

The Roadshow”: A meaningful mobilization of community-academic project findings on women impacted by intersections of gender, race, migration, and class.



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FORMERLY NORTH SHORE MULTICULTURAL SOCIETY

Land Acknowledgement

We acknowledge the unceded territories upon which we work and live upon and the reflect on how we connect with these lands with humility and gratitude

- k^wik^wəłəm (Kwkwetlem)
- səlilwətał (Tsleil-Waututh)
- x^wməθk^wəýəm (Musqueam)
- sq^wx^woʔməʃ sniłʃim (Squamish Nation)
- ɔ̄icəý (Katzie),
- Stó:lō
- SEMYOME (Semiahmoo)
- ɔ̄^wa:ńłəń (Kwantlen)
- qiqéyt (Qayqayt),
- and the s^cəwaθən məsteyəx^w (Tsawwassen) First Nations.



Who We Are: Principal Investigator & Co-leads



Community Co-Lead: Ms. Diana Ospina
Senior Manager, Partnership and
Stakeholder Engagement



Principal Investigator: Dr. Vicky Bungay
Professor & Director, UBC School of
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Research Co-Lead: Dr. Shahin Kassam
Postdoctoral Research Fellow, UBC
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SURREY
LOCAL IMMIGRATION
PARTNERSHIP



THE UNIVERSITY
OF BRITISH COLUMBIA
School of Nursing



CAPACITY

THE CENTRE FOR RESEARCH IN
COMMUNITY ENGAGEMENT & GENDER EQUITY

Who We Are: Community Collaborators



Adrienne Bale,
Senior Manager,
Settlement
Programs



Marc Larrivée,
SWIS Manager



FORMERLY NORTH SHORE
MULTICULTURAL SOCIETY




Jenny Lam,
Senior Manager,
Immigrant
Services



Today's Objectives

To briefly describe our population of women this research centered on and describe how we worked together as a community-academic partnership to develop a meaningful knowledge translation project



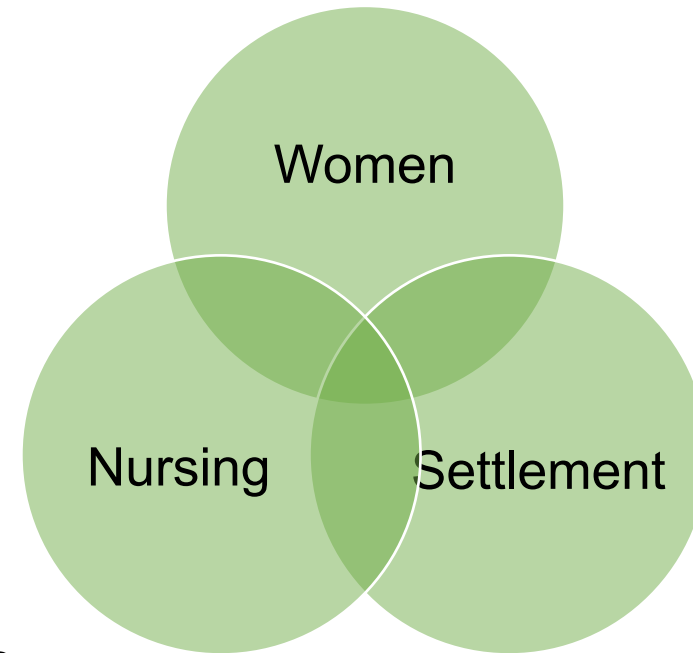
To briefly discuss the findings of our research project and the intentions of the Roadshow as a way to convey findings to the community



To highlight the consolidated findings of this project and nuances of each Roadshow context

To describe the impacts thus far in our project and our next steps

About the Project



2021

shared ideas came together between DIVERSEcity and Shahin; pursued funding

2023

finished data collection and co-analysis; planned and implemented knowledge sharing activities; continued securing funding; mapping out of future research inquiries informed by these knowledge sharing activities

2022

secured funding; mobilized a community advisory committee; started data collection; started data analysis; discussed ways to mobilize findings in a meaningful way

A background image showing numerous skydivers in various colorful suits (green, blue, red, black, yellow) falling through a clear blue sky. The skydivers are scattered across the frame, some in the foreground and others further away, creating a sense of depth and movement. The overall scene is bright and clear.

Project Goals

- To develop a new partnership between non-profit settlement organizations and the UBC School of Nursing
- To respond to community needs centered on women's experiences of forced migration and how they connect to settlement systems
- To inform and build on current settlement service provision, pathways and policies **with women's experiences**

Why Does Forced Migration Matter

Forced migration more than doubled in last 10 years to ~~almost 90~~ over 108 million worldwide

Women and girls make up half (if not more) of forced migration populations

(UNHCR, 2018; UNHCR, 2023)

Methods: Community-based research

Analyzing narratives using intersectionality and gender-based analysis plus lenses

- collaboratively co-created a recruitment strategy
- collected data from 9 women across varying backgrounds (migrant status, race, languages, cultures...)
- co-analyzed with community co-lead and collaborators

Validity and credibility of qualitative research

- how is this a rigorous and applicable approach?

Findings

9 women:

- aged 24-56 years

Spoken
Languages:

- Ukrainian, Tigrinya, Dari, Spanish

Migration
Statuses upon
Entry:

- Refugee, Asylum Claimant, Undocumented

Education Status:

- Ranged from High School to Graduate School

Employment
Status:

- 1/3 of participants were employed in misaligned occupations

Findings

Women living with children:

- 67% of participants lived with dependent children
 - Over 60% of these children were school-aged
 - Over 25% were over 18 years old
- 33% had no children

Marital Status:

- 67% were married
- 33% were single, separated, or widowed

Overarching Recommendation: Enhancing Access to Services in 3 Areas

Findings:

Service

Recommendations

Settlement Programming

- Women-centered Capacity Building opportunities
- Access to English classes: providing childcare, providing timings that are outside of daytime work hours, providing transport
- Access to employment: providing childcare
- Access to food: providing transport
- Housing: ensuring women's safety

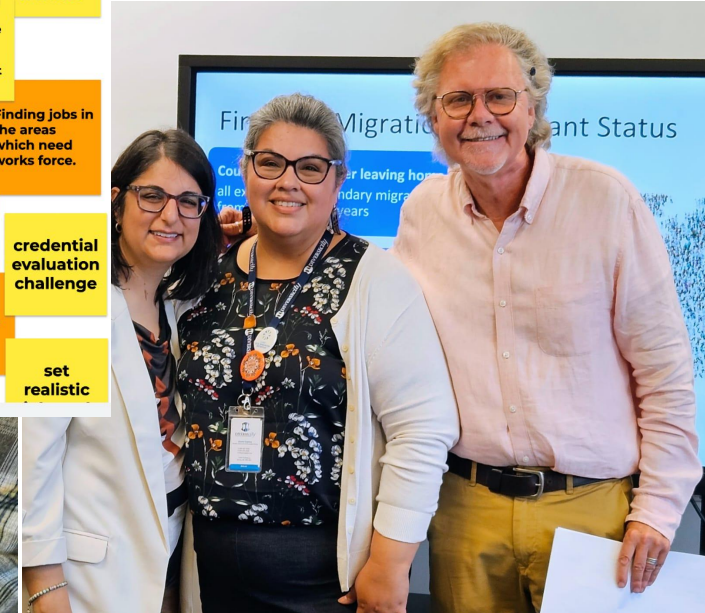
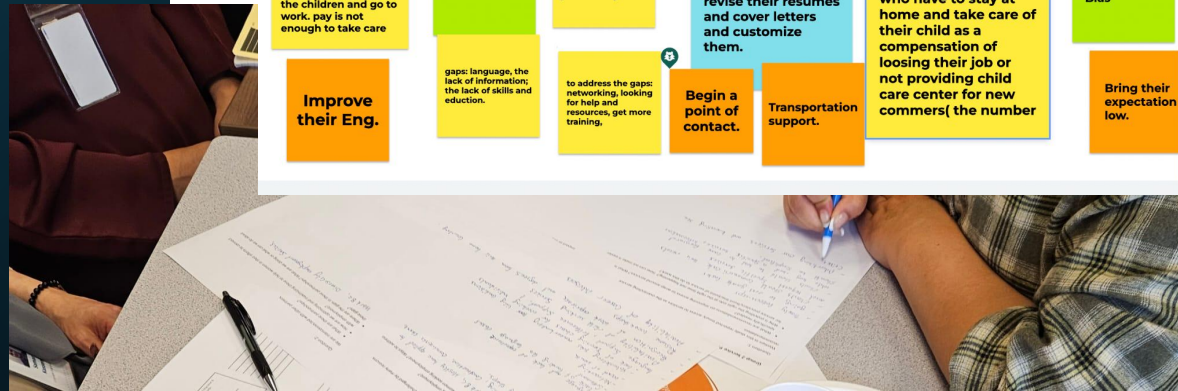
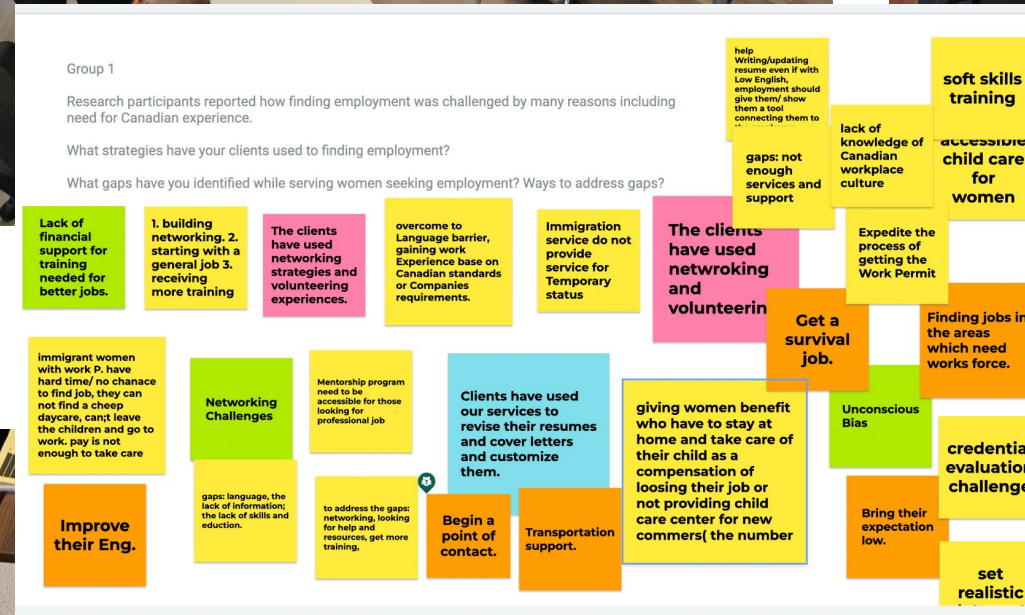
Mental Health Services

- Provision of services to children for:
 - (i) family violence, and
 - (ii) exposure to migration-related trauma & violence
- Family Violence: providing explicit assessments and provision of resources; open dialogue; ongoing reiteration of confidentiality and safety

Timely Connection to Resources

- Meeting women where they are at: too much information provided at times women were not ready for such info.
- Providing resources in their spoken language upon initial entry into Canada – this helps to overcome fears associated with starting new life in new country/culture/language

The Roadshow: An Integrated Knowledge Translation Endeavour



Questions & Thoughts



Small Group Discussions:

Service Provision

Question 1:

Women in this study reported timely access to services as the overarching service recommendation.

What are recommendations on improving access to wrap-around services? What is specifically needed?

Why is providing the right info at the right time not happening?
How can we make it easier for service providers/front line/point of service to do this work?

Question 2:

How do the findings from this study align with what you are seeing in your work? (eg: women arrive in Canada dependent on someone and are thereby further disadvantaged)

How can we better address the needs in the current way we are delivering services?

What actionable steps/strategies can be taken to alleviate the impact of dependency toward empowerment?

Service Provision: Recommendations on improving access

Childcare

More funded programs with different accessible times and more hybrid/online options

More information sessions for men to support women

Raise awareness about women's rights

Client-centered programs

Information should be simplified

Service Provision: Recommendations on improving access

Advertise our services according to migration status, some may not be eligible to receive services

Use their first language on their first meetings

Emotional support in their first language

Refreshment/food support: addressing food insecurity

Transportation assistance

Designing women-centered services that are one on one, and strengths-based

Service Provision: Strategies to foster services

Creating a well-documented flow for the services to be provided

Have access to the leads and managers, to make and provide service plans **together** to assist with immediate community integration

Have an assessment process to identify needs

Provide services on weekends and holidays

Staying connected to clients for a prolonged period.

Create more collaborative environments and putting similar cultures together for a sense of community so they don't rely too much on service providers (sustainability)

Service Provision: Actionable strategies

Provide English classes close to their homes and at convenient times

Address how single mothers face difficulties finding a doctor

Address women with disabilities

- Need more support in providing services to women with hearing disabilities
- Address women with disabilities

Having a friendship circle that is women only, so they are meeting women and chatting and networking

More understanding of different cultures such as gender roles and acknowledging that women are not necessarily disadvantaged

Small Group Discussions:

Employment

Question 1:

Research participants reported how finding employment was challenged by many reasons including need for Canadian experience.

What strategies have your clients used to finding employment?

What gaps have you identified while serving women seeking employment? Ways to address gaps?

Question 2:

We are interconnected with other partners.

What are these partnerships?

How are we optimizing and maximizing these to help women in their efforts to connect with employment?

Where are the gaps in these partnerships? What are we doing/can we do about it?

Employment: Strategies to find employment

Initially only: employment that doesn't require too much English language (e.g. restaurant where staff speak their language, not a customer service role)

Language and Employment Skills: skills development, resume building, interview skills

Volunteer: exposure to potential employees through volunteering

Building **networking** strategies

Credential evaluations for trained professionals

Online resources such as WorkBC, Indeed, LinkedIn, Job bank, and networks like Arabic community resources like Mosques, temples, etc.

Employment: Gaps while serving women

GAP

- More education to employers to gain knowledge of newcomers
- Childcare
- Lack of digital literacy programming and technology barriers
- Language Barriers leading to women being obligated to work labor-intensive work
- Lack of financial support for training needed to get better jobs, those with temporary status do not get proper immigration services
- Lack of mental health related to pre-migration trauma
- No Canadian experience
- Lack of evening classes for working individuals

ADDRESSING GAPS

- accessible childcare
- soft skills training
- provide benefits to women who have to stay home and care for their children as a compensation of losing their job
- Networking
- Resume workshops
- Availability of career advisors

Employment: Partnership benefits & gaps

Employment services: WorkBC, Mosaic, Options, Impact North Shore, DIVERSEcity

- organizations that address client needs regarding legal, social assistance, and immigration
- introducing our service partners to our clients so that they can get their needs addressed

GAPS

- Be more consistent in recognizing women's needs for a job and creativity in English requirements
- Develop special program/services for partnership development
- Many employers prefer Canadian education and experiences
- limited access to information on employment;
- racism in employment process;
- Employers should come and advertise their vacancies, make it easier to self-employ
- Paid training should be widely available
- program providers compete for government funding so then usually they do not help each other

Employment: Strategies to address gaps

Spend more time connecting with our partners to keep updated on our services



Government: take action on anti-racism and anti-gender



More support for Temporary Residents



Workshops: computer literacy, resume development, how to search for jobs



Circling around referrals (each org. refers to another)



Creating more services that are needs based rather than MIGRANT status based

Small Group Discussions:

Further Research Needs

Question 1:

What is missing from this research project that you think would improve the well-being of the clients you work with?

What groups of women are missing and how can we better engage with them? (For example, women from Sudan or Arabic-speaking from Northern Africa could not be accessed for this project)

Question 2:

In your work, what else has helped women access services?

What are some challenges they are facing that haven't been mentioned?

What more do we need to know about women's experiences to better our programming?

Research Needs: Future Areas of Inquiry

Examine how racism and xenophobia is happening among women and how women navigate this

Explore culture and how it affects/challenges integration

Explore loss of identity and how to empower identity loss

Examine mental health supports

Research Needs: Future Areas of Inquiry

Understand experiences of gender-based violence and supports that are helpful (or not)

Examine how to support women in finding housing

How can women without any education be supporting in getting safe employment?

Examine awareness of cyber safety

- What digital apps do women use that are culturally nuanced?
- Examine digital literacy

Research Needs: How to enhance inclusion

Increase number of women; bigger sample size

Include more languages: Pashto, Somali, East Asian, Arabic

Include more genders: eg: transgender and lesbian women

Include more ages: eg: senior women over 60 years of age

Include single women: how to support them in accessing shelters

Include women with little to no education

Include more migrant statuses to highlight discrimination between statuses



What's Next?



Monthly Community Advisory Team meetings

- Partnership building between health and settlement across BC (Fraser Health, Chimo Services, Umbrella Multicultural Health Co-op; Skeena Diversity, Terrace, BC)
- Knowledge sharing projects:
 - “Tying it Back to the Women”
- Meaningful process development (research-oriented)

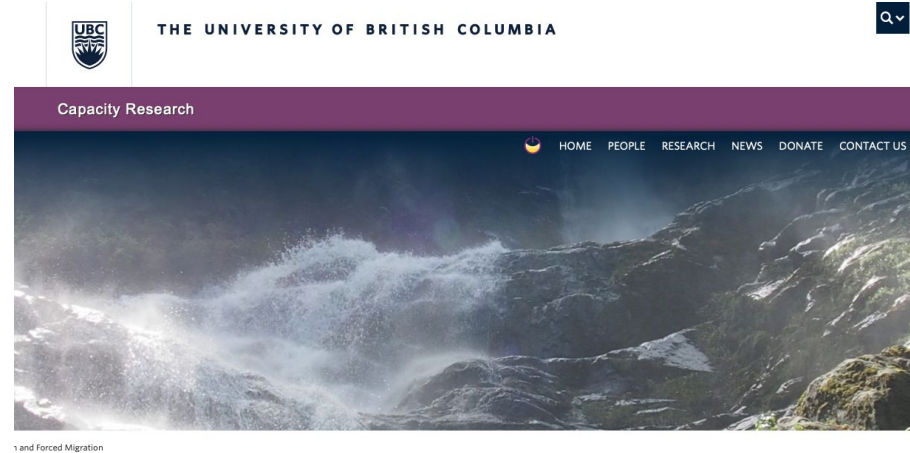
Research Priority Mapping

- Stemming from data \longleftrightarrow Community meetings
- Data = women’s study narratives, settlement team Roadshow dialogues, and CAT meetings

Funding

Meaningful Mobilization:

Integrated Knowledge Mobilization (iKM)



Women and Forced Migration: An Intersectionality-Framed Community-Based Approach to Engaging with Women's Experiences of Accessing Health and Social Systems

Project: Women's Stories of Forced Migration and Integration into Canadian Systems

Project: Women and Forced Migration: Inclusively Examining Access to Care at the Axes of Chronic Health and Gender-Based Violence

Knowledge Mobilization Activities:

Roadshow Reports and Public Seminars:

Surrey Local Immigration Partnership (LIP) website

UBC CIRCLE publications

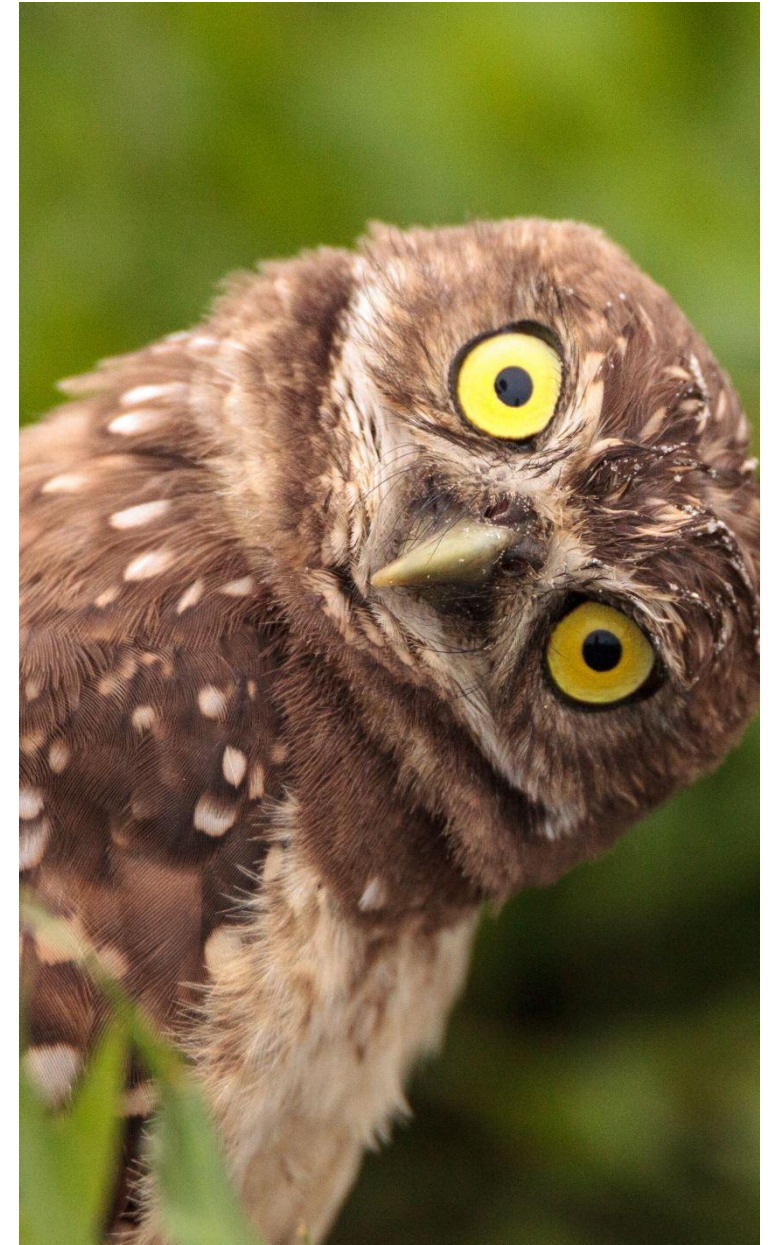
Capacity Research Seminar Series Presents: Women Impacted by Forced Migration: A Community-Academic Research Partnership

Publications coming soon

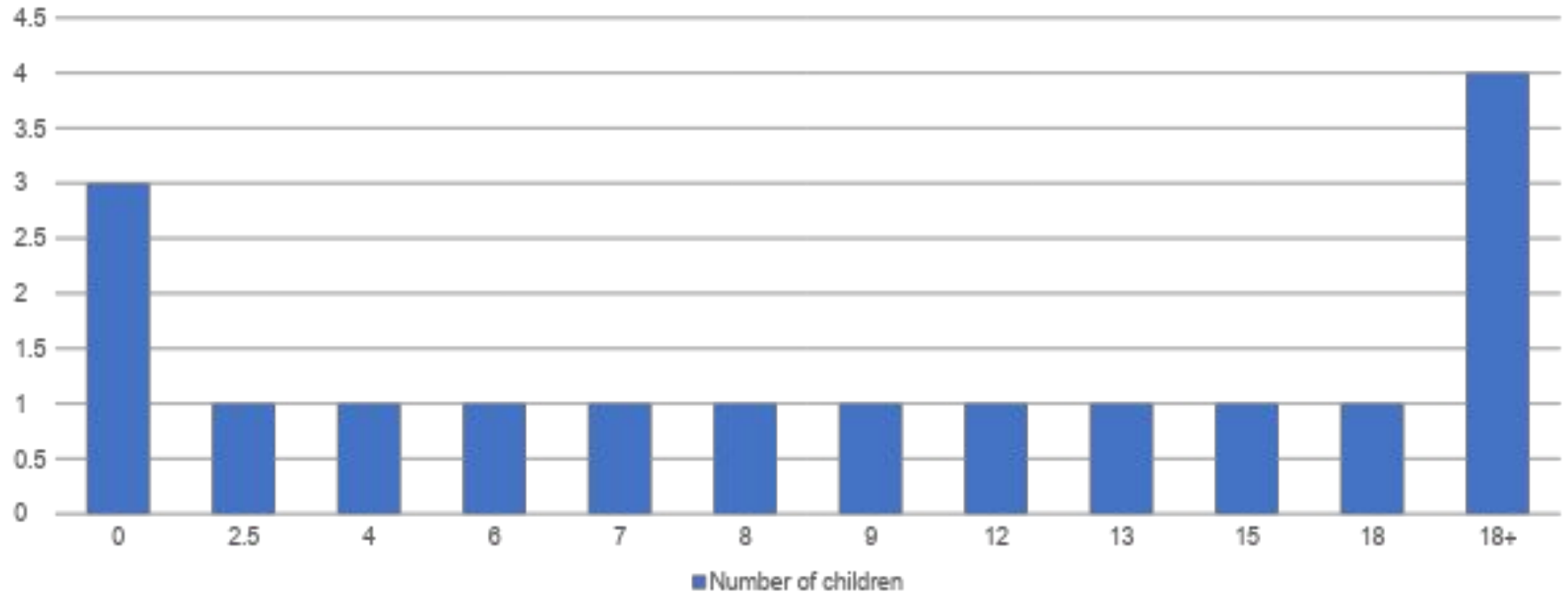
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Questions?



If needed re: children's specific ages



Context and Definitions: Forced Migration



International Organization for Migration

- persecution,
- conflict,
- human rights violations, or
- natural disaster (climate change)
- Eg: refugees, refugee-claimant



Blurred areas

- forced marriage
- human/sex trafficking
- international students
- temporary migrant workers
- Undocumented
- Economically and/or family dependent

Impacts of Forced Migration on Women

Gender-based violence:

- Within the context of migration GBV is under reported, highly stigmatized, and fraught with barriers to seek help
- Over 70% of women/girls exposed to gender-based violence during their journeys

Racism:

- Despite their high levels of education, migrant women of color in Canada are over-represented in low-paid, low-skill jobs characterized by high risk and exploitation.