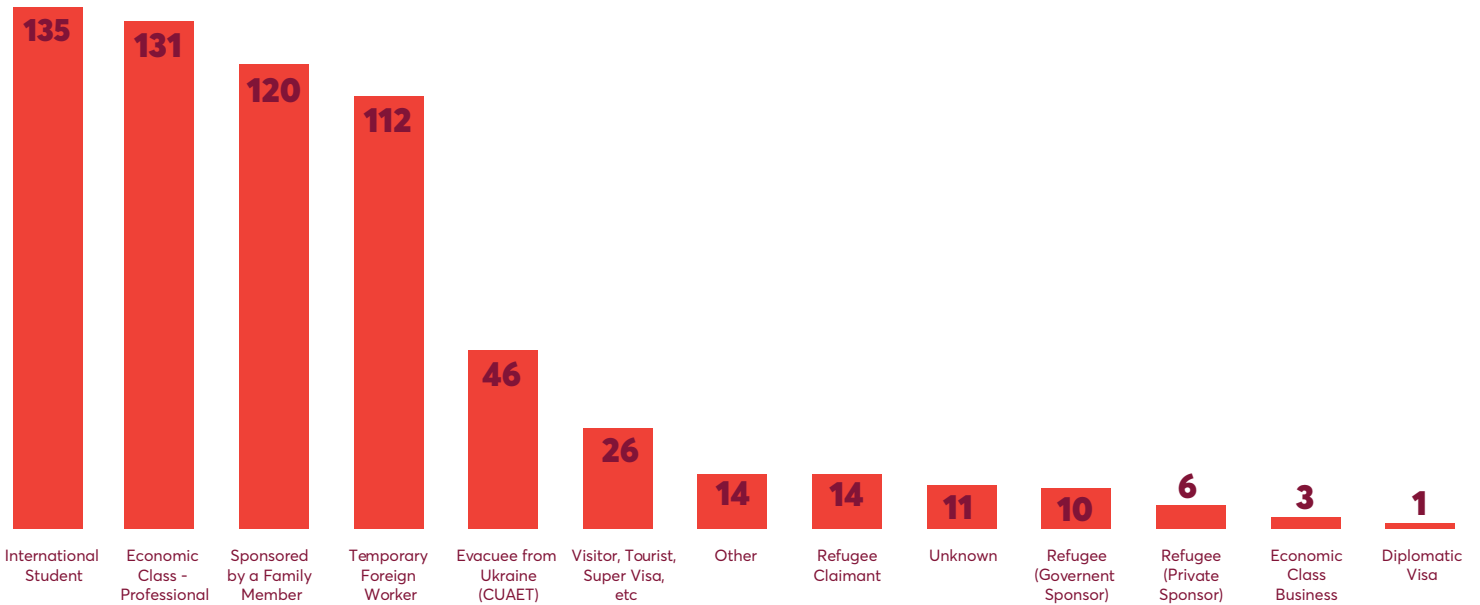
- Measures were established under the Freedom of Information and Protection of Privacy (FOIP) Act to safeguard the confidentiality and security of respondents' personal data, ensuring compliance with privacy regulations throughout the survey process. A FOIP statement was published on the survey.
- The survey data was carefully reviewed and analyzed to check for errors or discrepancies, and data was sorted and categorized as needed. Artificial Intelligence (AI) tools were used selectively and carefully to assist with sorting and summarizing the open-ended questions.
- Unfortunately, data collection errors can occur with digital survey collection platforms. We did identify the error in our analysis and maintained transparency in our reporting to ensure that the data for the four questions (15b to 15f) is not misrepresented.

These strategies collectively bolstered the reliability and inclusivity of the survey, fostering a comprehensive understanding of the immigrant community's perspectives and needs in Grande Prairie despite the identified limitations.

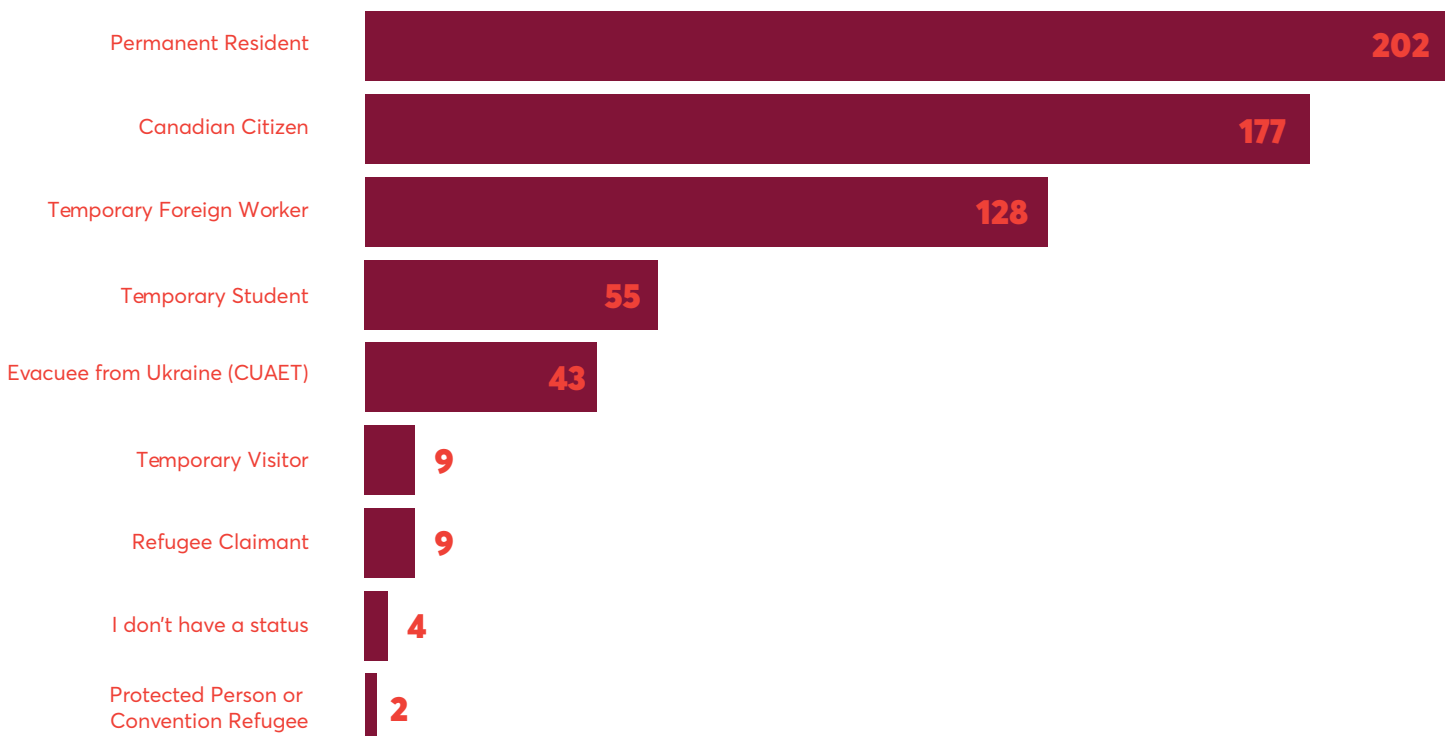
APPENDIX B: SURVEY RESULTS

DEMOGRAPHICS

Q1: TYPE OF IMMIGRANT CLASSIFICATION – UPON ARRIVAL IN CANADA (N=629)

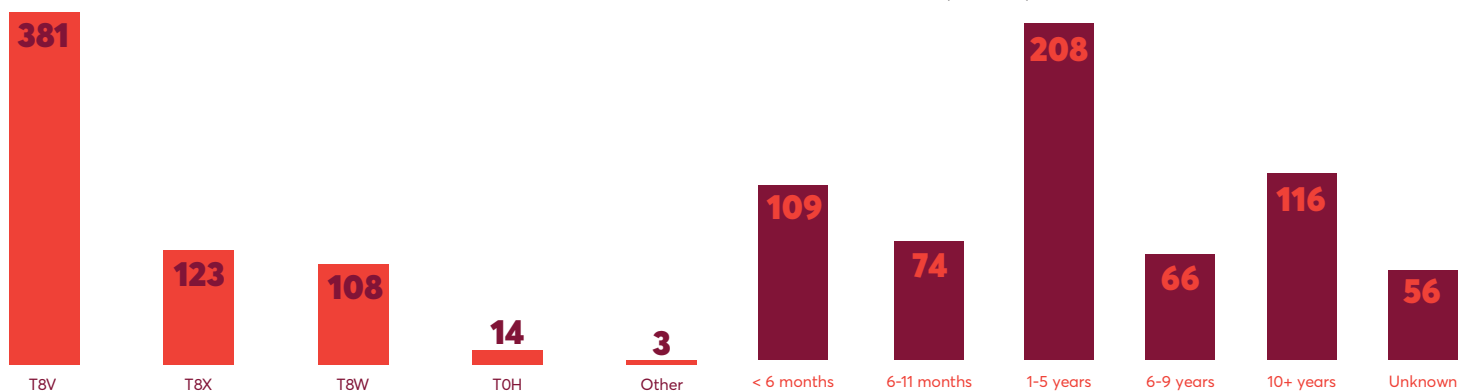


Q2: WHAT IS YOUR CURRENT IMMIGRATION STATUS? (N=629)

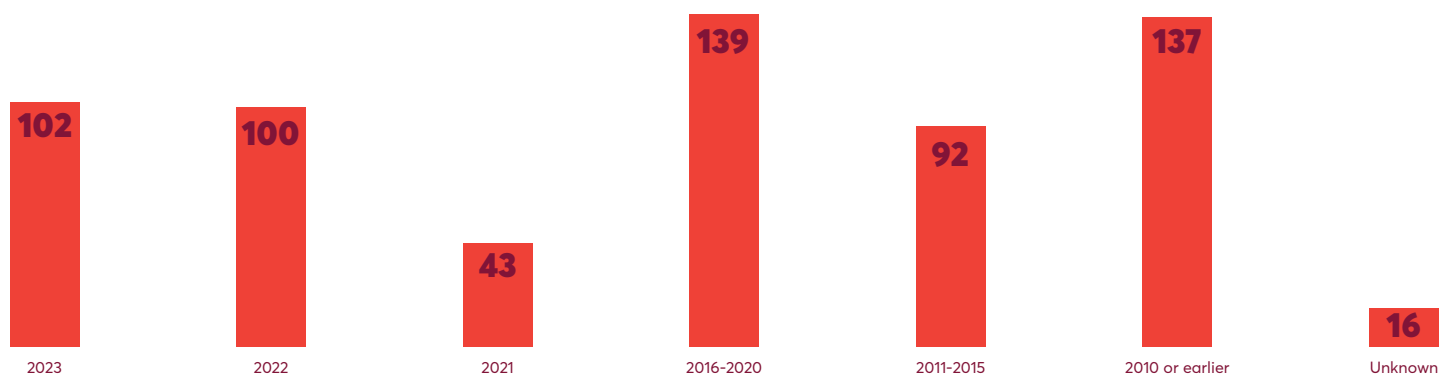


Q3: WHAT IS YOUR POSTAL CODE? (N=629)⁵

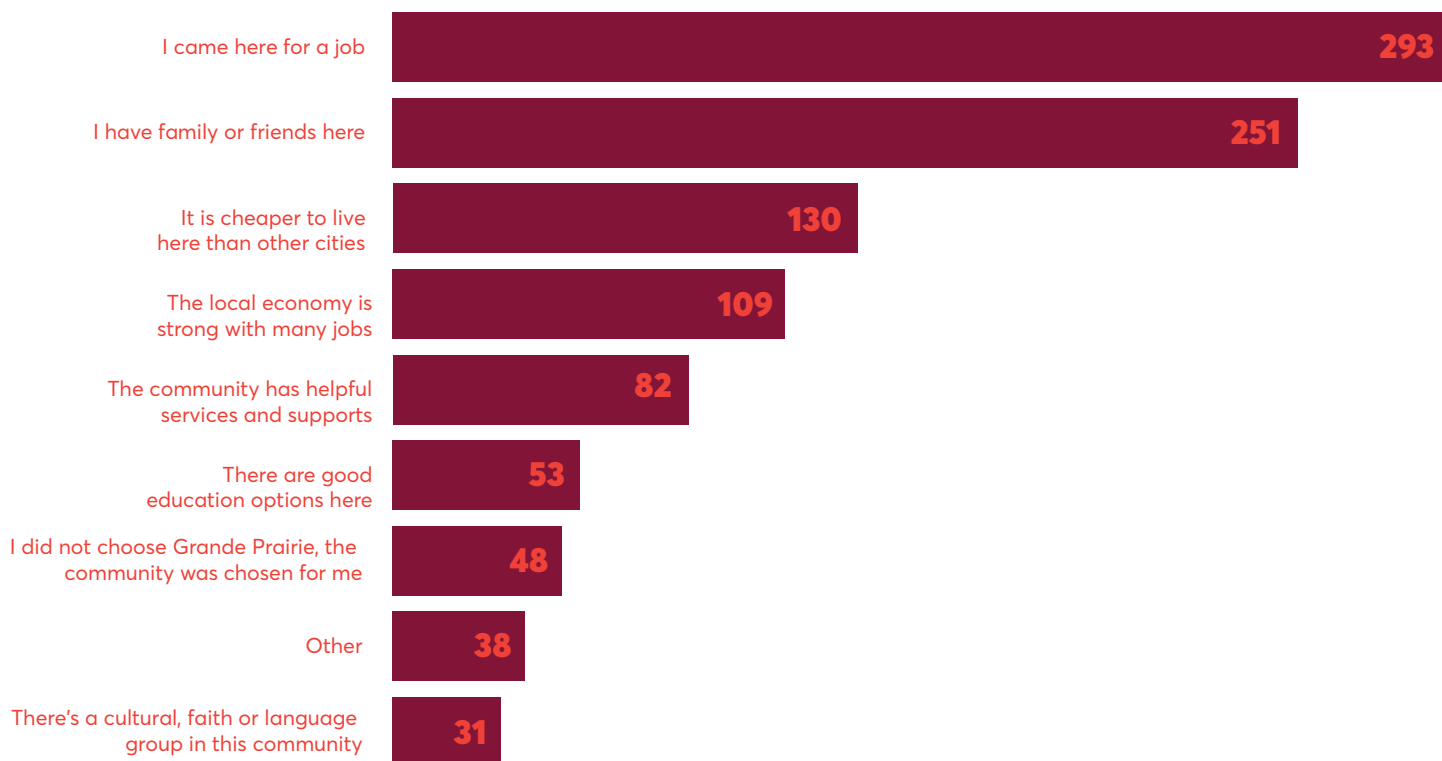
Q4: HOW LONG HAVE YOU LIVED IN THE GRANDE PRAIRIE AREA?⁶ (N=629)



Q5: WHAT YEAR DID YOU FIRST ARRIVE IN CANADA?⁷ (N=629)



Q6: WHY DID YOU CHOOSE GRANDE PRAIRIE? SELECT YOUR TOP 3 REASONS.



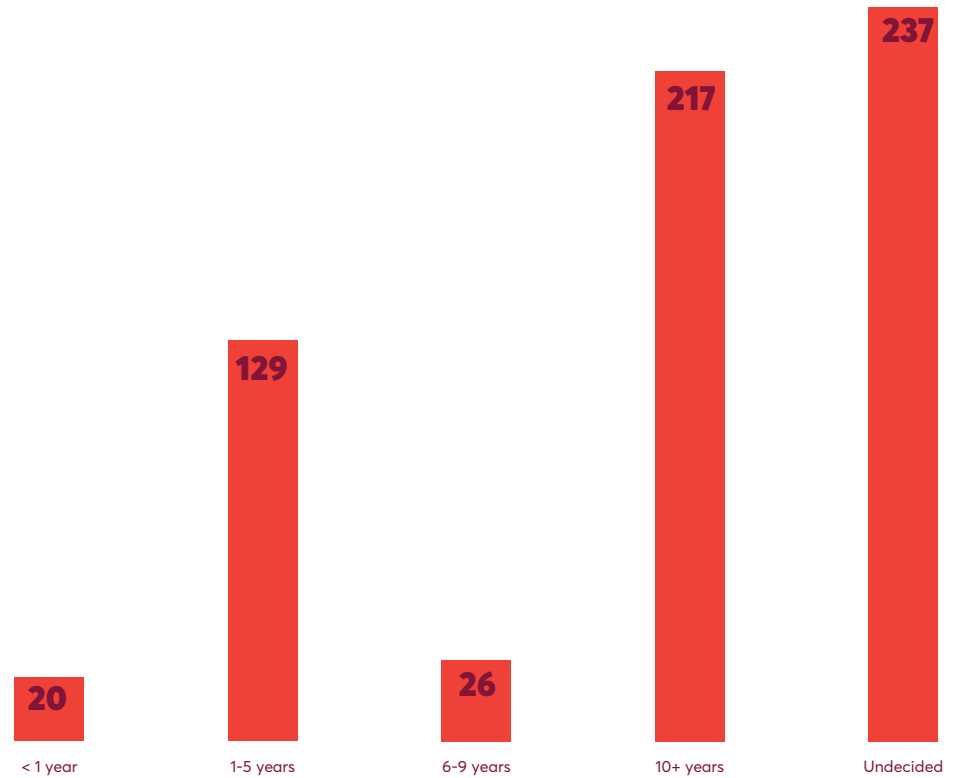
⁵ Survey responses from individuals residing outside of Grande Prairie city limits were not excluded from the survey, in recognition that most settlement services in the area are located within the City. Please see **Appendix C - Forward Sortation Area (Postal Code) Map** for further details regarding the areas of Grande Prairie these postal codes represent.

^{6,7} Please note that unknown responses indicate that the respondent did not clearly answer the question. Thus, the response was categorized as "unknown".

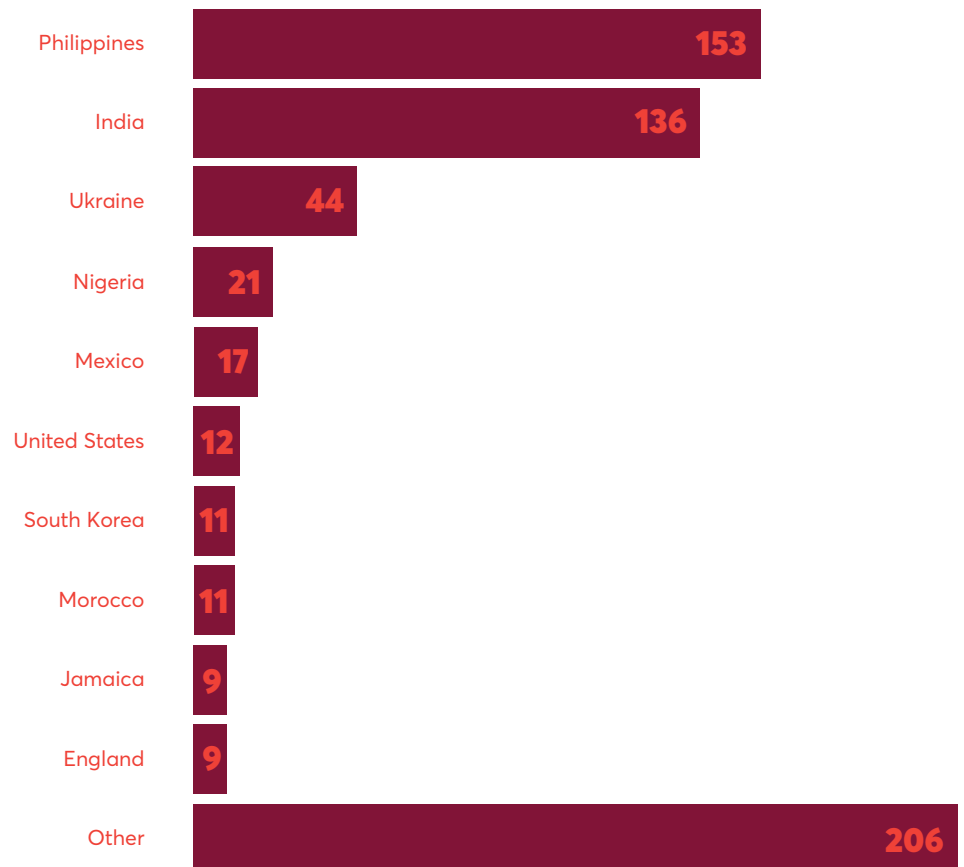
A summary of the types of other responses submitted provide further insight into why the survey respondents chose Grande Prairie:

- A small city atmosphere for raising children
- Opportunity through the Rural Renewal Stream program
- Job opportunities for spouses or partners in various industries
- Lower tuition fees for international students compared to other areas
- Escaping domestic violence and seeking support from organizations like Odyssey House
- Relocation from nearby towns or cities for employment or relationship reasons
- Desire for a larger urban setting with more entertainment options
- Specific job opportunities in fields like welding or pipefitting
- Accompanying a spouse who is an international student
- Sponsorship or support provided through local organizations
- Proximity to where family members work or live
- Romance, such as meeting a partner or spouse in Canada
- Family considerations, such as being closer to children or parents
- Finding employment after separation from a partner

Q7: HOW LONG ARE YOU PLANNING TO LIVE IN GRANDE PRAIRIE? (N=629)



Q8: WHAT COUNTRY WERE YOU BORN IN?⁸ (N=629)

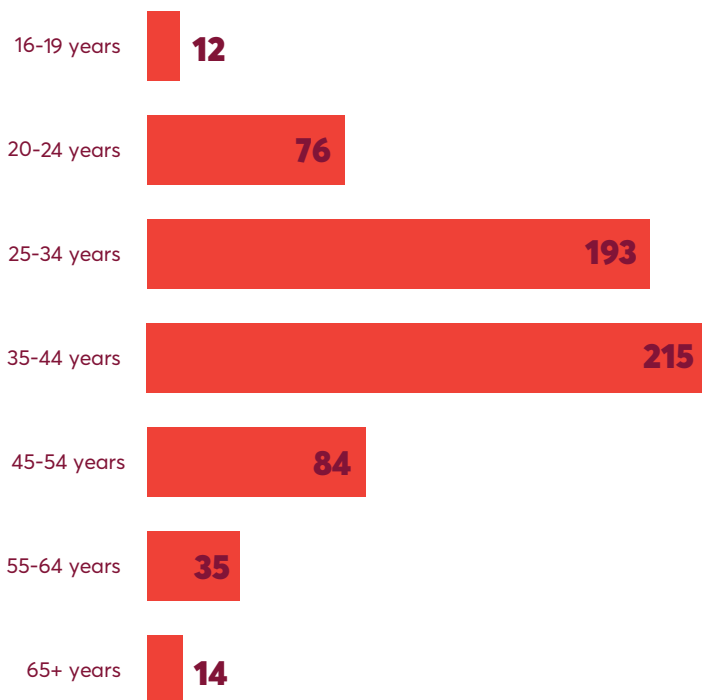


⁸ Please see **Appendix D – Place of Birth by Country and Geographical Region** for a full list of survey responses and details regarding the countries included in "other".

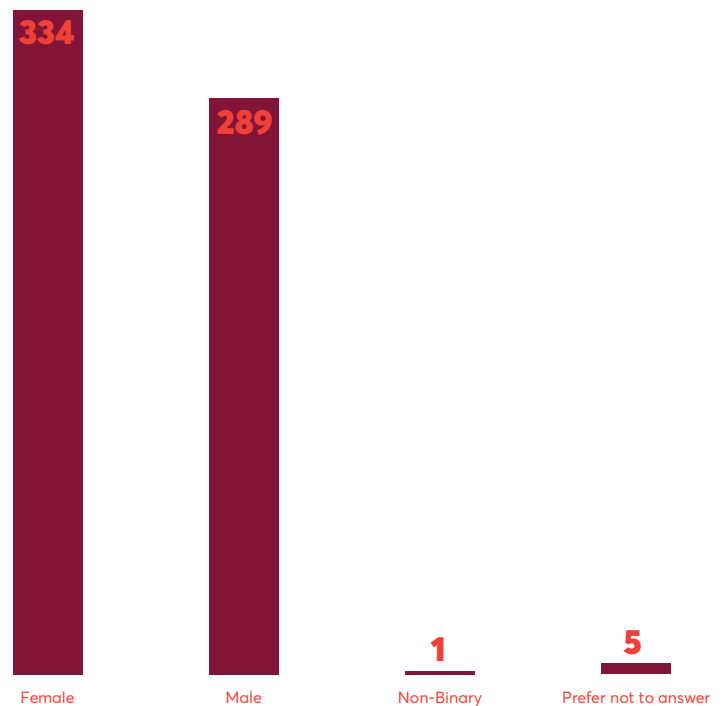
In addition, the “what country were you born in?” responses were further categorized into 19 geographical regions, as approximately 85 unique countries were mentioned. The following map shows where the survey respondents were born by geographical region:



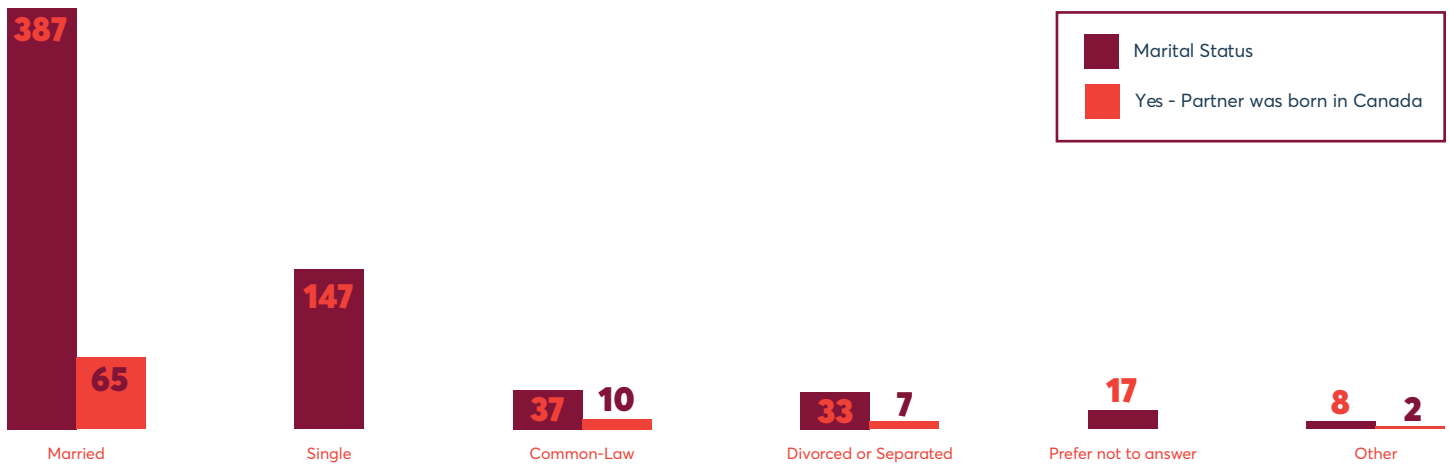
Q9: WHAT IS YOUR AGE? (N=629)



Q10: HOW WOULD YOU DESCRIBE YOUR GENDER? (N=629)

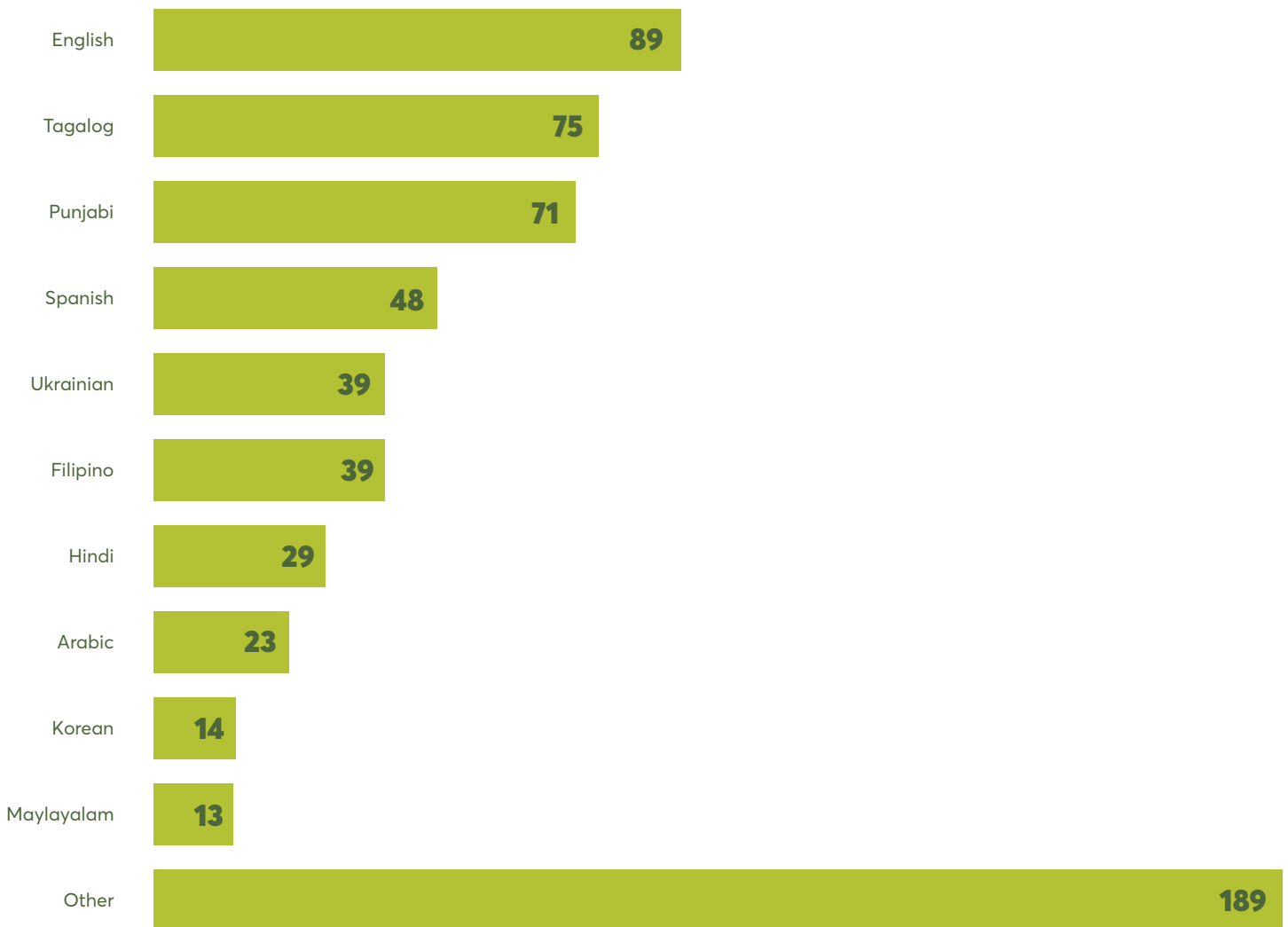


Q11: WHAT IS YOUR MARITAL STATUS? (N=629). IF APPLICABLE, WAS YOUR SPOUSE OR PARTNER BORN IN CANADA?



LANGUAGE AND EDUCATION LEVELS

Q12: WHAT IS YOUR FIRST LANGUAGE (THE FIRST LANGUAGE YOU LEARNED AS A YOUNG CHILD)?⁹ (N=629)



⁹ Please note that this question was fill-in the blank and answers were self-reported. Dialects of the same language were not grouped together. In addition, where the respondent indicated they were bilingual or trilingual, only the language listed first was counted. A full list of the first language responses can be found in **Appendix E – First Languages**.

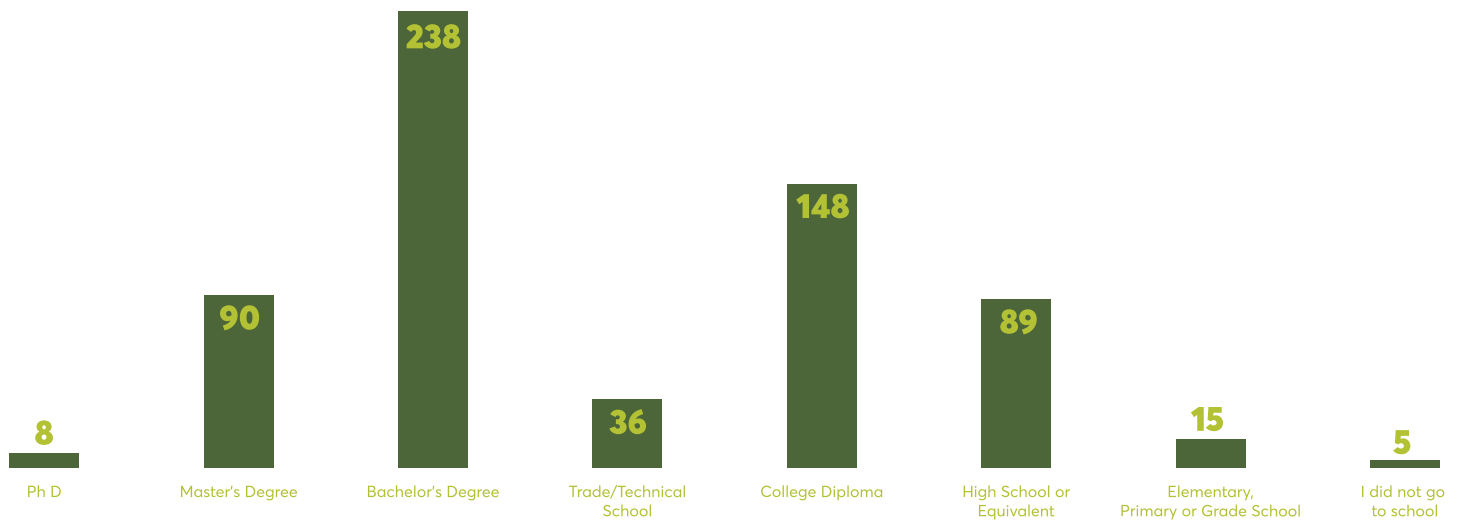
Q13: HOW WELL DO YOU SPEAK, READ, WRITE, AND UNDERSTAND ENGLISH? (N=629)

English Proficiency	Excellent	Good	Fair	A Little Bit	Not at All	Total
Speak	48.0%	37.2%	9.1%	4.9%	0.8%	100.0%
Read	59.9%	27.8%	6.8%	4.6%	0.8%	100.0%
Write	48.3%	35.5%	9.4%	6.0%	0.8%	100.0%
Understand	57.2%	31.0%	7.3%	4.0%	0.5%	100.0%

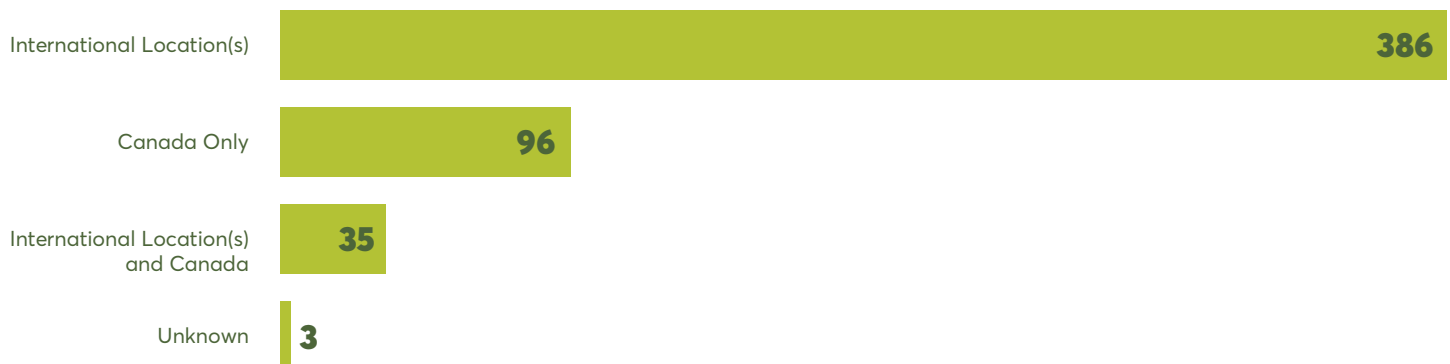
Q14: HOW WELL DO YOU SPEAK, READ, WRITE, AND UNDERSTAND FRENCH? (N=629)

English Proficiency	Excellent	Good	Fair	A Little Bit	Not at All	Total
Speak	4.3%	2.9%	4.1%	14.8%	73.9%	100.0%
Read	4.9%	3.7%	3.8%	12.9%	74.7%	100.0%
Write	4.6%	2.1%	2.9%	9.1%	81.4%	100.0%
Understand	5.1%	2.4%	5.1%	18.0%	69.5%	100.0%

Q15A: WHAT IS THE HIGHEST LEVEL OF EDUCATION YOU HAVE COMPLETED? (N=629)



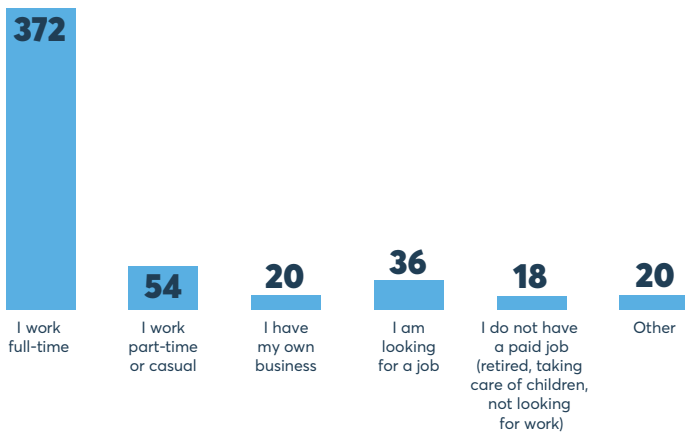
Q15B: IN WHAT COUNTRY (OR COUNTRIES) DID YOU COMPLETE YOUR POST-SECONDARY EDUCATION?¹⁰ (N=520)



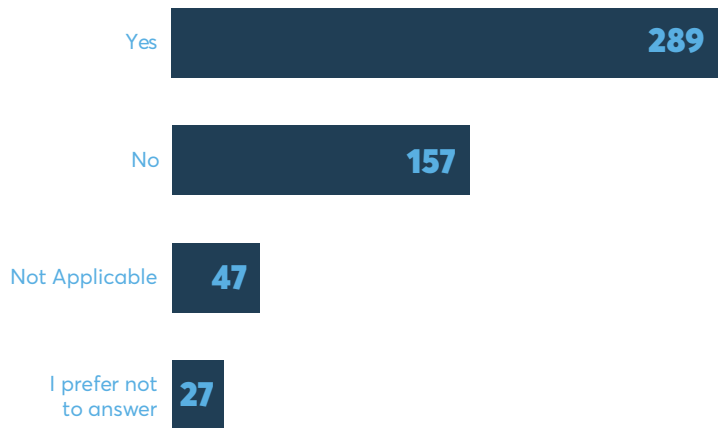
¹⁰ Please see **Appendix F – Post-Secondary Education Locations** for a full-list of countries where survey respondents received their education.

EMPLOYMENT

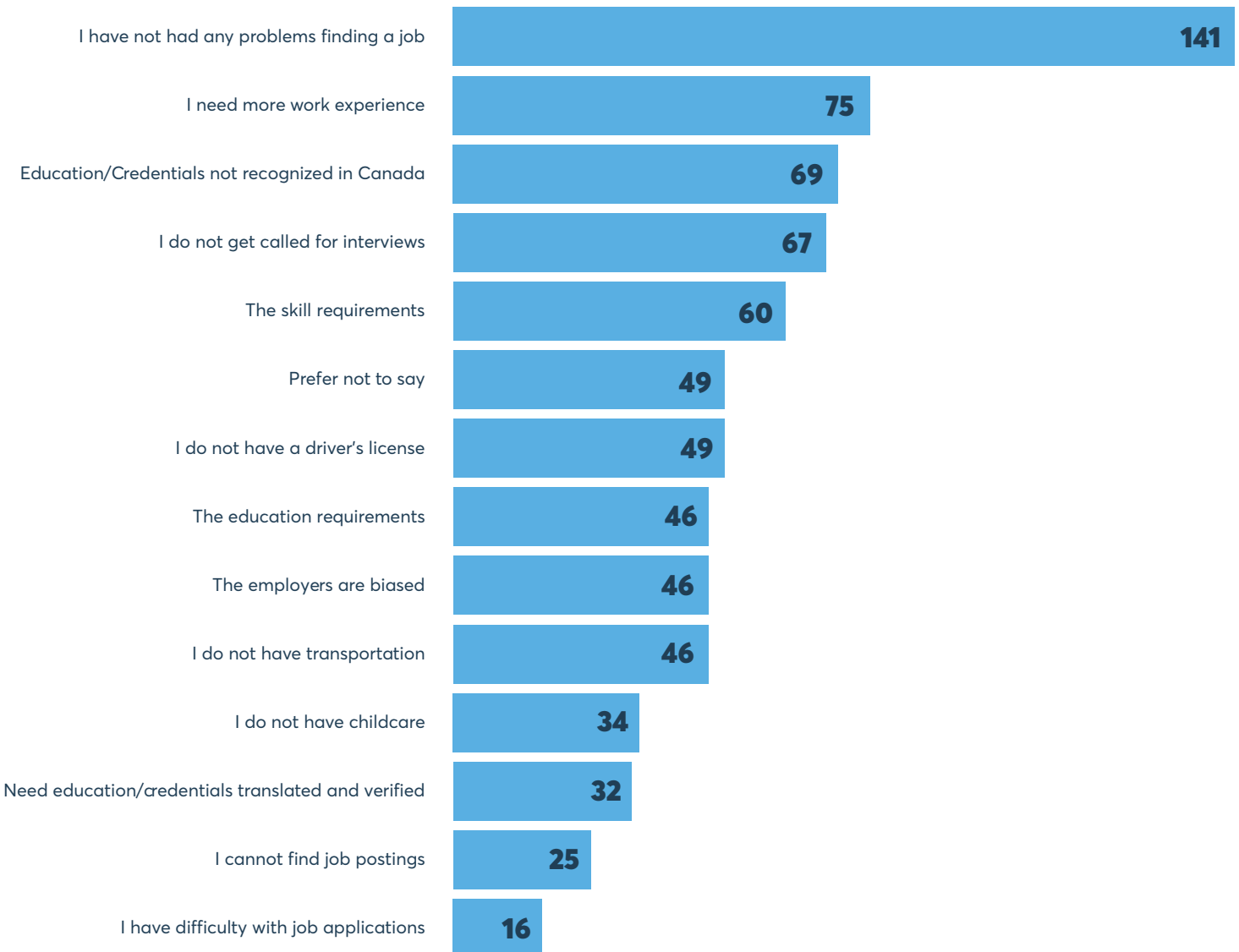
Q15C: WHAT IS YOUR CURRENT EMPLOYMENT SITUATION?¹¹ (N=520)



Q15D: IF YOU HAVE A JOB, DOES IT MATCH YOUR LEVEL OF SKILL, EXPERIENCE, AND EDUCATION? (N=520)¹²



Q15E: IF APPLICABLE, WHAT PROBLEMS HAVE YOU FACED WHEN TRYING TO FIND A JOB?¹³ CHOOSE YOUR TOP THREE CHALLENGES.



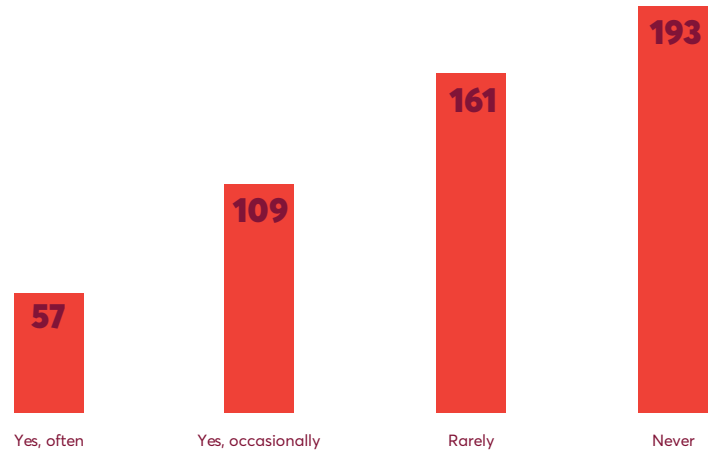
^{11, 12, 13} Please note that due to a survey logic error, only the respondents with post-secondary education received this question.

A summary of other additional barriers faced by immigrants looking for employment in Grande Prairie:

- Credentialing rules requiring further education, which can be financially challenging.
- Difficulty in finding work in the desired field.
- Limited opportunities for advancement or utilizing full skill set within current employment.
- Waiting for work permits, causing delays in securing employment.
- Prejudice and unconscious bias experienced during job searches, such as discriminatory hiring practices and less pay for the same work as a higher paid Canadian.
- Need for upgrading education or qualifications for job security.
- Inconsistent work schedules or lack of full-time employment.
- Spouse or family members facing challenges in finding employment.
- Lack of diversity among employers and unconscious bias in hiring practices.
- Challenges with obtaining necessary permits or documentation for employment.
- Exploitative practices by some employers, such as demanding payment for job offers.
- Racial discrimination and biases against certain ethnicities or religious backgrounds.
- Lack of awareness among employers about immigration processes and streams.
- Preference for hiring permanent residents over immigrants.
- Language barriers and difficulties with translation.
- Allegations of discrimination by governmental institutions or organizations.
- High competition for limited job openings.
- Administrative hurdles and paperwork delays for document processing.

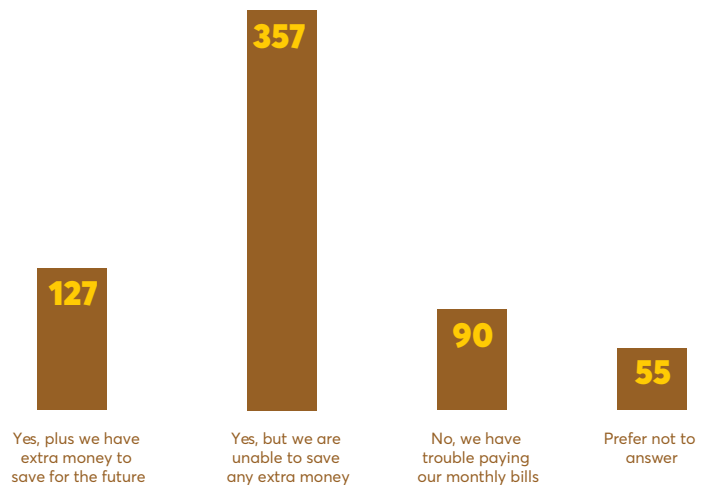
FOOD SECURITY

Q15F: DO YOU PERSONALLY FACE PROBLEMS WITH AFFORDING FOOD FOR YOUR HOUSEHOLD? (N=520)¹⁴



BASIC NEEDS & INCOME

Q16: DOES YOUR HOUSEHOLD INCOME COVER ALL YOUR NEEDS (I.E. FOOD, HOUSING, CLOTHING)? (N=629)



Q17: DO YOU HAVE A DISABILITY (PHYSICAL OR MENTAL), INJURY, OR LONG-LASTING ILLNESS THAT MAKES IT HARD FOR YOU TO WORK? (N=629)



¹⁴ Please note that due to a survey logic error, only respondents with post-secondary education received this question.

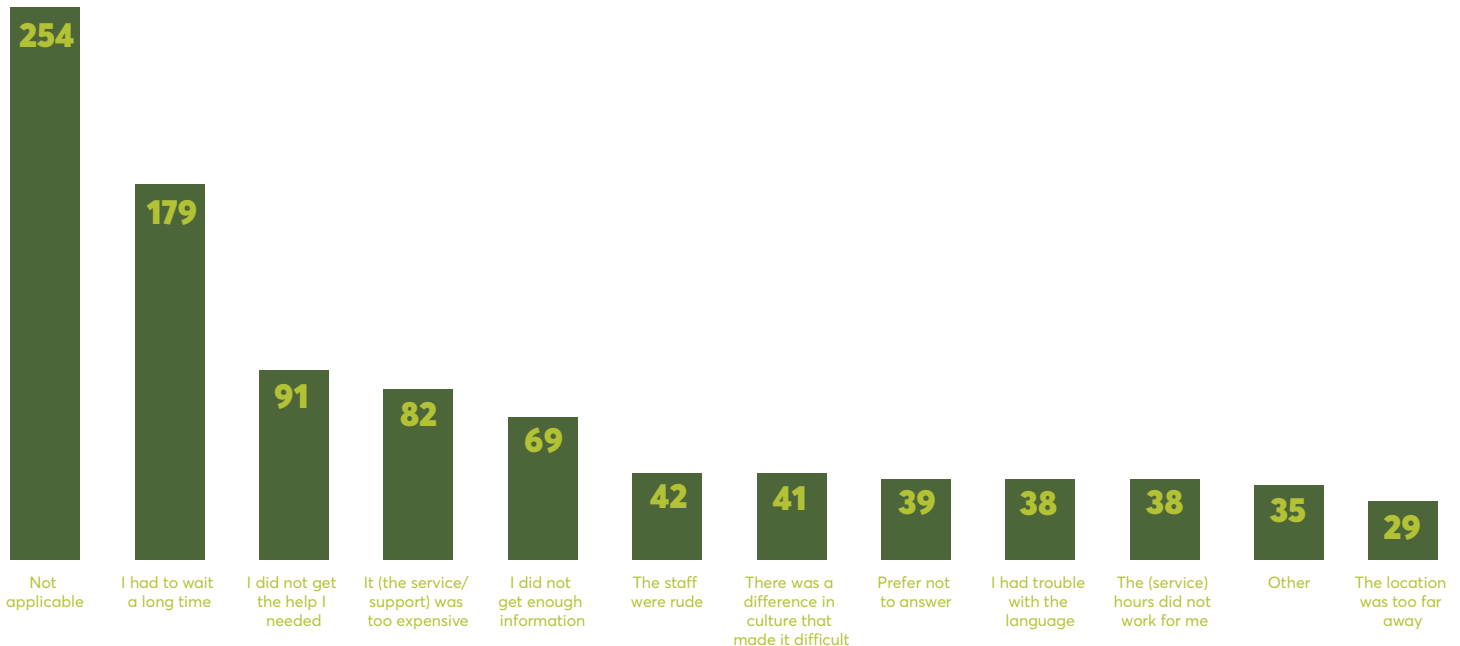
USE OF COMMUNITY SERVICES

Q18A: PLEASE RATE YOUR EXPERIENCE WITH THE FOLLOWING COMMUNITY SERVICES IN THE LAST 12 MONTHS.¹⁵

Community Services	Good	Fair	Bad	Number of Respondents
Education/Schools	71.6%	25.1%	3.3%	N=450
English Language Learning	64.0%	29.6%	6.4%	N=405
City of Grande Prairie Services	58.8%	35.1%	6.1%	N=556
RCMP	56.3%	36.0%	7.6%	N=394
Settlement/Immigration Services	53.1%	34.4%	12.5%	N=433
Job and/or Skills Training	51.4%	39.0%	9.5%W	N=484
Childcare/Daycare	49.2%	32.3%	18.5%	N=260
Mental Health	49.0%	37.2%	13.8%	N=355
Language Interpretation/Translation	48.3%	39.9%	11.8%	N=321
Legal/Courts	47.0%	41.9%	11.1%	N=234
Small Business Supports	44.3%	42.2%	13.5%	N=296
Public Transit	35.5%	36.6%	28.0%	N=465
Medical Care	32.9%	39.9%	27.2%	N=547
Housing Supports	27.5%	48.4%	24.1%	N=403
French Language Learning	23.8%	40.8%	35.4%	N=130

¹⁵ Please note that the ratings related to quality of service are subjective and self-reported. We cannot verify whether respondents only rated services they have accessed in the past 12 months. While respondents should have selected N/A (not applicable) for questions that did not apply to them, there is a possibility that some respondents rated services as 'bad' that they did not have access to and/or did not attempt to access.

Q18B: IF YOUR EXPERIENCE WAS BAD [IN ANY OF THE PREVIOUS CATEGORIES], PLEASE TELL US WHY. SELECT ALL THAT APPLY.



A summary of other challenges faced by immigrants in Grande Prairie regarding access and use of community services can be categorized as follows:

▪ **TRANSPORTATION ISSUES**

- Difficulty accessing services due to lack of personal transportation.
- Public transit concerns, including infrequent buses, limited routes, and anti-social behaviour encountered on the buses.

▪ **HEALTHCARE CHALLENGES**

- Long wait times for medical attention, including emergency care.
- Difficulty finding a family doctor.
- Lack of access to preventative healthcare options.

▪ **EMPLOYMENT AND PROFESSIONAL DEVELOPMENT**

- Difficulty finding employment, including part-time jobs.
- Discrimination in the workplace.
- Challenges in obtaining permanent residency through employment, including changes to the Rural Renewal Stream.
- Limited opportunities for professional development and continuing education locally, necessitating travel to larger cities at personal expense.

▪ **COMMUNITY SETTLEMENT AND SUPPORT SERVICES**

- Need for more mental health services for immigrants to support those that may not feel welcome or are dealing with feelings of isolation.
- Limited settlement services and lack of clear information about available resources for newcomers.
- Need for more language educational opportunities, particularly for business-level English and French language education.

▪ **HOUSING AND FINANCIAL CHALLENGES**

- Difficulty finding affordable housing, especially for families.
- Lack of support or regulation regarding rental prices and property ownership.
- Financial constraints related to obtaining loans.

▪ **DIVERSITY AND INCLUSION**

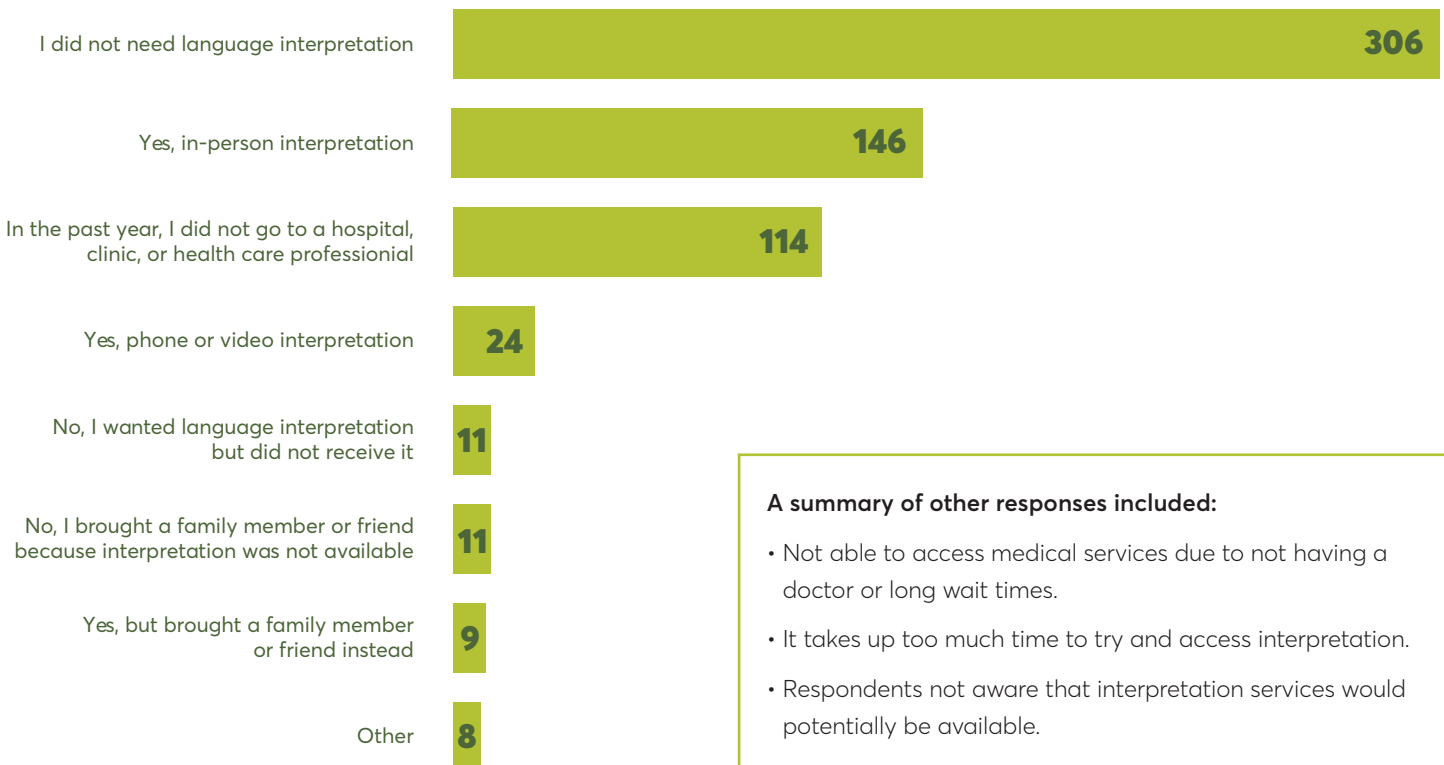
- Need to provide more diversity and inclusion awareness in the community to build more openness, innovation, acceptance of change.

▪ **WINTER WEATHER & ACTIVITIES**

- Winter and adverse weather conditions, such as extreme cold, impact the daily life and activities of newcomers, especially those that have arrived from warm climates.



Q19: IF YOU OR A FAMILY MEMBER WENT TO THE HOSPITAL, MEDICAL CLINIC, OR TALKED TO A HEALTH PROFESSIONAL (E.G. DOCTOR, NURSE, THERAPIST) IN THE PAST YEAR, DID THE CLINIC PROVIDE IN-PERSON OR PHONE/VIDEO INTERPRETATION? (N=629)

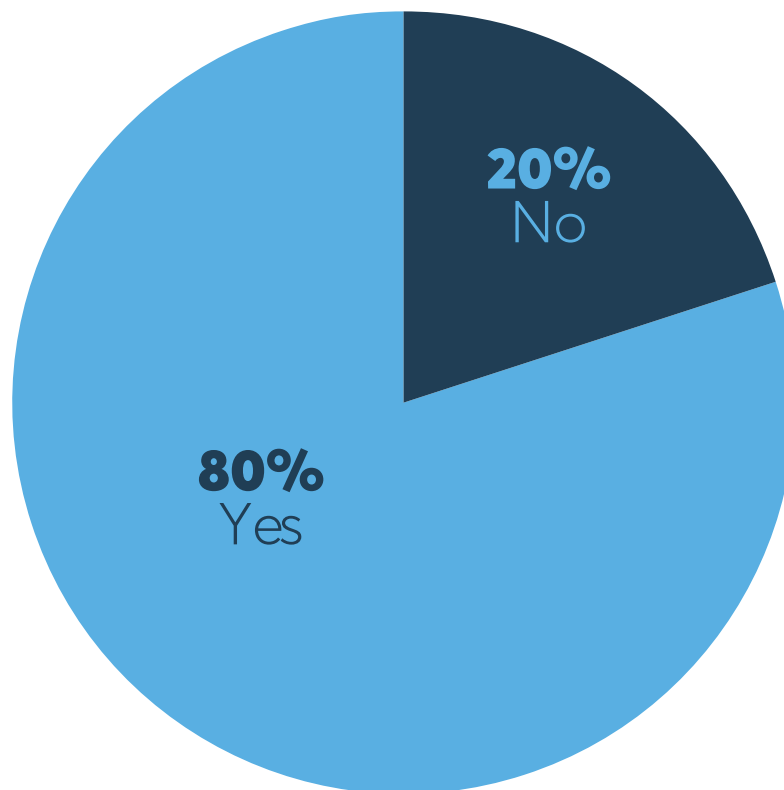


A summary of other responses included:

- Not able to access medical services due to not having a doctor or long wait times.
- It takes up too much time to try and access interpretation.
- Respondents not aware that interpretation services would potentially be available.

HOUSING

Q20: IS YOUR CURRENT HOUSING MEETING YOUR NEEDS? (FOR EXAMPLE, ARE THERE ENOUGH BEDROOMS? IS IT IN GOOD REPAIR? CAN YOU AFFORD IT WITH YOUR OTHER EXPENSES?) (N=629)



A summary of the main reasons housing may not be meeting respondents' needs:

▪ FINANCIAL CONSTRAINTS

- Limited income, difficulty affording rent, utilities, and other expenses.
- Rent increases over time making housing unaffordable.
- High property taxes and condominium fees.
- Insufficient savings for repairs, renovations, or emergencies.
- High cost of living relative to income levels.
- Difficulty saving money due to high expenses.

▪ HOUSING QUALITY AND SUITABILITY

- Inadequate living space for growing families or specific needs (e.g., more bedrooms, bathrooms).
- Lack of furnished accommodations or need to purchase additional items.
- Issues with housing conditions such as cleanliness, repairs, or maintenance.

- Safety concerns (e.g., broken locks, unsafe neighborhood).
- Lack of essential amenities being included (e.g., heating, laundry facilities).

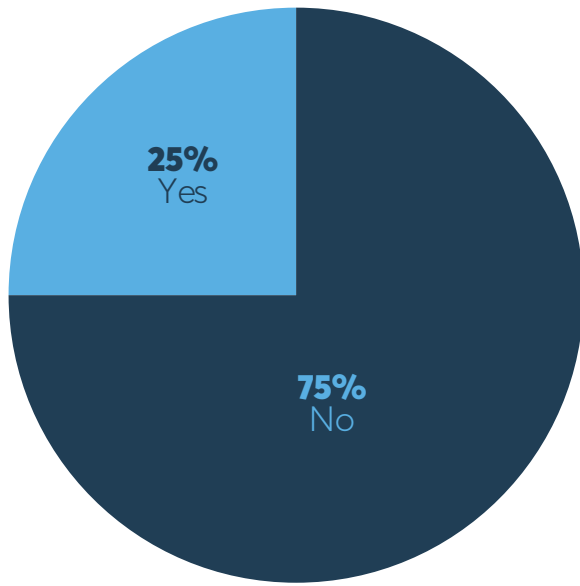
▪ RENTAL MARKET CHALLENGES

- Limited availability of affordable housing options.
- High rental rates and limited rent support programs.
- Unpredictable or unfair rent increases.
- Poor management of rental properties.
- Discrimination against pet owners or larger families.

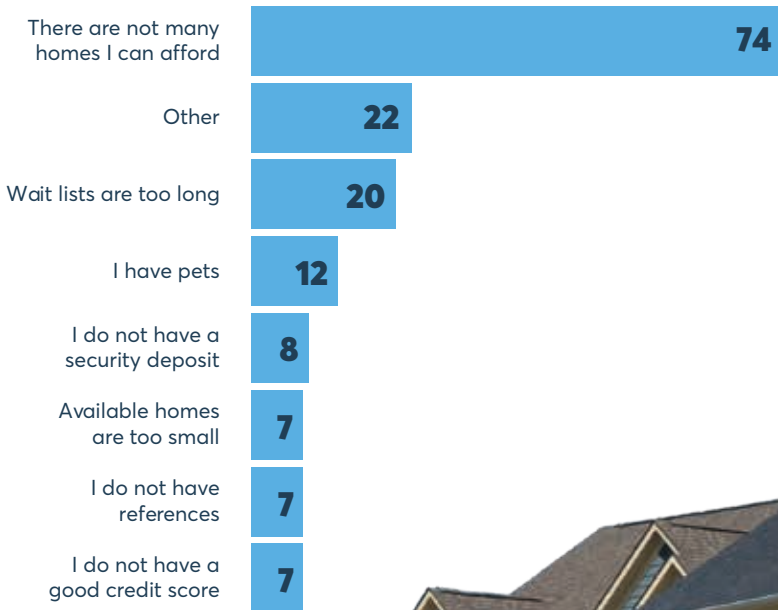
▪ FINANCIAL SYSTEM CHALLENGES

- High interest rates affecting ability to afford housing or other expenses.
- Perception of financial system as exploitative or trapping individuals in debt.
- Lack of government assistance or support for housing costs.

Q21A: DID YOU HAVE ANY DIFFICULTY FINDING A PLACE TO LIVE IN GRANDE PRAIRIE? (N=629)



Q21B: FOR THE 25% OF RESPONDENTS (N=157) THAT INDICATED THAT THEY HAD DIFFICULTY FINDING A PLACE TO LIVE, THESE WERE THE PREDOMINANT REASONS:



Examples of why survey respondents may have had difficulty finding a place to live in Grande Prairie:

- "As an international student, I need a home that is near to my school."
- "Bought a home because rent was higher."
- "I moved to Grande Prairie during winter, and it was difficult to find vacant apartments that I like."
- "No one wants to rent [out] housing without a work certificate."
- "Taxes are too high."
- "The homes we visited are mostly old, and new ones are too expensive."
- "The search options did not help me to find a place at the beginning and I had to take an option from an abusive person who charged me a lot for the place that was in poor condition."
- "There are not many rental options. We can't obtain a mortgage without permanent residency or at least that is what the banks are telling us."
- "There are not many new apartment buildings in Grande Prairie."
- "They did not want to rent to us if we cooked with a lot of spices."



BELONGING

Q22: WHAT DO YOU LIKE BEST ABOUT GRANDE PRAIRIE?¹⁶ (N=629)

1. COMMUNITY AND PEOPLE

- Many respondents appreciate the sense of community and the friendly, helpful nature of the people in Grande Prairie.
- People describe Grande Prairie as a small, welcoming town with a strong community spirit.

2. CONVENIENCE AND ACCESSIBILITY

- Residents value the ease of getting around the city, with short commute times and accessibility to amenities.
- Grande Prairie's small size makes everything easily accessible within a short distance, especially in comparison to larger cities.

3. JOB OPPORTUNITIES AND ECONOMY

- Job opportunities and economic stability are significant factors drawing people to Grande Prairie.
- Grande Prairie's growing economy and availability of jobs are mentioned positively by many respondents.

4. FAMILY-FRIENDLY ENVIRONMENT

- Grande Prairie is perceived as a great place to raise a family, with amenities and activities suitable for children and teenagers.
- The sense of safety and the peaceful environment contribute to Grande Prairie's appeal as a family-friendly city.

5. NATURAL BEAUTY AND RECREATION

- The natural beauty surrounding Grande Prairie, including parks, trails, and recreational opportunities, is highly valued by residents.
- Respondents appreciate the proximity to nature and the availability of outdoor activities.

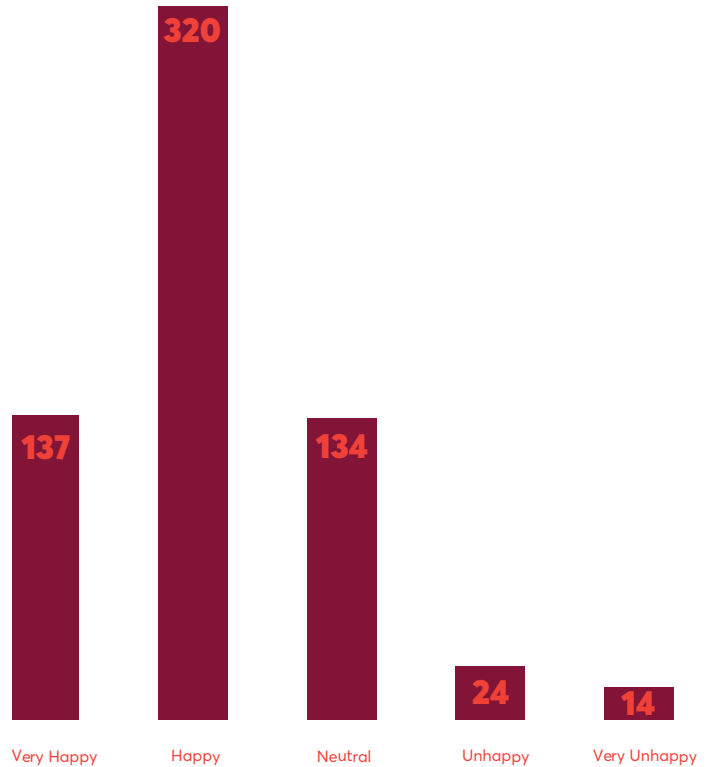
6. CULTURAL DIVERSITY AND AMENITIES

- Grande Prairie's cultural diversity, along with its amenities such as shopping centers, restaurants, and educational institutions, enriches the community.
- Residents appreciate the variety of services and facilities available in Grande Prairie, contributing to its overall livability.

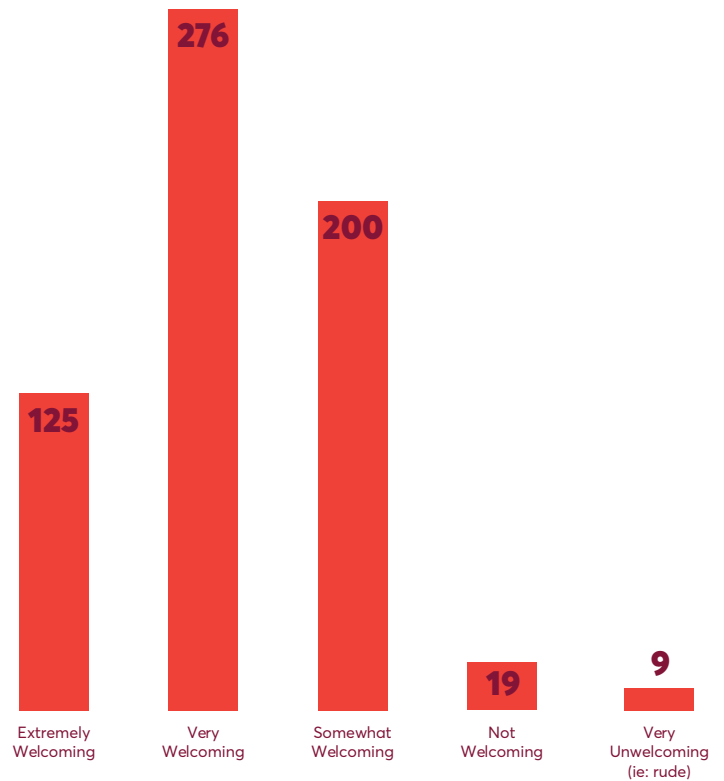
7. COST OF LIVING AND AFFORDABILITY

- Some respondents highlight the affordability of housing and living expenses compared to larger cities, making Grande Prairie an attractive place to reside.
- The cost of living and accessibility to essential services such as healthcare and education are mentioned positively.

Q23: HOW HAPPY ARE YOU WITH YOUR LIFE IN GRANDE PRAIRIE? (N=629)



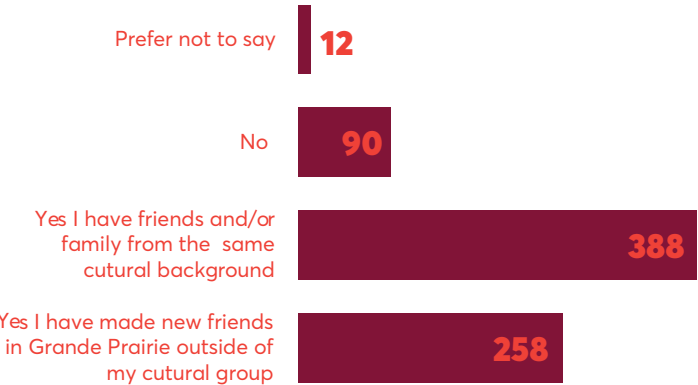
Q24: HOW WELCOMING ARE THE PEOPLE IN GRANDE PRAIRIE TOWARDS IMMIGRANTS? (N=629)



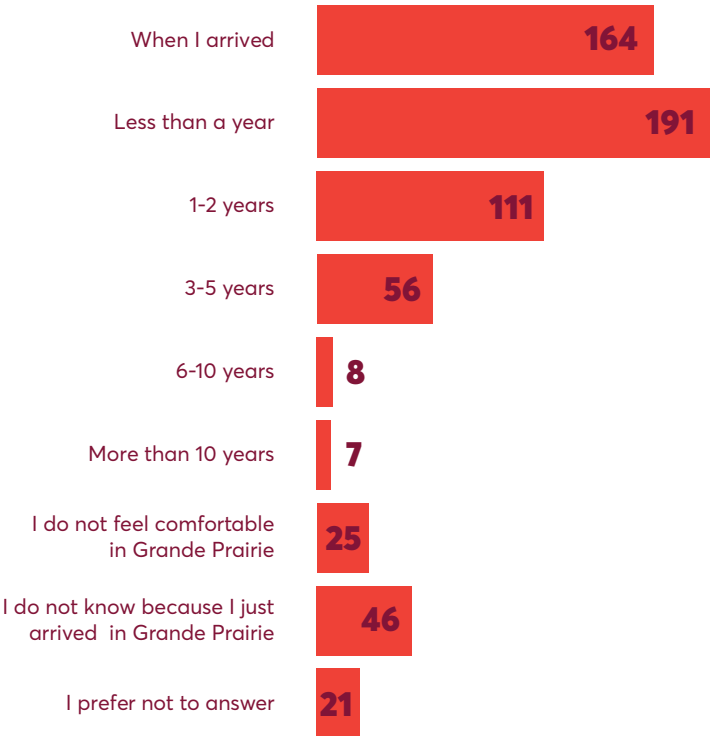
¹⁶ The responses to this question were categorized, summarized, and ranked in order of popularity.



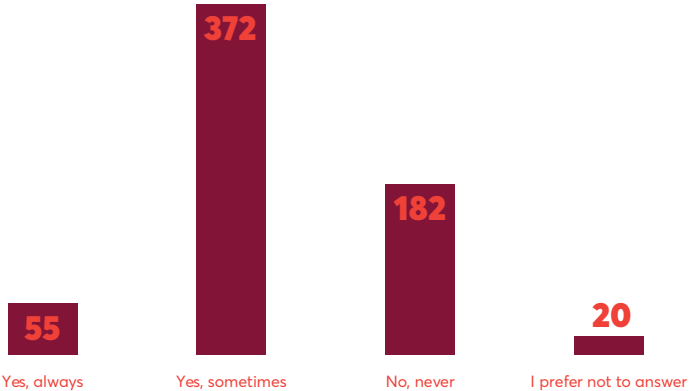
Q25: DO YOU HAVE FRIENDS AND/OR FAMILY THAT YOU ENJOY SPENDING TIME WITH IN GRANDE PRAIRIE? SELECT ALL THAT APPLY.



Q26: HOW LONG DID IT TAKE YOU TO FEEL COMFORTABLE IN GRANDE PRAIRIE? (N=629)

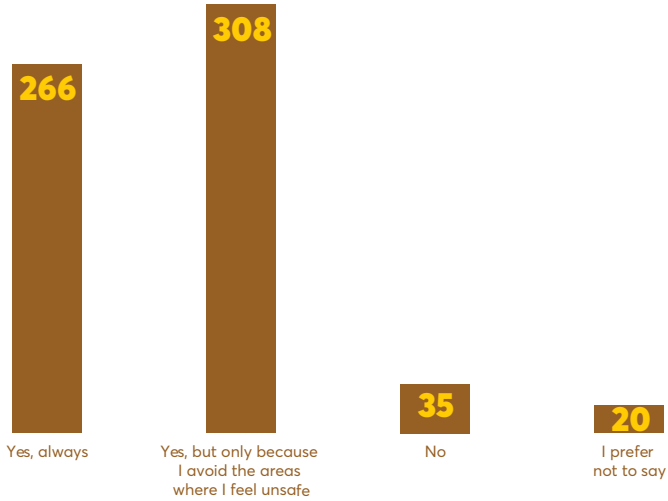


Q27: DO YOU EVER FEEL LONELY LIVING IN GRANDE PRAIRIE? (N=629)



SAFETY

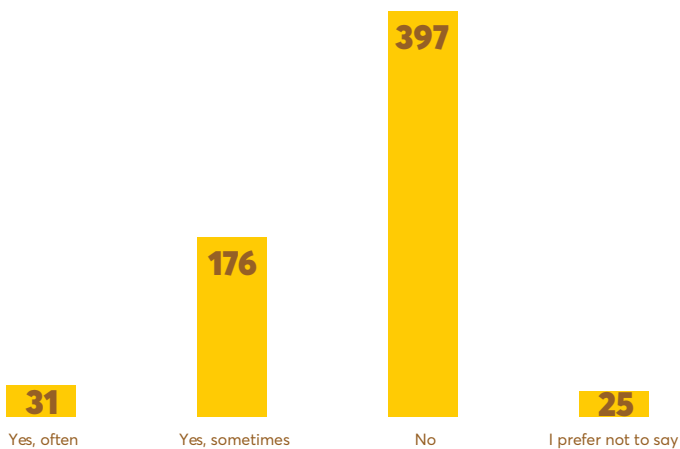
Q28: DO YOU FEEL SAFE LIVING IN GRANDE PRAIRIE?
(N=629)



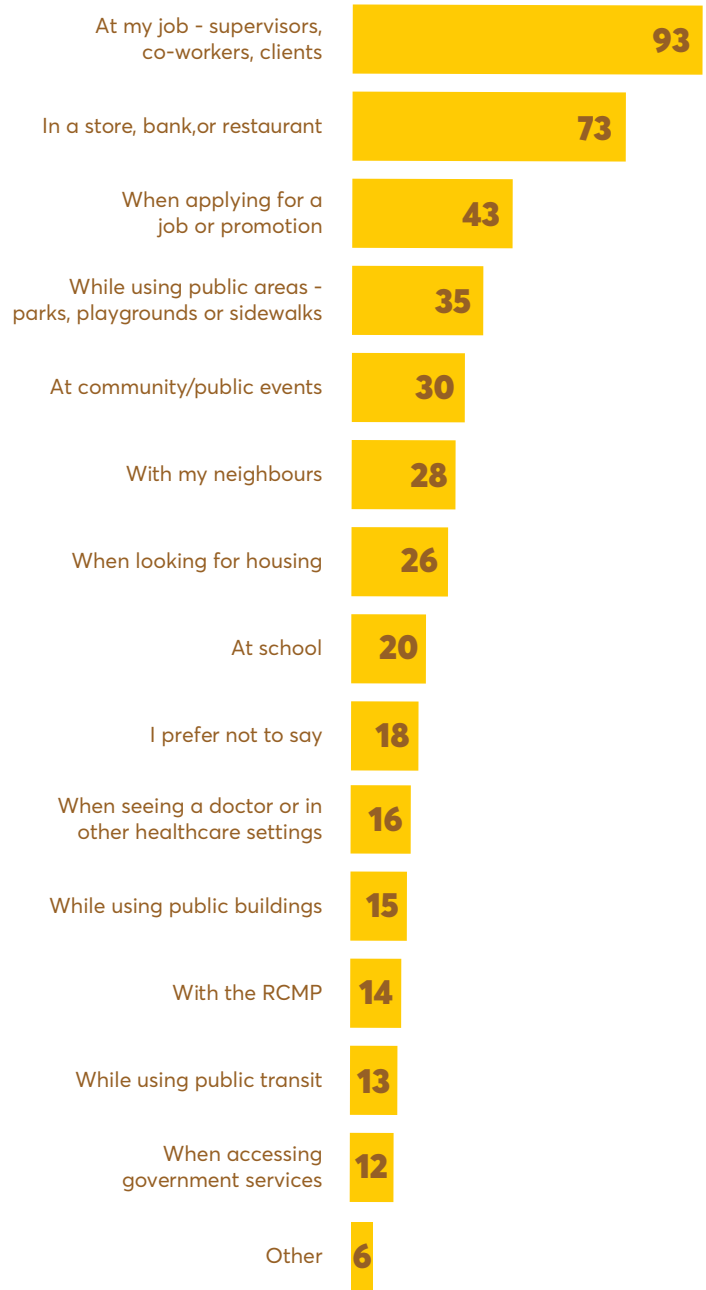
A summary of the additional details survey respondents provided to explain why or where they feel unsafe in Grande Prairie:

- Most comments related to the number of unhoused Grande Prairie residents and the associated issues in the downtown area or parks.
- The perception that there is a high amount of theft and vandalism in Grande Prairie is also an issue, and many respondents did provide stories of their personal experience with theft.
- Concerns over substance use in public settings.
- Feeling unsafe walking at night.

Q29A: IN THE PAST YEAR, HAVE YOU BEEN TREATED UNFAIRLY OR DISCRIMINATED AGAINST BY OTHERS IN GRANDE PRAIRIE? (N=629)



Q29B: IF YOU EXPERIENCED DISCRIMINATION, WHERE DID IT HAPPEN? SELECT ALL THAT APPLY.

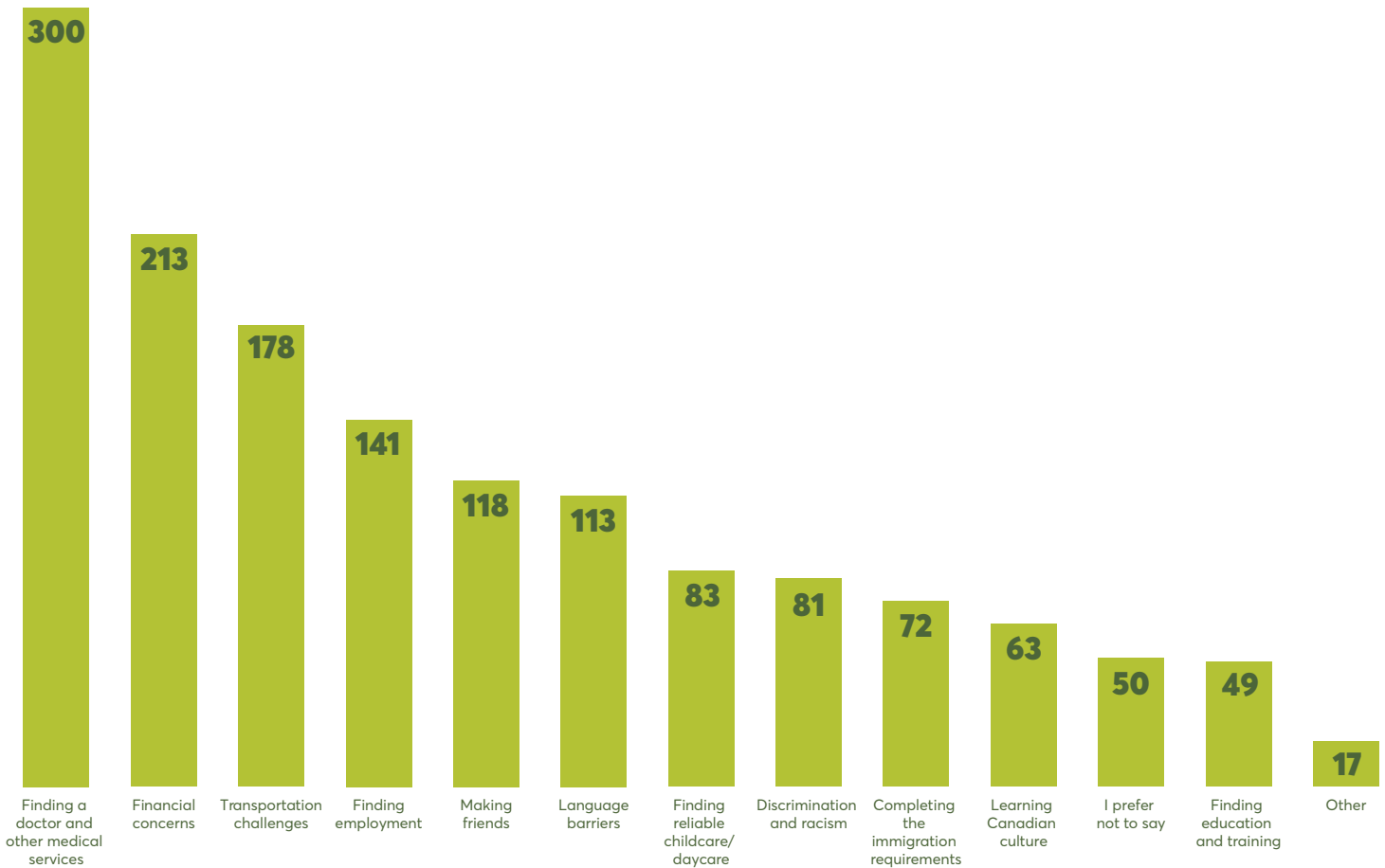


A summary of the other locations and situations where discrimination has occurred in Grande Prairie:

- On the phone
- In online, social media groups
- Church
- Childcare settings

CHALLENGES AND SOLUTIONS

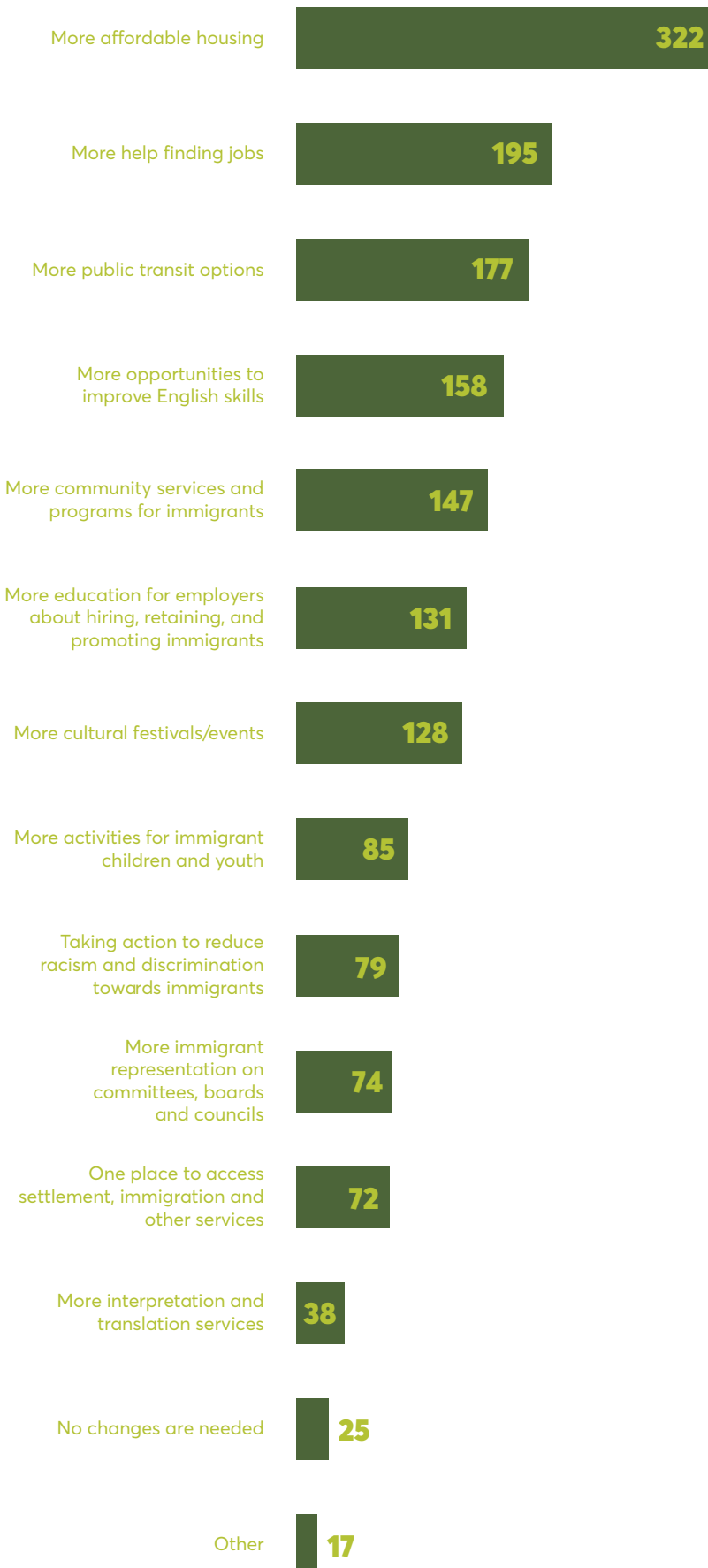
Q30: WHAT ARE SOME OF THE BIGGEST CHALLENGES THAT YOU OR YOUR FAMILY HAVE FACED IN THE PAST YEAR IN GRANDE PRAIRIE? SELECT ALL THAT APPLY.



A summary of other reported challenges faced by newcomers and immigrants living in Grande Prairie include:

- Coping with the cold winter season.
- Seeking support for child's suspected autism diagnosis
- Struggling with the high cost of daycare, even with subsidies.
- Managing expenses for flights to visit family in the Philippines.
- Finding Asian food options.
- Finding suitable accommodation.
- Challenges encountered that are related to the Rural Renewal Stream.
- Finding activities to do and places to go, making friends, and participating in community events.
- Navigating challenges encountered with employers, including lack of flexibility.
- Concerns about the quality of education children are receiving.
- The need for more housing assistance services and affordable after-school programs, especially during professional development days when childcare is a challenge.
- There are residents that will openly express biased, discriminatory, or racist beliefs.
- Confronting language barriers for immigrant parents.
- Dealing with long wait times at clinics, exacerbated by living in a small town.
- High taxes.

Q31: IN YOUR OPINION, WHAT ARE THE TOP THREE CHANGES THAT COULD BE MADE TO BETTER SUPPORT NEWCOMERS AND IMMIGRANTS IN GRANDE PRAIRIE? SELECT UP TO THREE OPTIONS.

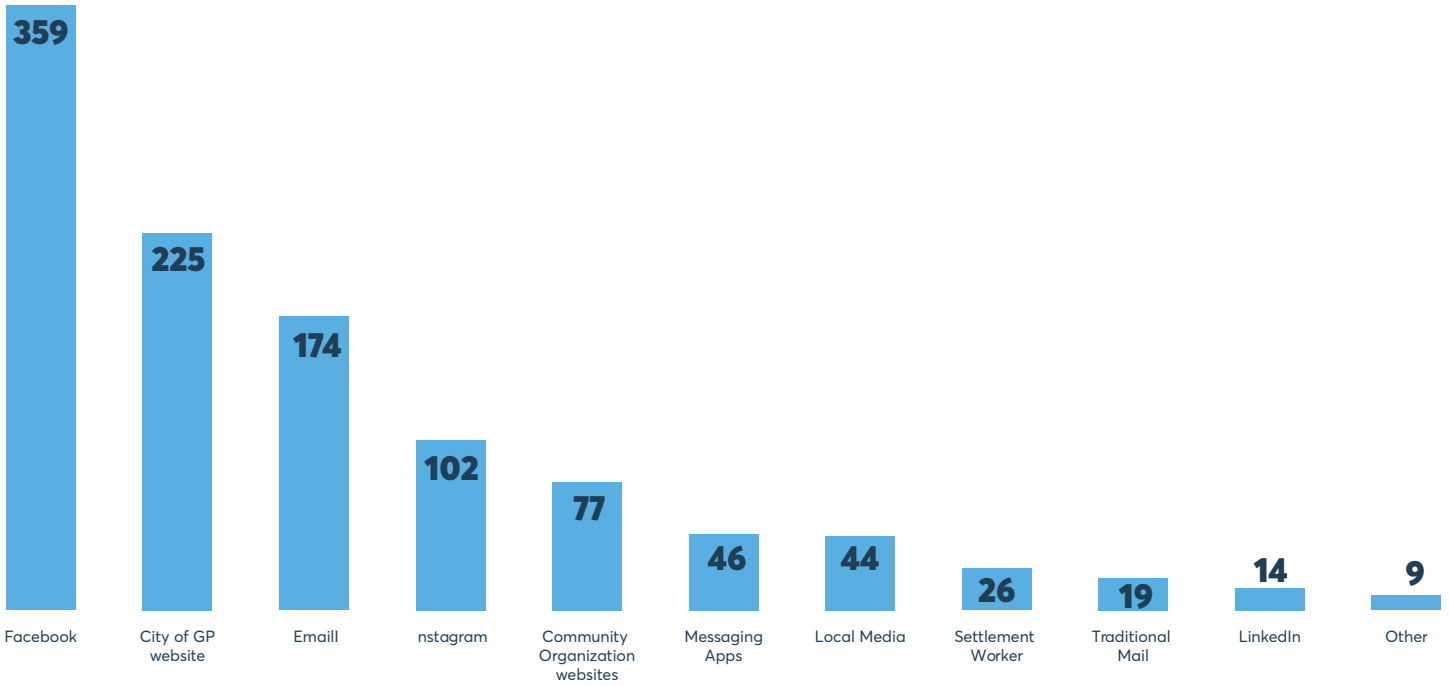


A summary of other ideas provided on how to better support newcomers and immigrants in Grande Prairie:

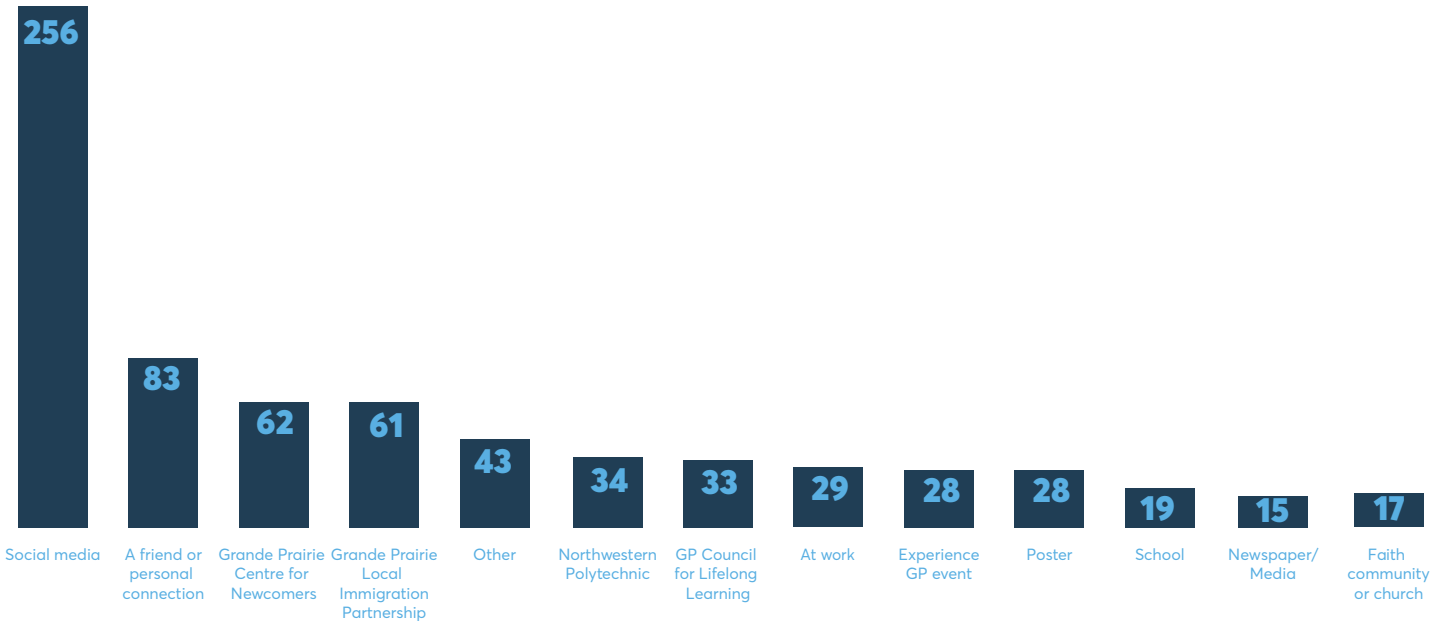
- Enhance healthcare services, ensuring accessibility and quality.
- Increase the diversity of dining options, including specific cuisines that are missing.
- Proactively reach out to immigrants to offer assistance, recognizing not all may seek help on their own.
- Reduce property taxes to alleviate financial costs associated with home ownership.
- Improve air travel affordability and connectivity to major cities.
- Provide employers with more support regarding Labour Market Immigration Assessments (LMIA) and provide clear information on provincial nomination programs.
- Strive for a balanced approach to immigration, ensuring that both locals and immigrants have economic opportunities and access to essential support services, without overwhelming the community.
- Monitor and regulate businesses charging immigrants for immigration-related services.
- Implement educational programs to address discrimination and racism while promoting inclusion.
- Provide tax breaks for low-income individuals, particularly in essential and support sectors.
- Promote provincial immigration programs tailored to specific needs, like the Rural Renewal Stream.
- Focus on crime reduction efforts to enhance overall safety.
- Offer subsidized childcare services for workers with non-traditional hours, such as healthcare and hospitality.
- Improve attitudes towards racialized immigrants and ensure equitable treatment.

COMMUNICATION PREFERENCES

Q32: PREFERRED METHODS TO RECEIVE INFORMATION ABOUT COMMUNITY AND SETTLEMENT SERVICES. SELECT TOP 2 METHODS.



Q33: HOW DID YOU FIND OUT ABOUT THIS SURVEY? SELECT ALL THAT APPLY.

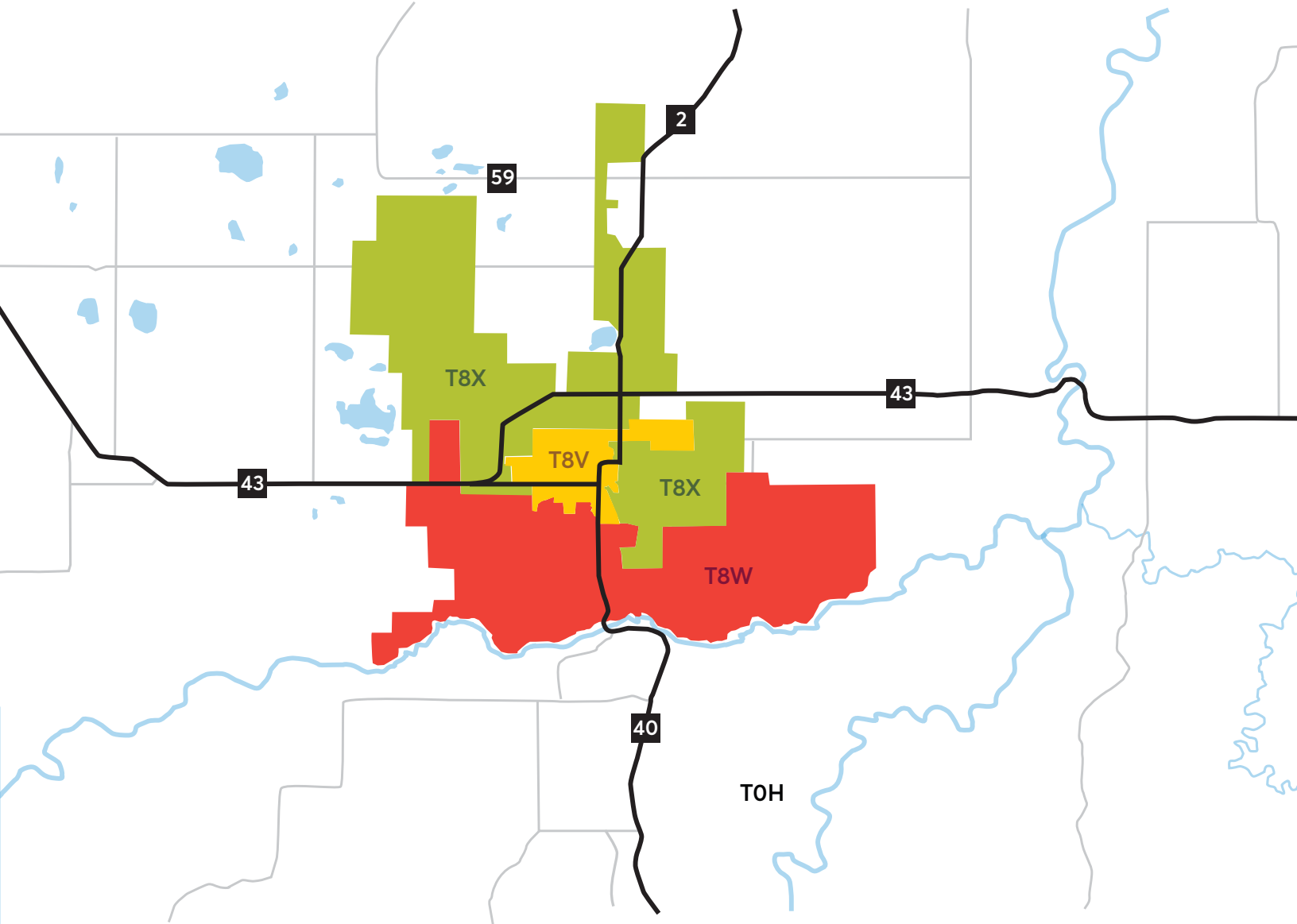


A summary of the other ways in which some survey respondents learned about the survey:

- Bus posters
- City of Grande Prairie Emails
- The Rotary Clubs of Grande Prairie
- The Grande Prairie Public Library
- Public Health
- Other internet sites
- Various associations and organizations

APPENDIX C: FORWARD SORTATION AREA (POSTAL CODE) MAP^{viii}

GRANDE PRAIRIE (POPULATION CENTRE), ALBERTA



APPENDIX D: BIRTHPLACE BY COUNTRY & GEOGRAPHICAL REGION



LEGEND

Caribbean	Central Asia	Eurasia	North Africa	South Asia	Southern Africa
Central Africa	East Africa	Europe	North America	Southeast Asia	United Kingdom
Central America	East Asia	Middle East	Oceania	South America	West Africa

Caribbean

- 9 Jamaica
- 4 Cuba
- 3 Bahamas
- 1 Dominican Republic
- 1 Haiti
- 1 Trinidad and Tobago

Central Africa

- 7 Democratic Republic of the Congo
- 4 Cameroon

Central America

- 3 El Salvador
- 2 Guatemala
- 2 Nicaragua
- 1 Belize
- 1 Costa Rica

Central Asia

- 5 Afghanistan
- 1 Uzbekistan

East Africa

- 3 Ethiopia
- 1 Eritrea
- 1 Somalia
- 1 Uganda

East Asia

- 14 South Korea
- 4 China
- 3 Hong Kong
- 2 Mongolia
- 1 Japan
- 1 Taiwan

Eurasia

- 6 Russia
- 1 Former USSR

Europe

- 44 Ukraine
- 7 Germany
- 5 Ireland
- 5 Poland
- 3 Romania
- 2 Belgium
- 2 Bulgaria
- 2 Netherlands
- 1 Belarus
- 1 Bosnia and Herzegovina
- 1 Denmark
- 1 France
- 1 Hungary

Middle East

- 6 Syria
- 3 Saudi Arabia
- 3 United Arab Emirates

North Africa

- 2 Iran
- 2 Kuwait
- 2 Yemen
- 1 Lebanon
- 1 Malaysia

North Africa

- 11 Morocco
- 2 Algeria
- 1 Egypt
- 1 Tunisia

North America

- 17 Mexico
- 12 United States

Oceania

- 2 Australia
- 2 New Zealand
- 1 Samoa
- 1 Unknown

South Asia

- 136 India
- 8 Nepal
- 5 Pakistan

Southeast Asia

- 153 Philippines
- 3 Bangladesh
- 3 Indonesia
- 1 Thailand
- 1 Vietnam

South America

- 6 Brazil
- 6 Columbia
- 4 Venezuela
- 3 Ecuador
- 2 Argentina
- 2 Bolivia
- 2 Chile
- 1 Peru

Southern Africa

- 7 Zimbabwe
- 4 South Africa
- 1 Zambia

United Kingdom

- 9 England
- 3 Scotland
- 1 Unknown

West Africa

- 21 Nigeria
- 4 Ghana
- 1 Côte d'Ivoire
- 1 Mali
- 1 Senegal

Africa

- 1 Unknown

Unknown

- 3 unknown

85 Total Unique Countries | 629 Total Survey Respondents | 19 Total Regions

APPENDIX E: FIRST LANGUAGES

First Languages	# of Survey Respondents
English	89
Tagalog	75
Punjabi	71
Spanish	48
Filipino	39
Ukrainian	39
Hindi	29
Arabic	23
Korean	14
Malayalam	13
French	12
Russian	11
Bisaya	9
Cebuano	9
Visayan	9
Nepali	8
German	7
Gujarati	7
Polish	6
Portuguese	6
Shona	6
Urdu	6
Ilocano	5
Tamil	5
Chinese	4

First Languages	# of Survey Respondents
Mandarin	4
Pilipino	4
Sinhalese	4
Swahili	4
Bengali	3
Igbo	3
Persian	3
Romanian	3
Amharic	2
Bangla	2
Bulgarian	2
Dari	2
Dutch	2
Farsi	2
Hiligaynon	2
Indonesian	2
Mongolian	2
Patios	2
Vietnamese	2
Yoruba	2
Asi	1
Bahasa	1
Bamanan	1
Bashkir	1
Creole	1

First Languages	# of Survey Respondents
Danish	1
Haitian Creole	1
Hungarian	1
Indian	1
Italian	1
Japanese	1
Kinyamurenge	1
Low German	1
Marathi	1
Marwari	1
Oromo	1
Samoan	1
Serbian	1
Somali	1
"Spanglish"* – Spanish + English	1
Sri Lanka	1
Telugu	1
Thai	1
Tigrigna	1
Tunisia	1
Unknown*	1
Uzbek	1
Total Languages	Total Survey Respondents
70	629

*Note: Unknown and "Spanglish" were not included in the total number of languages.

APPENDIX F: POST-SECONDARY EDUCATION LOCATIONS

Locations	# of Survey Respondents	Locations	# of Survey Respondents	Locations	# of Survey Respondents
Philippines	114	Malaysia	2	Belgium	1
Canada	96	New Zealand	2	India/New Zealand	1
India	76	New Zealand/Canada	2	Indonesia	1
Ukraine	37	Poland	2	Ireland/Scotland	1
Mexico	11	Romania	2	Jordan	1
Nigeria	9	The Netherlands	2	Kenya	1
Philippines/Canada	8	Turkey	2	Korea/Canada	1
Morocco	8	Venezuela	2	Lebanon	1
South Korea	7	A British Colony	1	Mali	1
Colombia	5	Africa	1	International	1
Jamaica	5	Algeria	1	Peru	1
USA	5	Bangladesh	1	Philippines/Australia	1
Brazil	4	Belgium	1	Russia	1
USA/Canada	4	Belgium/USA/Canada	1	Russia/Canada	1
England	4	Bolivia	1	Saudi Arabia	1
Germany	4	Brazil/Canada	1	Scotland	1
Nigeria/Canada	4	Bulgaria	1	Senegal	1
Pakistan	4	Cameroon	1	Singapore	1
South Africa	4	Jamaica/Canada	1	Spain/Canada	1
United Kingdom	4	South Korea/Canada	1	Taiwan	1
Afghanistan	3	India/USA/Canada	1	Trinidad and Tobago	1
Australia	3	China	1	Tunisia	1
India/Canada	3	Cote d'Ivoire	1	Ukraine/Cyprus	1
Unknown	3	Dominican Republic	1	Ukraine/Poland	1
Ireland	3	Ecuador	1	United Arab Emirates	1
Nepal	3	Ecuador/Canada	1	United Kingdom	1
Sri Lanka	3	Ecuador/Spain/Canada	1	Former USSR	1
Zimbabwe	3	Egypt	1	Uzbekistan/Canada	1
Chile	2	El Salvador	1	Venezuela/USA	1
Cuba	2	England/Canada	1	Yemen	1
Democratic Republic of the Congo	2	England/Ireland	1	Zimbabwe/South Africa/Canada	1
Ghana	2	Ethiopia	1		
Iran	2	Ghana/Canada	1		
		Hungary	1		
				Total	520

APPENDIX G: SURVEY QUESTIONS

Grande Prairie Immigrant Survey

Engage City of Grande Prairie

Survey

Thank you for participating in our survey. Your privacy is important to us, and we are committed to protecting your personal information. This privacy clause outlines how we collect, use, disclose, and safeguard your data in accordance with the Freedom of Information and Protection of Privacy Act, R.S.A. 2000, c. F-25 ("FOIP Act"), as amended from time to time. The survey responses will be combined with others and summarized as aggregated data in reports that will be shared publicly, only a few authorized City of Grande Prairie employees will see the raw data.

By participating in this survey, you consent to the collection and processing of your personal information for the purposes stated in "why you should complete the survey" clause above.

The information you provide will be used solely for the purpose of the survey and will not be used for any unrelated activities. We will not share your personal information with any third-parties such as the GPLIP or local organisations nor will your personal information be sold or given to anyone else.

Your responses will be treated with strict confidentiality. Your responses will be anonymous, and only authorized City of Grande Prairie employees will have access to the raw data.

We have implemented appropriate technical and organizational measures to protect your data from unauthorized access, loss, or alteration.

Your personal information will be retained for a period of three months. After this period, all identifiable data will be securely deleted or anonymized.

If you have any questions or concerns about your data's privacy, ethics, or this survey, please contact us at Silvi Roses Dechant, GPLIP Coordinator with the City of Grande Prairie, at GP_lip@cityofgp.com or 780 832 6178.

About You

Please choose the option that best describes you.

(Choose any one option) (Required)

- I immigrated to Canada under economic class – professional (e.g., based on skills, work experience, or education)
- I immigrated to Canada under economic class – business (e.g., entrepreneur, investor, self-employed, etc.)
- I immigrated to Canada under a family class-reunification program (sponsored by a family member)
- I immigrated to Canada as a convention refugee sponsored by the Government of Canada
- I immigrated to Canada as a convention refugee sponsored by private individuals or organizations
- I immigrated to Canada as a refugee claimant
- I came to Canada under the CUAET for Ukrainians, which allows for emergency travel
- I came to Canada as an international student
- I came to Canada as a temporary foreign worker
- I came to Canada as a visitor, tourist, super visa, etc.
- I came to Canada on a diplomatic visa (diplomat, family member of diplomats, etc.)
- I was born in Canada (Please note, this survey is for people who were born outside of Canada and now live, work, or study in the Grande Prairie Region)
- I do not know, or I do not want to answer
- Other (please specify)

What is your current immigration status in Canada?

(Choose any one option) (Required)

- I am a Canadian citizen
- I am a permanent resident
- I am a temporary student
- I am a temporary foreign worker
- I am a refugee claimant
- I am a protected person or a convention refugee
- I am here on CUAET
- I am a temporary visitor
- I do not have a status

Grande Prairie Immigrant Survey

Engage City of Grande Prairie

What is your postal code?

(Choose any one option) (Required)

- T8X
- T8V
- T8W
- T0H
- Other (please specify)

How long have you lived in the Grande Prairie area?

(Required)

What year did you first arrive in Canada?

(Required)

Why did you choose Grande Prairie? (Select your top 3 reasons)

(Choose any 3 options) (Required)

- I have family or friends here
- It is cheaper to live here than other cities
- There are good education options here
- I came here for a job
- The local economy is strong with many jobs
- There are cultural, faith, or language groups in this community
- This community has helpful services and supports
- I did not choose Grande Prairie; the community was chosen for me
- Other (please specify)

How long are you planning to live in Grande Prairie?

(Choose any one option) (Required)

- Less than 1 year
- 1 to 5 years
- 6 to 9 years
- 10+ years
- Undecided

What country were you born in?

(Required)

Grande Prairie Immigrant Survey

Engage City of Grande Prairie

What is your age?

(Choose any one option) (Required)

- 0-15
- 16-19
- 20-24
- 25-34
- 35-44
- 45-54
- 55-64
- 65 or older

How would you describe your gender?

(Choose any one option) (Required)

- Male
- Female
- I prefer not to answer
- Other (please specify)

What is your marital status?

(Choose any one option) (Required)

- Married
- Common-law
- Divorced or separated
- Single
- I prefer not to answer
- Other (please specify)

Was your spouse/partner born in Canada?

(Choose any one option) (Required)

- Yes
- No
- Unknown

What is your first language? (the first language you learned as a young child).

(Required)

How well do you speak, read, write and understand English?

(Required)

Questions	Excellent	Good	Fair	A little bit	Not at all
Speak					
Read					
Write					
Understand					

Grande Prairie Immigrant Survey

Engage City of Grande Prairie

How well do you speak, read, write and understand French?

(Required)

Questions	Excellent	Good	Fair	A little bit	Not at all
Speak					
Read					
Write					
Understand					

What is the highest level of education you have completed?

(Choose any one option) (Required)

- I did not go to school
- Elementary/primary/grade school
- High school or equivalent
- Trade/technical school
- College diploma
- Bachelor's degree
- Master's degree
- PhD

In what country (or countries) did you complete your post-secondary education?

(Required)

Employment and Income

What is your employment situation?

(Choose any one option) (Required)

- I work full time
- I am work part-time or casual
- I am looking for a job
- I have my own business
- I do not have a paid job (I might be retired, taking care of children, not looking for work, etc.)
- Other (please specify)

If you have a job, does it match your level of skill, experience, and education?

(Choose any one option) (Required)

- Yes
- No
- Not applicable/I do not have a job
- I prefer not to answer

Grande Prairie Immigrant Survey

Engage City of Grande Prairie

If applicable, what problems have you faced when trying to find a job? (Choose your top three challenges).

(Choose any 3 options) (Required)

- The education requirements
- The skill requirements
- I am not fluent in English
- I cannot find job postings
- I have difficulty with job applications (forms, resumes, cover letters).
- I need more work experience
- I do not have childcare
- I do not have a driver's license
- I do not have transportation
- I do not get called for interviews
- I need my education-credentials translated and verified
- My education-credentials are not recognized in Canada
- The employers are biased
- I have not had any problems finding a job
- I prefer not to answer
- Other (please specify)

Do you personally face problems with affording food for your household?

(Choose any one option) (Required)

- Yes, often
- Yes, occasionally
- Rarely
- Never

Does your household income cover all your needs? (i.e. food, housing, clothing, etc.)

(Choose any one option) (Required)

- Yes, plus we have extra money to save for the future
- Yes, but we are unable to save any extra money
- No, we have trouble paying our monthly bills
- I prefer not to answer

Do you have a disability (physical or mental), injury, or long-lasting illness that makes it hard for you to work?

(Choose any one option) (Required)

- Yes
- No
- I prefer not to answer

Grande Prairie Immigrant Survey

Engage City of Grande Prairie

Use of Community Services

Please rate your experience with the following community services in the last 12 months.

(Required)

Questions	Good	Fair	Bad	N/A
Education/Schools				
Childcare/Daycare				
Job and/or skills training				
English language learning				
French language learning				
Medical Care				
Housing supports				
Language interpretation/translation				
Legal/courts				
City of Grande Prairie services				
Mental health				
RCMP				
Settlement/immigration services				
Small business/entrepreneurial supports				
Public Transit				

If your experience was "bad", please tell us why. (Select all that apply)

(Choose any one option) (Required)

- I had trouble with the language
- There was a difference in culture that made it difficult
- I had to wait a long time
- The staff were rude
- It was too expensive
- I did not get the help I needed
- The place was too far away
- The hours did not work for me
- I did not get enough information
- I prefer not to answer
- Not applicable
- Other (please specify)

If you or a family member went to the hospital, medical clinic or talked to a health professional (e.g. doctor, nurse, therapist) in the past year, did the clinic provide in-person or phone/video interpretation?

(Choose any one option) (Required)

- Yes, in-person interpretation
- Yes, phone or video interpretation
- Yes, but I brought a family member or friend because I prefer this instead of a professional interpreter
- No, I wanted language interpretation but did not receive it
- No, I brought a family member or friend because interpretation was not available
- I did not need language interpretation
- In the past year, I did not go to a hospital, clinic, or healthcare professional
- Other (please specify)

Grande Prairie Immigrant Survey

Engage City of Grande Prairie

Housing

Is your current housing meeting your needs? (For example, are there enough bedrooms? Is it in good repair? Can you afford it with your other expenses?)

(Choose any one option) (Required)

- Yes
- No

Please explain why your housing is not meeting your needs.

(Required)

Did you have any difficulty finding a place to live in Grande Prairie?

(Choose any one option) (Required)

- Yes
- No

What problems have you had when looking for a home?

(Choose any one option) (Required)

- There are not many homes I can afford
- I have pets
- I have disabilities
- The wait lists are too long
- I do not have a security deposit
- I do not have references
- I do not have a good credit score
- The available homes are too small for my family
- Other (please specify)

Grande Prairie Immigrant Survey

Engage City of Grande Prairie

Belonging

What do you like best about Grande Prairie?

(Required)

How happy are you with your life in Grande Prairie?

(Required)

- Very Unhappy
- Unhappy
- Neutral
- Happy
- Very Happy

How welcoming are the people in Grande Prairie towards immigrants?

(Choose any one option) (Required)

- Extremely welcoming
- Very welcoming
- Somewhat welcoming
- Not welcoming
- Very unwelcoming (i.e. rude)

Do you have friends and/or family that you enjoy spending time with in Grande Prairie?

(Choose all that apply) (Required)

- Yes, I have friends and/or family from the same cultural background
- Yes, I have made new friends in Grande Prairie outside my cultural group
- No
- I prefer not to answer

How long did it take you to feel comfortable in Grande Prairie?

(Choose any one option) (Required)

- When I arrived
- Less than a year
- 1-2 years
- 3-5 years
- 6-10 years
- More than 10 years
- I do not feel comfortable in Grande Prairie
- I do not know because I just arrived in Grande Prairie
- I prefer not to answer

Grande Prairie Immigrant Survey

Engage City of Grande Prairie

Do you ever feel lonely living in Grande Prairie?

(Choose any one option) (Required)

- Yes, always
- Yes, sometimes
- No, never
- I prefer not to answer

Do you feel safe living in Grande Prairie?

(Choose any one option) (Required)

- Yes, always
- Yes, but only because I avoid the areas where I feel unsafe
- No
- I prefer not to answer

Please describe why/where you feel unsafe in Grande Prairie.

(Required)

In the past year, have you been treated unfairly or discriminated against by others in Grande Prairie? (Discriminated means that people treat you badly because of things like your race, skin colour, religion, ethnicity, or other reasons).

(Choose any one option) (Required)

- Yes, often
- Yes, sometimes
- No
- I prefer not to answer

If you experienced discrimination, where did it happen? (Select all that apply).

(Choose all that apply) (Required)

- In a store, bank, or restaurant
- When applying for a job or a promotion
- At my job – for example from supervisors, co-workers, or clients
- At school or university
- At community/public events
- With my neighbours
- When looking for housing
- When crossing the border into Canada
- With the RCMP
- With the legal system
- When seeing a doctor or in other health care settings
- While using public buildings, like recreation centres, arenas
- While using public areas, such as park, playgrounds, or sidewalks
- While using public transit
- When accessing government services
- I prefer not to answer
- Other (please specify)

Grande Prairie Immigrant Survey

Engage City of Grande Prairie

Challenges and Solutions

What are some of the biggest challenges you or your family have faced in the past year in Grande Prairie? (Select all that apply.)

(Choose all that apply) (Required)

- Language barriers
- Finding employment
- Learning Canadian culture
- Discrimination and racism
- Finding education and training
- Financial concerns
- Making friends
- Finding a doctor and other medical services
- Completing the immigration requirements
- Transportation challenges
- Finding reliable childcare/daycare
- I prefer not to answer
- Other (please specify)

In your opinion, what are the top three changes that could be made to better support newcomers and immigrants in Grande Prairie?
(Please select up to 3 choices)

(Choose any 3 options) (Required)

- More opportunities to improve English skills
- More interpretation and translation services
- More affordable housing
- More cultural festivals/events
- More community services and programs for immigrants
- More activities for immigrant children and youth
- More help finding jobs
- More education for employers about hiring, retaining, and promoting immigrants
- More public transit options
- More immigrant representation on committees, boards and councils
- One place to access settlement, immigration, and other services
- Taking action to reduce racism and discrimination towards immigrants
- No changes are needed
- Other (please specify)

Grande Prairie Immigrant Survey

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Communication Preferences

The Grande Prairie Local Immigrant Partnership would like to make sure they reach as many immigrants as possible. Where do you prefer to get information about community and settlement services? (Choose up to two)

(Choose any 2 options) (Required)

- Facebook
- Instagram
- LinkedIn
- Messaging apps (WhatsApp, etc.)
- Community organization websites
- Settlement worker or other community organization staff
- City of Grande Prairie website
- Emails
- Traditional mail
- Local media (newspaper, radio, etc.)
- Other (please specify)

How did you find out about this survey? (Select all that apply)

(Choose all that apply) (Required)

- Grande Prairie Local Immigration Partnership
- Grande Prairie Council for Lifelong Learning
- Grande Prairie Centre for Newcomers
- Northwestern Polytechnic
- A faith community or church
- School
- At work
- Poster
- Newspaper/media
- Social media
- Experience GP event
- A friend or personal connection
- Other (please specify)

Would you like to enter into the survey draw to win a prize?

(Choose any one option) (Required)

- Yes
- No

Grande Prairie Immigrant Survey

Engage City of Grande Prairie

Survey Draw

Thank you for participating in our survey. Your privacy is important to us, and we are committed to protecting your personal information. This privacy clause outlines how we collect, use, disclose, and safeguard your data in accordance with the Freedom of Information and Protection of Privacy Act, R.S.A. 2000, c. F-25 ("FOIP Act"), as amended from time to time. The survey responses will be combined with others and summarized as aggregated data in reports that will be shared publicly, only a few authorized City of Grande Prairie employees will see the raw data.

By participating in this survey, you consent to the collection and processing of your personal information for the purposes stated in "why you should complete the survey" clause above.

The information you provide will be used solely for the purpose of the survey and will not be used for any unrelated activities. We will not share your personal information with any third-parties such as the GPLIP or local organisations nor will your personal information be sold or given to anyone else.

Your responses will be treated with strict confidentiality. Your responses will be anonymous, and no personally identifiable information will be linked to your answers.

We have implemented appropriate technical and organizational measures to protect your data from unauthorized access, loss, or alteration.

Your personal information will be retained for a period of three months. After this period, all identifiable data will be securely deleted or anonymized.

If you have any questions or concerns about your data's privacy, ethics, or this survey, please contact us at Silvi Roses Dechant, GPLIP Coordinator with the City of Grande Prairie, at sroses@cityofgp.com or 780-538-0380.

Please provide your name.

(Required)

Please provide your phone number.

(Required)

Please provide your email address.

GLOSSARY OF TERMS

Biometrics

The collection of fingerprints and photos to establish and confirm identities. A government requirement during the immigration process.^{ix}

Canada-Ukraine Authorization for Emergency Travel (CUAET)

A special measure introduced by the Government of Canada to support the people of Ukraine by allowing them to work, study, and stay in Canada until it is safe to return to Ukraine.^x

Forward Sortation Area

The first three characters of a postal code that identifies the "postal delivery area" within Canada.^{xi}

Immigration, Refugees and Citizenship Canada (IRCC)

The federal government department that oversees immigration programs, citizenship services, refugee protection, and issues Canadian travel documents.^{xii}

Immigrant

An individual born outside of Canada that "has been granted the right to live in Canada permanently by immigration authorities."^{xiii}

Immigration Status

"A non-citizen's position in a country – for example, permanent resident or visitor."^{xiv}

Integration

"A longer-term process leading to the full and equal participation of newcomers in all aspects of society. At this stage, newcomers feel like fully functioning members of Canadian society and have work appropriate to their skills and background. They participate in mainstream organizations, give time to the community, feel comfortable with Canadian laws and values, and participate in the political process."^{xv}

Intersectionality

A concept that acknowledges how various aspects of a person's identity (such as race, gender, class, sexuality, etc.) intersect and interact, creating unique experiences of discrimination and privilege. It recognizes that individuals face overlapping systems of oppression or privilege, and that these intersections shape their lived experiences and social realities.^{xvi}

Naturalization

"The formal process by which a person who is not a Canadian citizen can become a Canadian citizen. The person must usually become a permanent resident first."^{xvii}

Newcomers

Typically temporary residents, refugees, and permanent residents that have newly arrived in Canada. Definitions and opinions will vary on the length of time an individual is considered a newcomer, but for income tax purposes, the Canadian government considers an individual a newcomer for one year.^{xviii}

Refugees

"Refugees are people who have fled their countries because of a well-founded fear of persecution. They are not able to return home. They have seen or experienced many horrors. A refugee is different from an immigrant. An immigrant is a person who chooses to settle permanently in another country. Refugees are forced to flee."^{xix}

Retention

When immigrants successfully settle and integrate into a community, they stay. The opposite of retention is onward migration, where immigrants leave the community, province, and/or Canada. In Canada, long-term retention of immigrants is declining. Positive, early experiences are important to ensure immigrants want to stay.^{xx}

Rural Renewal Stream (RRS)

"The City of Grande Prairie is proud to be a designated community under the Rural Renewal Stream of the Alberta Advantage Immigration Program. The Rural Renewal Stream offers eligible workers the opportunity to immigrate to Alberta as a Provincial Nominee with the formal support of the municipal government."^{xxi}

Settlement

"Acclimatization and the early stages of adaptation, when newcomers make the basic adjustments to life in a new country, including finding a home, learning the language, finding employment, and learning about the host country."^{xxii}

Social Inclusion [for newcomers]:

"Social inclusion happens when newcomers are fully accepted into society and their differences are valued and embraced. They are no longer seen as outsiders to the community."^{xxiii}

ENDNOTES

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- ^v Urban Matters (2023, March). What we heard: Grande Prairie inclusive and caring communities.
- ^{vi} Deloitte (2023, October). Regional workforce development research: Attraction and retention 2022-2023. City of Grande Prairie | County of Grande Prairie | Municipal District of Greenview | Area Communities. <https://growthzonecmsprodeastus.azureedge.net/sites/1090/2023/12/Regional-Workforce-Development-Research-Attraction-and-Retention-2022-2023-FINAL-2023-11-21-002-compressed-e21d76a1-f3eb-469b-b0ab-a5134becc423.pdf>
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- ^x Government of Canada (2022, March 22). Canada-Ukraine authorization for emergency travel. <https://www.canada.ca/en/immigration-refugees-citizenship/news/2022/03/canada-ukraine-authorization-for-emergency-travel.html>
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- ^{xii} Government of Canada (2024, March 13). Immigration, refugees and citizenship Canada. <https://www.canada.ca/en/immigration-refugees-citizenship.html>
- ^{xiii} Statistics Canada (2023, December 20). Immigrant. <https://www23.statcan.gc.ca/imdb/p3Var.pl?Function=Unit&Id=85107>
- ^{xiv} Government of Canada (2024, March 11). Glossary. <https://www.canada.ca/en/services/immigration-citizenship/helpcentre/glossary.html#i>
- ^{xv} Rural Development Network (2023). Rural employers' awareness on diversity and inclusion (READI) toolkit. <https://www.ruraldevelopment.ca/resources>
- ^{xvi} This definition was generated using ChatGPT. The theory of intersectionality within the social sciences is typically attributed to Professor Kimberlé Crenshaw.
- ^{xvii} Government of Canada (2024, March 11). Glossary. <https://www.canada.ca/en/services/immigration-citizenship/helpcentre/glossary.html#i>
- ^{xviii} Government of Canada (2024, February 14). Benefits, credits, and taxes for newcomers. <https://www.canada.ca/en/revenue-agency/services/tax/international-non-residents/individuals-leaving-entering-canada-non-residents/newcomers-canada-immigrants.html>
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