



**Mothers
Matter
Canada**

Integrating Newcomers Effectively: Global and Canadian Insights on Holistic, Intersectional Gender-Based Programming

By: Yusra Qadir, Chief Programs & Advocacy Officer



Land Acknowledgement

Mothers Matter Canada's central office is on the unceded and ancestral territories of the x^wməθk^wəyəm (Musqueam), Sk̓w̓x̓wú7mesh (Squamish), and səlilwətəł (Tsleil-Waututh) Nations. Through our service delivery partners, we serve communities across Turtle Island (Canada).

I acknowledge the harm caused by colonialism to Two-Spirit and Indigenous Women; I actively choose to uplift Indigenous voices.



Lisa Rupert, Vice President, Housing and Violence Prevention, YWCA Metro Vancouver

With over 30 years of front-line experience providing housing and supports to women, Lisa Rupert is currently the Vice President of Housing and Violence Prevention for the YWCA Metro Vancouver. She oversees 16 housing communities, including 3 second stage transition houses. She is currently a member of the Board of the BC Society of Transition Houses. Through a collaborative approach and ongoing advocacy for the clients she serves, Lisa has created and implemented programs, facilitated workshops, been an active media spokesperson and a dedicated volunteer on housing and violence prevention services across Metro Vancouver.



Uliana Vankovych, SAFE HAVN Emergency Housing Coordinator

Uliana (M.A. in Political Science and European Studies from Central European University) is currently an Emergency Housing Coordinator with the YWCA Vancouver: with nearly 8 years of experience with human rights' non-profits and academia (migrants', refugees' rights; environmental rights; children's rights) - she is passionate about structural, systemic and value transformation.

Originally from Ukraine, Uliana, with 10 years of newcomer experience to Canada, and a few years studying and living in other countries - took high interest in fluidity of identity, different forms and practices of citizenship. In the past few years she sought to reinstate strength and preserve fragility of humanness through helping displaced people and reinventing their forms of belonging.

Her passion in the intersection of culture and power/freedom - inspired to actively contribute to projects in Vancouver that are helping educate about social justice issues through art, film in particular.



Amadea Gareau, Program Manager, Rosie Initiative, Prosperity Project,

Amadea Gareau is the Program Manager of the Rosie Initiative at the Prosperity Project, a Canadian charity dedicated to removing barriers and biases to women's success and career advancement. Amadea's work focuses on the barriers that many women, and women of underrepresented groups, encounter when building and advancing in their careers. She is a purpose-driven leader dedicated to advancing gender equity through mission-focused initiatives. Having developed the Rosie Mentorship Program, she understands first-hand the need for resources, tools and support so women can equally and fully participate in the Canadian workforce. As a young professional, she is a curious and continuous learner, holding a Bachelor of Arts from McGill University. Previously, she volunteered extensively in youth education, further fueling her passion for creating meaningful change.

HIPPY Program Locations



35 Multicultural HIPPY Sites

- DIVERSEcity, Surrey, BC
- Central Vancouver Island Multicultural Society, Nanaimo, BC
- Kamloops Immigrant Services, Kamloops, BC
- Central Alberta Immigrant Women's Association (CAIWA), Red Deer, AB (2 sites)
- Calgary Immigrant Women's Association (CIWA), Calgary, AB
- Portail de L'Immigrant Association (PIA), Calgary, AB
- SPEC Association for Families and Children, Brooks, AB
- Alberta Immigrant Women & Children Centre Edmonton, AB
- Lethbridge Family Services, Lethbridge AB
- Southwest Newcomer Welcome Centre, Swift Current, SK
- Saskatoon Open Door Society, Saskatoon, SK
- Regina Immigrant Women Centre, Regina, SK
- Service d'accueil et d'inclusion francophone - SK (SAIF-SK), Regina, SK
- Mosaic, Winnipeg, MB
- Federation des parents de la francophonie manitobaine (FPFM, MB), Winnipeg, MB
- Regional Connections Immigrant Services, Winkler, MB
- Eastman Immigration Services, Steinbach, MB
- Neepawa Settlement Services, Neepawa, MB
- Working Women Community Centre, Toronto, ON (5 sites)
- HIPPY, Halton, ON
- Vanier Community Service Centre, Ottawa, ON (2 sites)
- NWT Literacy Council, Yellowknife, NT
- Multicultural Association of Fredericton, Fredericton NB
- CAFi, Moncton, NB
- Immigrant and Refugee Services Association, Charlottetown, PEI
- Immigrant Services Association of Nova Scotia (ISANS), Halifax, NS
- YMCA of Greater Halifax/Dartmouth, Halifax, NS
- Immigration Francophone Nouvelle-Écosse, Halifax, NS
- Association for New Canadians, Saint John's, NL

5 Indigenous HIPPY Sites

- Vancouver Aboriginal Friendship Centre, Vancouver, BC
- Tsleil-Waututh Nation, North Vancouver, BC
- Squamish Nation, North Vancouver, BC (2 sites)
- NIL TU,O Child and Family Services, Saanichton, BC

Social Innovation Locations



10 SMART Programs

1. DIVERSEcity, Surrey, BC
2. Vancouver Aboriginal Friendship Centre, Vancouver, BC
3. Tsleil-Waututh Nation, North Vancouver, BC
4. Squamish Nation, North Vancouver, BC (2 sites)
5. NIL TU,O Child and Family Services, Saanichton, BC
6. Portail de L'Immigrant Association (PIA), Calgary, AB
7. Service d'accueil et d'inclusion francophone - SK (SAIF-SK), Regina, SK
8. Federation des parents de la francophonie manitobaine (FPFM, MB)
9. HIPPY, Halton, ON
10. Vanier Community Service Centre, Ottawa, ON

4 Bond to Literacy Programs

1. DIVERSEcity, Surrey, BC
2. Langley Community Services, Langley, BC
3. Red Deer Native Friendship Society, Red Deer, AB
4. Saskatoon Open Door Society, Saskatoon, SK

2 FLIP Pilot Programs

1. Saskatoon Open Door Society, Saskatoon, SK
2. Regina Open Door Society, Regina, SK

4 SELF Sites

1. YWCA Metro Vancouver, Vancouver, BC
2. SOFIA House, Regina, SK
3. YWCA Hamilton, Hamilton, ON
4. Iris Kirby House, St John's, NL

3 WIP Sites

1. Aboriginal Mothers Centre Society, Vancouver, BC
2. ISSofBC, Vancouver, BC
3. Muslim Food Bank and Community Services, Surrey, BC

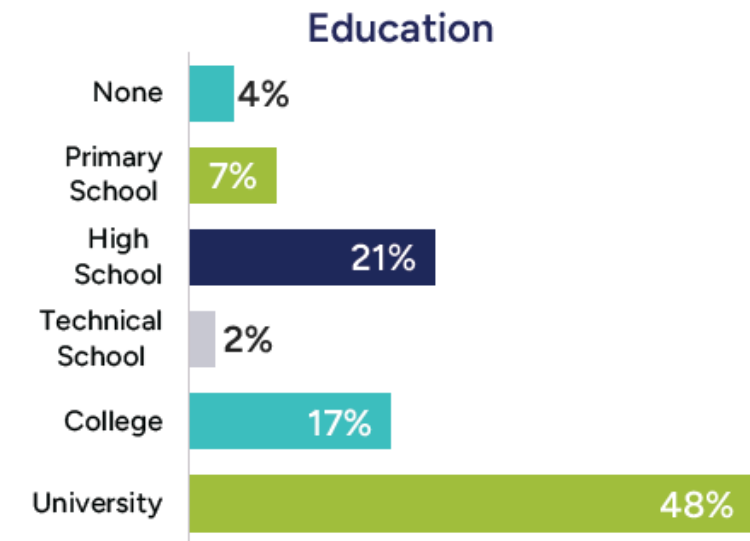
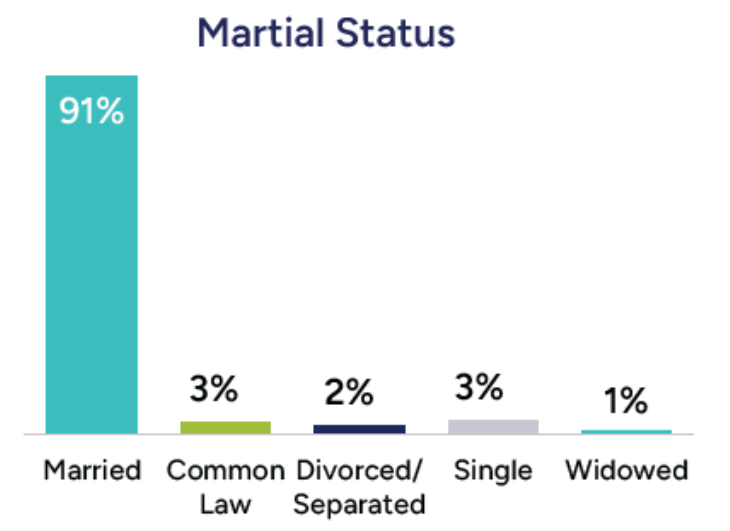
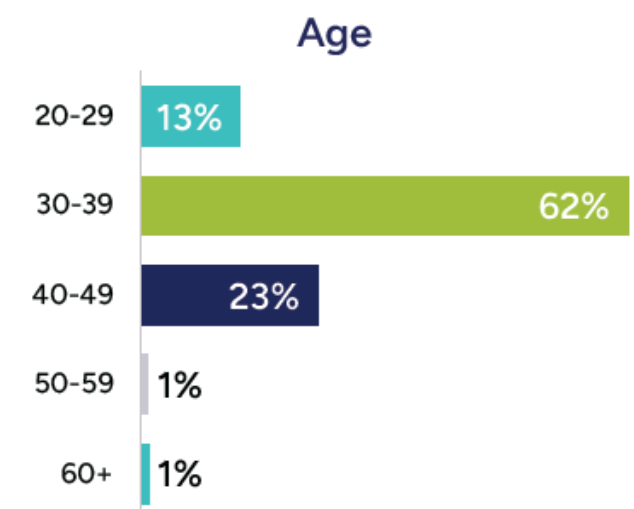
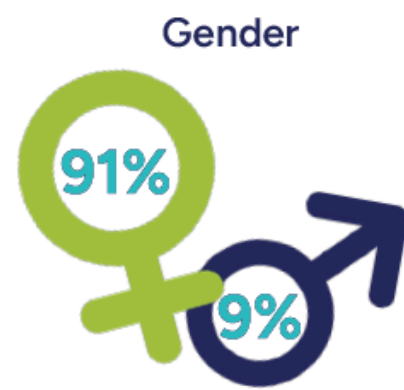
7 Men Like Me Sites

1. NWT Literacy Council, Yellowknife, NT
2. Alberta Immigrant Women & Children Centre, Edmonton, AB
3. Portail De L'Immigrant Association (PIA), Calgary, AB
4. Saskatoon Open Door Society, Saskatoon, SK
5. Service d'accueil et d'inclusion francophone – SK (SAIF-SK), Regina, SK
6. Regina Immigrant Women Centre, Regina, SK
7. Immigrant and Refugee Services Association PEI, Charlottetown, PE

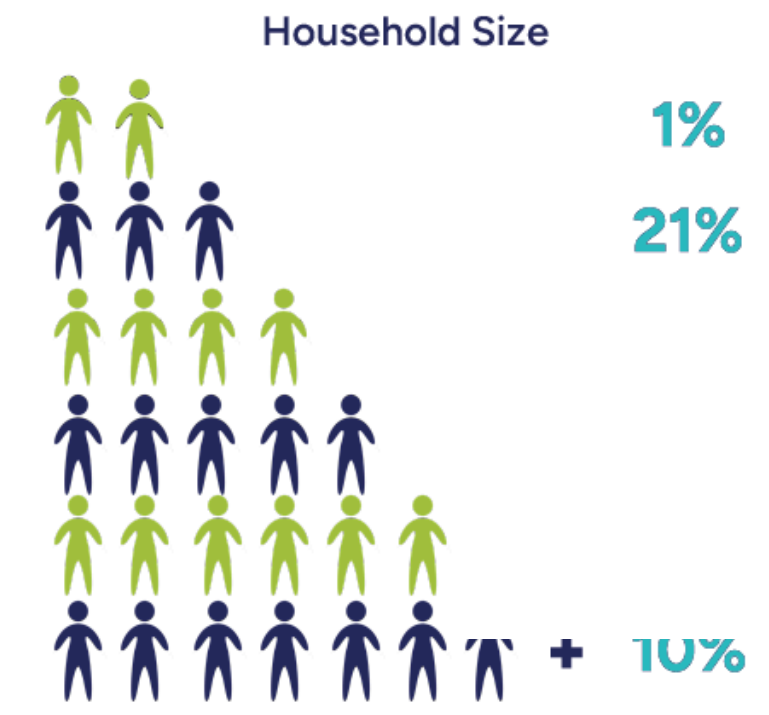
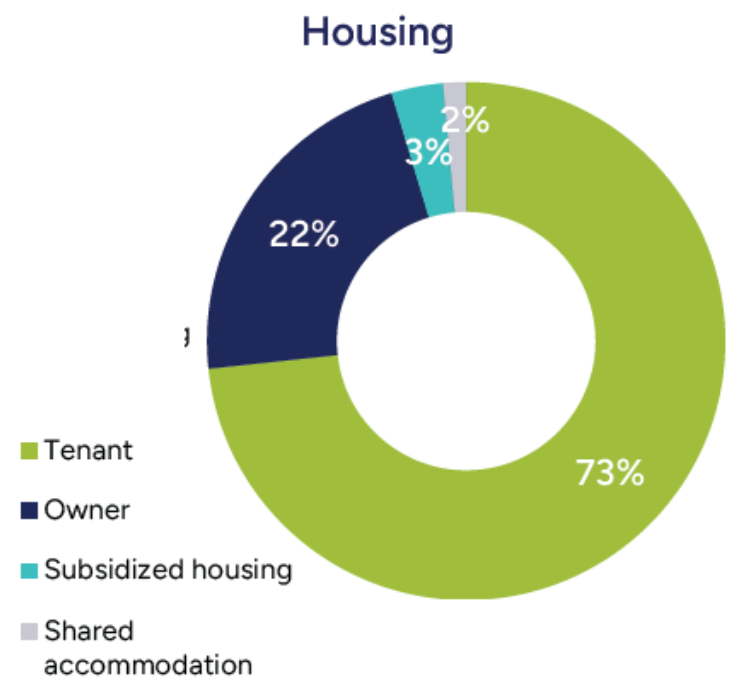
Parent Enrollment



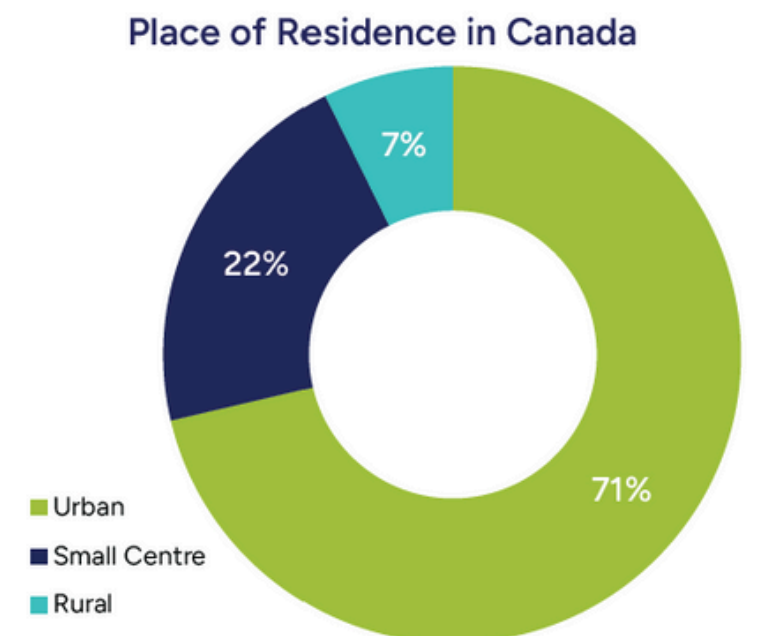
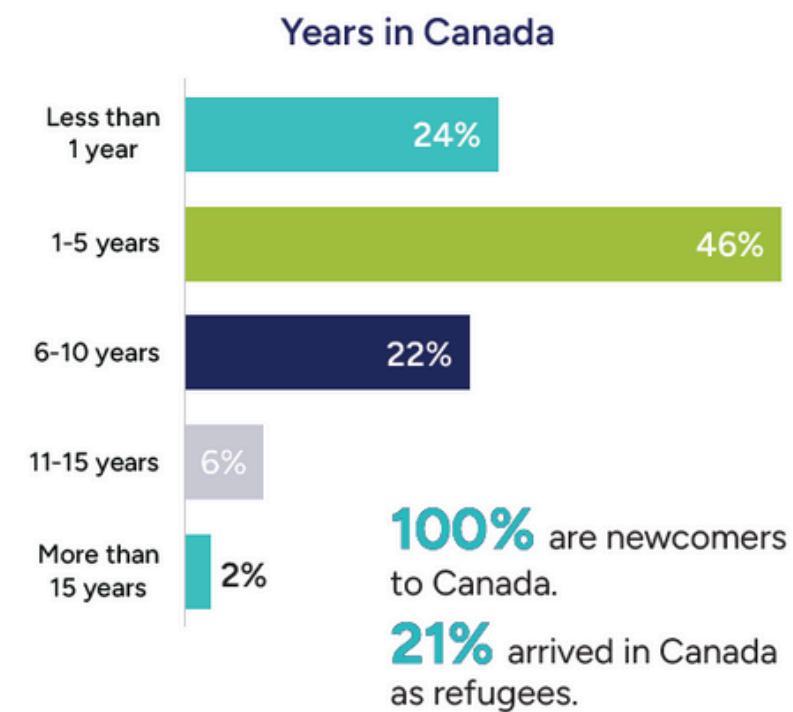
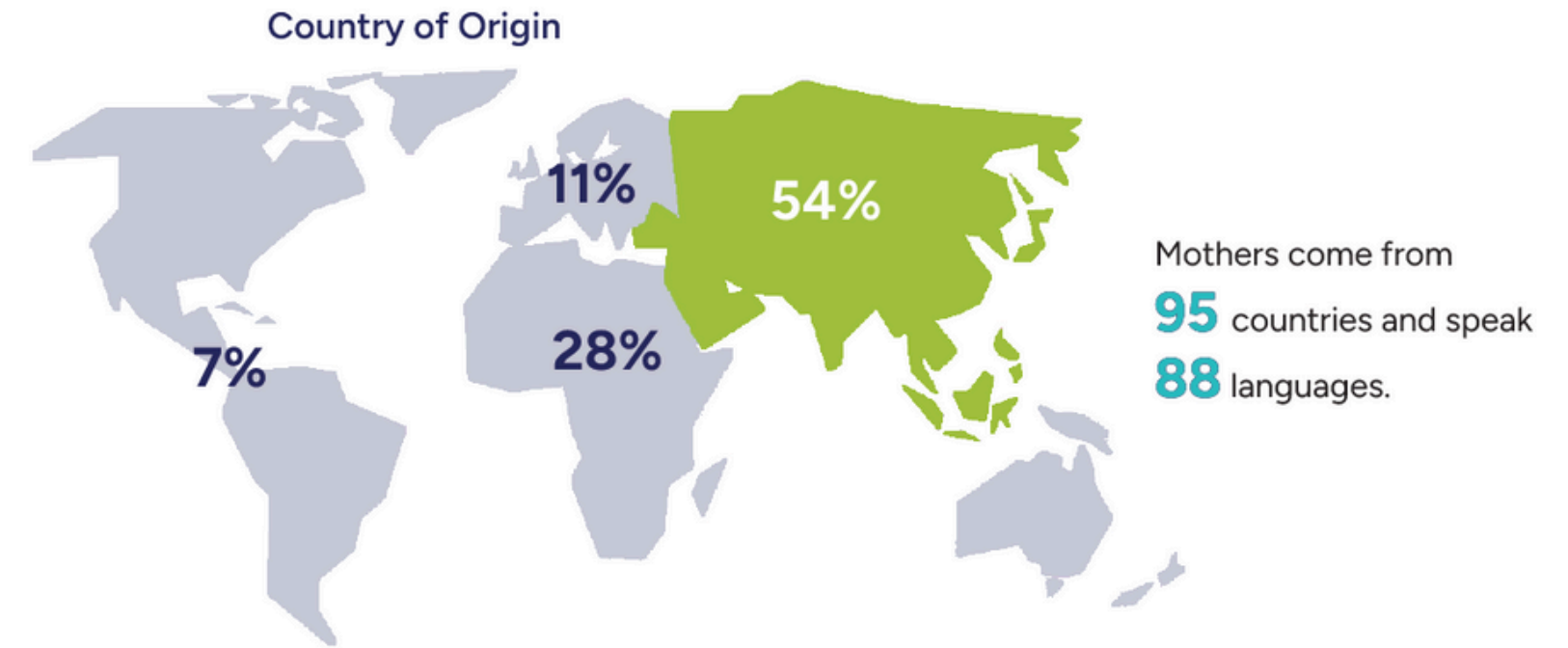
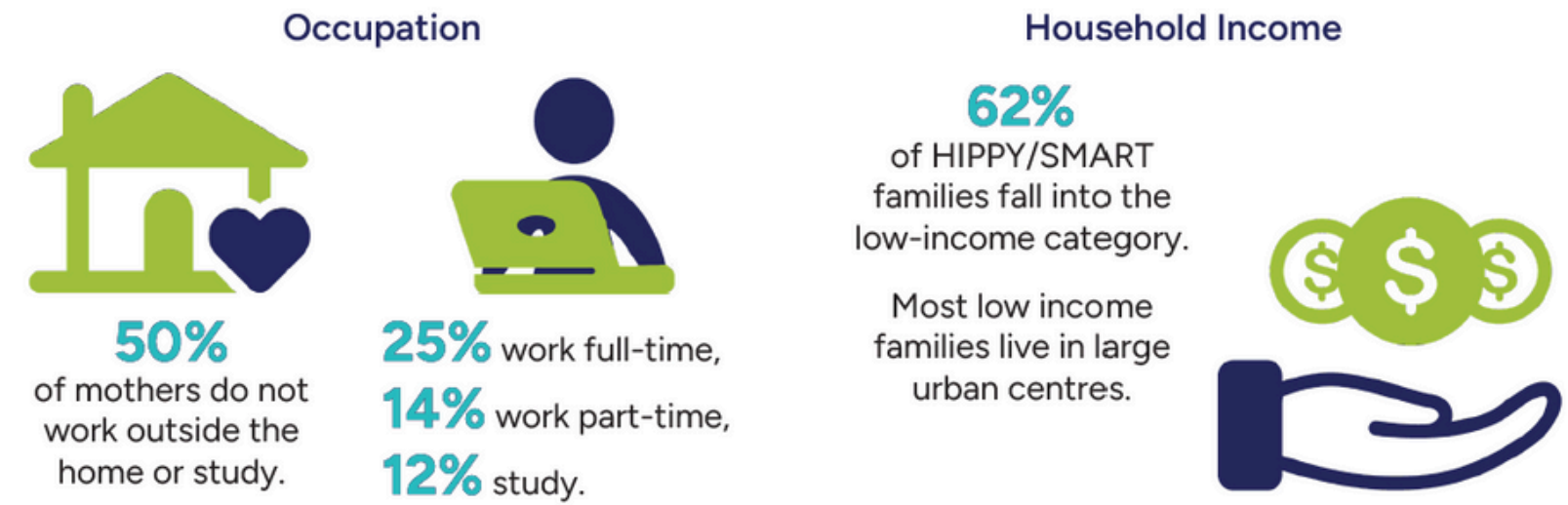
1,712 mothers and
1,930 children were enrolled.



92%
of mothers have received their
post-secondary education
from outside Canada.



Parent Demographics



Parent Change



Outcome 1

Once-isolated mothers have the skills essential to ensure their children are productive, healthy, and engaged citizens of Canadian society.

Feel confident teaching their child new things.



Watch educational programs with their child.



Read to their child three days per week or more.



Feel comfortable when communicating with teachers or staff at their child's school, pre-school, or day care.



Parent Change



Outcome 2

Mothers have the skills, knowledge and experience to fully participate in social, economic and civil society.

Feel they belong in their neighborhood.



Have two or more people they can talk to about different issues regarding their child.



Have three or more friends in their neighbourhood.



Attend or go to events or social gatherings in their neighbourhood.



Parent Change



Outcome 3

Mothers express knowledge and pride in their cultural identity and share it with their children while valuing and learning about the diversity of Canadian culture.

Teach their children their culture.



Spend time with extended family and pass down stories with their child.



Teach their children their mother tongue.



Mid-stream Service Adjustments



Service Adjustments	# of follow-up actions
Call mother to remind her of home visit day / time	5,662
Change time of home visit (for example: weekend)	1,939
Reduce home visit to every other week	197
Increase home visit to 1 ½ hours / more than once a week	314
Change how curriculum is provided	143
Downsize curriculum (fewer activities) to make it more manageable	165
Give mother a break from HIPPY curriculum (still continue home visit but don't role play)	101
Give mother a break from HIPPY (stop home visits for a while)	92
Allow for more 1-on-1 time with HIPPY child	38
Assign volunteer to support mother to work with child	20
Create family time with HIPPY	2,331
Invite father to be involved	1,573
Suggest extended family / sibling support	937
Support mother with finding daycare	301
ESL support for mother	1,166
Give tips on establishing a routine	2,988
Provide professional support to resolve issue (Coordinator intervenes)	202
Support mother to attend group meetings	3,982
Follow up with family on educational / work goals	1,205



Scan for the Performance Management Report

What is Intersectional and Holistic Programming?

Definitions

- **Intersectional:** Focuses on how different aspects of identity (e.g., gender, race, socioeconomic status, ability, and sexual orientation) overlap and influence a person's experiences.
- **Holistic:** Addresses the multiple dimensions of a newcomer's integration, including healthcare, housing, employment, education, language training, and community support.

Key Concepts

- **Intersectionality** is crucial to understanding the varied barriers newcomers face based on their unique identities.
- **Holistic programs** aim to provide comprehensive services that address the diverse needs of newcomers and ensure long-term, sustainable integration.



Canada's Gender-Based Programming for Newcomers

Example: Gender-Based Analysis Plus (GBA+) Framework

The Canadian government uses GBA+ to assess the impact of policies and programs on different groups, including immigrants and refugees, and ensures that gender is considered in all integration efforts.

Some Canadian Programs:

- The GBV partnership
- Women's Immigrant and Refugee Support Network
- HIPPY and SMART
- SWIS

Holistic?	Intersectoral?
Francophone women and girls?	Flexible?
Unique needs of children?	Health and mental health issues
GBV victims and/or survivors?	Small Centre and Rural communities?

Key Statistics and Evidence from Canada

- **Employment Gap:**

- Unemployment gap between recent immigrant women and Canadian-born women (15.2% vs. 8.0%) - Labour Force Survey data from January to June 2021
- Racialized newcomer women are overrepresented in low-wage sectors, such as accommodation and food services or hospitality. (IRCC)
 - Most dramatic wage losses. Between 2019 and 2020, the median entry wage of immigrant women fell by 11.1%, from \$26,100 to \$23,200.
- Immigrant women in executive positions:
 - one in four executives were women
 - one in seven were immigrant women (four times more likely that the woman was born in the United States or the United Kingdom).
 - Among immigrant and Canadian-born executives, immigrant women earned the lowest median employment income, and encountered the greatest gender pay gap, at 29%.

Key Statistics and Evidence from Canada

- **Educational Attainment:**

- Despite high education levels, immigrant women face barriers such as lack of credential recognition, and cultural biases, which result in underemployment (Immigrant Employment Council of BC, 2020).

- **Violence Against Newcomer Women:**

- Newcomer women face significant risk for gender-based violence, but many do not have access to services.
- 30% of immigrant women report experiencing violence from a partner or spouse (Canadian Women's Foundation, 2020).

- **Health and Well-being:**

- Newcomers, especially refugees, experience higher rates of mental health issues, but face barriers in accessing healthcare services, including language barriers and lack of culturally appropriate care (Immigrant Services Society of BC, 2020).

Key Gaps in Canada's Current Newcomer Integration Programs

- **Lack of Integrated Programs or One Stop Shops**
 - Housing Crisis
 - Healthcare Crisis
- **Systemic Discrimination:**
 - Racialized newcomers face barriers in accessing services, finding housing, and securing employment, while Indigenous newcomers face unique challenges.



Key Gaps in Canada's Current Newcomer Integration Programs

- **Lack of Coordination:**
 - Services are often fragmented, and newcomers have to navigate multiple organizations and processes, leading to service duplication or gaps.
- **Limited Access to Gender-Specific Resources:**
 - Newcomer women, LGBTQ newcomers, and racialized groups face underrepresented services catering to their specific needs (e.g., domestic violence, childcare, and healthcare).



Key Gaps in Canada's Current Newcomer Integration Programs

- **Disconnect between skilled immigrants and inroads to the job market**
- **Barriers to Employment:**
 - Unemployment Rate - Underemployment
 - Credential Recognition
 - Limited language skills
 - Limited/no access to childcare and/or before and after school care
 - Limited flexible work models especially in low-skill sectors
- **Funding gaps**



Project: "WeWomen: Empowering Refugee Women Through Entrepreneurship" - Kenya

Budget: \$200,000 (annual), **Funder:** UNHCR, European Union, Ford Foundation

Key Activities:

- Vocational training (tailoring, food processing, handicrafts)
- Microloans and financial literacy workshops
- Mentorship from local women entrepreneurs
- Language and cultural orientation courses

Successes:

- Economic independence: Over 200 women launched businesses, providing income for their families.
- Social integration: Participants report increased engagement in local markets and networks.
- Leadership: 15 women became local advocates for women's and refugees' rights.

Sources:

- UNHCR (Kenya Refugee Response Plan 2022)
- European Union (EU Support for Refugee Women in Kenya, 2021)

Project: "Refugee Child Education and Housing Support Initiative" - Jordan

Budget: \$500,000 (annual), **Funder:** World Bank, UNHCR, USAID

Key Activities:

- Access to schools and specialized language classes
- Community-based housing development for refugee families
- After-school tutoring and extracurricular activities
- Psychosocial support and counseling

Successes:

- Educational outcomes: 85% of refugee children enrolled in local schools.
- Housing: 1,000 refugee families provided with improved housing solutions.
- Social cohesion: 90% of refugee children reported better integration with local peers.

Sources:

- UNHCR (Jordan Regional Refugee Response, 2022)
- World Bank (Jordan Refugee Response Report, 2021)

Germany's Holistic Integration Programs

- Mandatory integration and language programs
- Gender-sensitive job training for migrant women, addressing language barriers, childcare needs, and violence prevention.
- Integration centers combine housing, language classes, and employment support, helping newcomers integrate faster and with greater long-term success.



Norway's Inclusive Integration Policies

- Refugee women are offered tailored support focusing on education, social mobility, and gender equality.
- Programs include workforce integration, cultural workshops, and mentorship.
- Norway's refugee women have a higher employment rate than refugee women in other EU countries (Norwegian Ministry of Labour and Social Affairs, 2021).



The Norwegian Integration Act of 2021 (Integreringsloven)

- **Clearer Responsibilities for Integration:** language courses, work opportunities, and social services, while the state supports municipalities in these efforts.
- **Mandatory Integration Programs**
- **Emphasis on Employment:** Municipalities are encouraged to develop local programs and partnerships with businesses to create opportunities for newcomers in the labor market.
- **Personal Integration Plans:** Immigrants are now given a personal integration plan, includes goals related to language acquisition, employment, and social participation.
- **Social Support and Family Integration:** Integrated measures to address family life and family reunification, Special provisions for children and youth
- **Civic Participation and Rights**
- **Better Coordination of Services**

Sweden's Strong Focus on Families and Children

- Sweden's Gender-Based Support: Sweden is known for its gender-equal approach and has specialized programs for immigrant women, including Swedish for Immigrants (SFI) programs that target women, with more flexible hours and childcare options.
- Language Proficiency: 90% of immigrants who attend Swedish language courses (SFI) achieve functional proficiency (Swedish Migration Agency, 2021).



Recommendations

Community Organizations	Government
Tailored employment support for immigrant and refugee women.	Ensure gender-responsive immigration and settlement policies.
Flexible language and skill-building programs.	Expand access to affordable and quality childcare.
Increase support for survivors of gender-based violence.	Strengthen support for gender-based violence prevention and response.
Promote leadership and civic engagement among immigrant women.	Implement targeted employment programs for immigrants esp mothers (single/young)
Create peer support networks and mentorship programs.	Support research and data collection on gendered settlement experiences.

Call to Action

- Policymakers and organizations must adopt integrated approaches to address the diverse needs of newcomers.
- Collaboration across sectors (government, NGOs, communities, businesses) is essential to creating a more inclusive and equitable Canada.
- Policy commitments should translate into adequate resourcing that understands gendered needs and considerations
- Safe spaces to share learning and good practice
- Research and data - gender aggregated and also specific for mothers, victims/survivors of GBV, single mothers and other vulnerable groups



Shaping the Future: Addressing Gender-Based Violence, the SDGs, and Canada's Path Forward

November 27, 2024, 10:00 AM - 1:00 PM PT

Join our webinar to explore the critical connection between sustainable development and GBV prevention and the role of gender equality in shaping Canada's future. Bringing together GBV prevention activists, SDG experts, and policy advocates, we will learn about existing GBV prevention strategies, promising practices, and ongoing challenges in the field.

Aline Nizigama,
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YWCA Canada



Anuradha Dugal,
Executive Director,
Women's Shelters Canada



Gary Barker,
President & CEO,
Equimundo



Yusra Qadir,
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Scan to register for the webinar