Canadian Immigrant Integration Literature Review

Includes: Final Report

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Completed for:

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Summary/Abstract

Six students completed a literature review of research available in municipalities with populations under 300,000 in an assigned region of Canada (from 1995 onwards) addressing the successful integration of immigrants into the social, economic and cultural life of the community. Specific attention was paid to research carried out by Local Immigration Partnerships (LIPs) in Ontario or by municipalities that have Immigration Councils or some other form of intersectoral partnerships. The Peterborough Partnership Council on Immigrant Integration (Council) provided information on potential sources of immigration research that they knew of.

Each student produced an annotated bibliography for their region - a short, objective summary of each article/paper – followed by a short synthesis of questions being raised in their literature review in relation to Peterborough context. This report contains all six literature reviews and synthesis pieces.

Table of Contents and Research Question

*Golden Horseshoe West: Niagara Falls at eastern end of Niagara Peninsula, extending west, wrapping around western end of Lake Ontario at Hamilton, south west to Brantford & east to Kitchener-Waterloo.

**Golden Horseshoe East: Guelph northeast to Barrie, east to Oshawa and northeast to Peterborough.

In both Golden Horseshoe regions, the GTA (except Durham) is NOT to be included: http://upload.wikimedia.org/wikipedia/commons/1/1a/Greater_toronto_area_map.svg (This means Halton, Peel, York and City of Toronto)

***Ontario outside of Golden Horseshoe: Any region in Ontario not identified in Golden Horseshoe

Research question: What research (formal or informal) is available in (region) at the municipal level exploring the settlement needs of new Canadians and models for immigrant integration?

Expanded terminology that might be of assistance for the literature review: Does the research address the needs of landed immigrants, live-in caregivers or international students on an immigration pathway? Student researchers are also encouraged to review the Council Terms of Reference (TOR) - specifically the TOR Appendix that deals with immigration terminology and definitions. Focusing on immigration sectors may assist the research: education, employment and training, health and social services, housing & transportation.

British Columbia, Alberta and

Atlantic Canada (New Brunswick, Nova Scotia, PEI and

Newfoundland)

By: Christina Franklin

<u>**Annotated Bibliography (British Columbia, Alberta, Atlantic Canada)**</u>

<u>**Employment**</u>

Atallah, Nabiha., et al. "Economic Integration: Models, Programs & Best Practices." Presented by the Metropolitan Immigrant Settlement Association Nova Scotia. 2004.

Prescriptions are made in this presentation concerning the problem of retention in smaller communities. Some of the following are suggestions for how settlement agencies can better provide employment opportunities: provide a menu of services and programs, develop a customized plan of action, make appropriate referrals and connections, do necessary follow up, and provide active and supportive employment counselling. Also, some ideas for immigrants who wish to work in business that the settlement agency can help with include making on-site visits, offer evening workshops to develop management skills and this will provide opportunities for businesses to promote themselves. Suggestions for immigrants who wish to start their businesses include providing individuals with information and referrals, present tools for self-assessment and evaluation of ideas, offer business orientation and offer opportunities to create networks within the business community. Practice interviews, volunteer mentors, and employment referrals are ways that settlement agencies can aid new immigrants in overcoming job barriers they may encounter. A Multistakeholder Model offers even more suggestions, this time for businesses looking to hire new immigrants. This includes licensure pathways, recognition of credentials, teaching of sector-specific language, competencies/skills assessment and short term "gap" training or bridging of foreign credentials, among others. The information in this article is valuable in that it provides realistic suggestions for not only settlement agencies but for businesses as well.

Belkhodja, Chedly. "Toward a more welcoming community? Observations on the Greater Moncton Area." Department of Political Science, Université de Moncton, 2009. Web. 29 October 2009.
        <http://canada.metropolis.net/policypriority/welcoming_e.htm>

This case study focuses on initiatives in the Greater Moncton area to help new immigrants aid in local development, particularly a drive towards a knowledge-based economy. This has included specific recruitment initiatives target countries such as Korea and China to increase economic investments as well as a special effort put forth by the Université de Moncton to attract international students which would increase revenues. Settlement agencies have partnered with economic actors is surrounding major cities to help attract labour to the smaller communities as well as active recruitment overseas to promote Moncton. The article recognizes the difficulty an immigrant has in fully participating in the social, political and cultural development of the city, how confined one can feel being placed in a particular role, as well as overcoming the view of immigrants as 'commodities'. Diversity is seen simply as something to be managed. Racial discrimination and racism are also points identified as major hurdles that must be overcome, although no suggestions of how are given. It is necessary to understand the importance of the historical context of the area in which new immigrants hope to settle in order to identify some of

these obstacles. It is the job of the cities and municipalities to create policies that make immigrants active participants in the social, political and cultural development of the city.

Girard, Erik et al. "Assimilation and Exclusion of Foreign Trained Engineers in Canada: Inside a Professional Regulatory Organization." *Antipode* **(2007): 35-53.**

This is a case study based on Ontario's professional engineering regulatory system where the researchers, Erik Girard and Harald Bauder from the University of Guelph, interpret institutionalized cultural familiarity in the licensing criteria enforced by regulatory bodies as processes of distinction that undermine immigrants' access to the engineering profession relative to Canadian-born and Canadian-trained applicants. Although this is a case study done on engineers, the study can be applied more broadly to the labour market at large by uncovering how workplace behaviour and practices interact to produce and reproduce the social division of labour. By linking the concepts of *institutional cultural capital* with *habitus* the study can examine the decision making processes and motivations that produce the effect of skill devaluation and labour market exclusion. So not only must the applicant have technical competence, they must have cultural competence as well. Essentially, practices and behaviours must become internalized in order to become assimilated more easily into the workplace.

Lampart, Tony. "An Ideal Place to Live, Work and do Business. A Place Where you can Belong. New Brunswick, Canada." Manager, Immigration Business, AMA Presentation, November 2004.

In this presentation, the information Tony Lampart gives regards how to attract and retain new immigrants with regards to employment. In hoping to increase immigration, people must be actively sought out who will work and develop the province and to encourage qualified people to build and diversify the community. There is a need for skilled labour, to rectify the decline in population, to support business development, to encourage retention of international students and to increase the number of Francophone people. Two categories of immigrants are identified that can help achieve this: entrepreneurs and skilled workers. Skilled workers must be employment driven, provide experience to key industries, help meet human resource requirements, transfer skills to Canadian employees, work for a New Brunswick employer that is not unusual work for a native Canadian, the employer must provide competitive wages and working conditions and the worker must be willing to work in an area of skilled shortage. Entrepreneurs must attract new ideas and investment dollars, introduce critical business skills, create employment opportunities, establish international business links, have experience in owning or managing a business, and have the resources for business development and family settlement. A basic knowledge of English or French is necessary. It outlines the CIC's plans on how it helps immigrants achieve this.

Poisson, Yves. "Bringing Employers Into the Immigration Debate." Presented by Director of Special Projects, Public Policy Forum, 2004.

This study done by the Public Policy Forum focuses on employers hiring immigrants who are older than fifteen years of age and have arrived in Canada within the last ten years in Toronto, Montreal, Vancouver, Moncton and the Maritimes. Some overall key findings show that employers generally have a positive attitude towards immigrants and see the benefits of hiring

them. The study shows that most employers do not believe additional training is necessary for the immigrants before they start work (although the type of work is not specified in the study) and it shows that employers are willing to help with their integration, particularly in Atlantic Canada. Although, despite many benefits of hiring immigrants some potential challenges that most affect the working environment are language, lack of experience with Canadian work culture/business etiquette, some immigrants may be in the area temporarily before going to other larger Canadian cities, not able to work in a team, become frustrated with being overqualified for their jobs, cultural differences and misunderstandings, sexism, harder to integrate to working teams and harder to assess skills and qualifications. According to the respondents, work experience is critical to strong performance particularly when the immigrant can prove they have the ability to work in the Canadian work environment and they know and meet Canadian standards. Credentials are not recognized and most employers assume that immigrants have only achieved a high school education or less, which is of course unlikely given the highly skilled immigrants that Canada attracts each year. Some policy implications that are identified are that employers need to be informed and engaged in discussions on selection and levels, employers should be engaged in regionalization strategies, should be encouraged to develop strategies to hire immigrants more effectively, promote existing credential recognition services and develop new services where appropriate, improve language training, especially occupationally-based and, lastly, create tools to encourage cultural understanding.

Reitz, Jeffrey G. "Immigrant Employment Success in Canada, Part I: Individual and Contextual Causes". *International Migration and Integration* **8 (2007): 11-36.**

By understanding the federal immigration policies one can understand the characteristics (human capital) of immigrants entering the country. This is used by employers to attract certain immigrants and can determine the treatment they receive in the labour market. The success of the immigrant is determined by a number of factors, such as the immigrant selection policy and settlement patterns of immigrants, effects of assimilation over time, the lower value of immigrant human capital, the ethnic; racial or national origins of immigrants can increase the possibility of racial discrimination to various degrees, specific work niches can be found with respect to ethnic enclaves determining the type of occupation, as well as inter-ethnic relations within society due to the changing positions of policies, border regulations and positions of nations in the international system. There are a number of outstanding research issues, such as the extent and significance of labour market discrimination based on racial or other minority origins; labour market processes affecting employer assessment of the quality and Canadian relevance of immigrant qualifications; "social capital" resources of immigrants and their importance in employment success; the impact of illegal migration and return migration; and explanations for differing patterns of immigrant success in different nations and cities. All of these aspects are important to understand what new immigrants encounter and how they factor into the labour market.

Gender, Health & Well-being

Calgary Immigration Women's Association. Web. 29 November 2009.
        <http://www.ciwa-online.com/index.html>

Calgary Immigration Women's Association (CIWA) was established in 1982 and is the only immigrant servicing agency in Calgary that offers all-female programs and services. Their unique language programs cater to immigrant and refugee women with 0-7 years of education and little to no literacy skills in their mother tongue. There are also services that help bridge the gap in foreign skills to Canadian skilled positions, and help prepare women sending their children to school. There are also family conflict programs, family conflict outreach counselling as well as cross-cultural parenting programs. There are also services that cater towards youth and seniors. Their vision is: women from diverse backgrounds are empowered to reach their goals as equal and contributing members of Canadian society. Some of their programs are on a permanent basis and some are on a project basis. There is a large list of funders and supporters of these programs. There is also a list of publications by CIWA as well as immigrants' contributions.

Hyman, Ilene., et al. "Gender, Violence & Health: Post-migration changes in gender relations among Ethiopian immigrant couples in Toronto." *CERIS.* **17 February 2004. Web. 29 October 2009. <http://ceris.metropolis.net/frameset_e.html>**

This study focuses on Ethiopian couples that have migrated to Canada and the stresses that both partners encounter can lead to increased partner abuse, particularly with males being the aggressors. Despite heightened national awareness regarding domestic violence little research has been done on the dynamics between couples and the associated risks and protective factors involved. Initially the study focused on the lack of and accessibility to social services for the women and the social isolation they would experience. It continues to look at ways of preventing violence by exploring gender relations and how community agencies could intervene. Some suggestions of preventing these occurrences are to focus on the women and to help them adjust while others argue that men should be targeted with aiding them in adjustment, counselling should be offered as well as orientation into the community to make them feel more comfortable. Although this study is based out of Toronto, smaller communities can help to build and develop these services suggested to help: Ethiopian Association in Toronto, religious institutions, and self/family/friends. Two major limitations to the data collection were identified. Firstly, the representative sample may not have included wedded couples who had been together over a varieties length of years and did not include couples who were separated or divorced. Secondly, the study lacked representation of religious and socio-economic background.

Kim MJ., et al. "Primary Health Care for Korean immigrants: Sustaining a culturally sensitive model." *Public Health Nursing* **19 (2002): 191-200.**

A settlement agency in Chicago set up a model for bilingual health care by having a number of various certified health professionals to conduct a program emphasizing community outreach and health promotion and prevention. A bilingual health professional also attended to patients in need of medical care and patients were referred to bilingual community agencies for assistance with a variety of other problems. The sustainability of the project is questioned in that the ultimate fate of the program rests with the will of the employees to continue it. Other problems included budgetary and nursing personnel constraints. Although this project does not sound sustainable, this model could be used and changed to adapt to existing community needs where it is implemented.

Pottie Kevin, et al. "The resettlement of Central American Men in Canada: from emotional distress to successful integration". *Refuge* **22 (2005): 101.**

New immigrants, male and female, undergo large amounts of stress and significant changes in terms of roles, routines and relations with others. Nervios is a form of stress that affects both men and women in different ways. In their home countries, roles and routines stem from larger historical and socio-cultural relations that constitute gender order. Political, economical and ideological structures are also responsible for shaping human behaviours. Since many immigrants have difficulties finding employment in their field of expertise due to the unavailability of jobs or unrecognized credentials, they are unable to provide financially for their families which can lead to feelings of inadequacy. This research on Latin American men shows that they often have more difficulty articulating their stress which can cause them to partake in destructive behaviour such as alcohol and drug abuse, risk-taking and physical violence. Symptoms of nervios that affected men were weakness, fear of losing control over violent impulses, alcohol abuse and nightmares while women described symptoms of headaches, uncontrollable crying and loss of breath. Considering there are other studies found such as this one that identifies some illnesses caused by stress of moving to a new country, attention should be given to this trend and counselling services should be made available.

Housing

Texeira, Carlos. "New immigrant settlement in a mid-sized city: a case study of housing barriers and coping strategies in Kelowna, British Columbia." *The Canadian Geographer* **3 (2009): 323-339.**

Kelowna is a city not unlike Peterborough in many aspects. Kelowna must compete with Vancouver (about one hour away), it has a declining population, but it differs in that Kelowna has a labour shortage whereas Peterborough has a shortage of employment opportunities. Housing is identified as a primary route for social and economic integration. The most commonly cited barriers to new immigrants in Kelowna were high housing costs, a lack of reliable housing information, and prejudice by landlords based on the immigrant's ethnic or racial background. Many immigrants also experienced disadvantages with regards to renting and ownership. The price of housing in Kelowna is high since it is where affluent people go to retire, which is similar to Peterborough. Many immigrants did not know that community agencies could help them find housing. The first time many new immigrants (85%) even look for settlement agencies is when they need to take ESL (English as a Second Language) classes or require job-related services. Without knowing this, information on vacancies is stressful and time-consuming, especially when mobility is constrained if there is no vehicle and there is a language

barrier. When asked how they best went about finding a place they relied on their own ethnic enclave of family and friends to help them network.

Language

Bourhis, R., et al. "Language Matters: A Policy-Research Seminar on Language Acquisition and Newcomer Integration." Presentation by Citizenship and Immigration Canada. Ottawa, 22 October 2009. Web. 3 November 2009.
<http://canada.metropolis.net/pdfs/languagematters_seminar_e.pdf>

This presentation identifies language to be a key ingredient in helping immigrants integrate successfully into Canadian society. It has been found that language is one of the largest barriers immigrants must overcome in order to access the job market. Although it is beneficial for new comers to operate within their ethnic enclave and maintain diversity in Canada, a heavy dependence on this network can weaken integration. In this era of globalization it is recognized that to have the ability to speak another language is a considerable asset. Presenters include experts from eastern Canada universities, the United States and the United Kingdom. The purpose is to look at these issues from a national and international perspective in order to influence future policies and research.

Miscellaneous

Citizenship and Immigration Canada. "Facts and Figures 2008-Immigration Overview: Permanent and Temporary Residents." Web. 23 September 2009.
<http://www.cic.gc.ca/english/resources/statistics/facts2008/permanent/11.asp>

As shown by these statistics, the total numbers of permanent residents have fluctuated greatly, not just in second and third-tier cities in the southern Ontario region, but in Toronto as well, and quite often simultaneously. This can suggest that factors affecting immigrants to move to or from Ontario were issues that affected the entire province and not specific to cities within the province. By comparing these statistics, the same is true for the entire country in total. Therefore, according to this pattern, immigration of permanent and temporary residents was reflective of larger factors, not simply factors at the municipal and provincial levels.

Joint Centre of Excellence for Research on Immigration and Settlement (CERIS). Web. 23 September 2009.
<http://ceris.metropolis.net/frameset_e.html>

This website contains a number of articles written by students doing their Masters and Doctorates. The articles written here provide an excellent resource base for further research on any topic including employment, gender, education, anti-racism, policies and laws, settlement

and social issues, disabled/special needs, health, socioeconomic concerns and urban and demographics.

Moving to the Red Deer Region. Web. 29 November 2009.
      <http://www.movingtoreddeer.ca/main/default.aspx>

This website is an introduction of Red Deer and the surrounding area (in Alberta) to new immigrants and the website is available to be used in seven different languages. It has links to other immigration websites for services based within Alberta. It provides full background information on the town of Red Deer, what to do before arrival and after arrival. Throughout the website there is quite a bit of information on housing, such as an introduction to Canadian housing and what is available; health care, how to access it and how to find a doctor; cost of living, learning English, money matters and foreign qualifications. It also has information on child care, cultural groups in town, transportation, education, as well as a list of other agencies that can help. This website is sponsored by Red Deer Regional Economic Development.

Source unknown. "Carleton Region in New Brunswick." Presented by Multicultural Association of Carleton County, year unknown.

Carleton County is one of the few regions in New Brunswick showing population growth and the economy is quite strong, mostly due to the manufacturing industry. There is a high demand for workers in the Carleton Region, not all of it skilled and a large percentage of immigrants participate in the workforce. Immigrants with recognized credentials can find work in their field in rural and remote places in which Canadian professionals would often reject. However, there are skilled professionals that will not have their credentials recognized so there is difficulty in attracting these people to work in small towns. It is stated that a large ethnic and immigrant community does not always mean better employment conditions. The MACC (Multicultural Association of Carleton County) was created as a settlement agency to help with assimilation and to promote cultural awareness. Some of the challenges that the MACC faces include: unreliability of employment due to it being volunteer-led, dependency on government programs for staff, government bureaucracy (red tape), limited transportation, gender issues are dependant upon nationalities, reverse discrimination issues (locals challenge hiring practices of large corporations), no volunteer teachers for language training, and limited social services. This was the extent of the presentation and no solutions were included.

Racism

Lai, Daniel W. L. et al. "Experience of Discrimination by Visible Minorities in Small Communities." *Our Diverse Cities, University of Calgary* **(2007): 124-129.**

This study done by Daniel Lai and Nedra Huffey, of the University of Calgary, prove that racism and discrimination continues to exist across Canada, particularly in small towns. Visible minority ethno-cultural groups face systemic discrimination, stereotyping and racism daily in terms of education, employment, health care and access to social services. Little research has been done on the issue of racism in small towns, leaving the population unaware of the issue. Semi-structured interviews were used involving nineteen various minority individuals, of both genders,

throughout small towns in Alberta. Language was the largest barrier, according to the individuals, because instantly people cannot and will not try to communicate. The second largest barrier was the lack of recognition of their credentials. Going back to school to upgrade their certificates is difficult mostly due to cost and their age. In smaller towns immigrants are given differential treatment and one suggestion to explain this is that people in smaller towns are not used to seeing other ethnicities or cultures, unlike the larger cities that are more multicultural. This becomes even more difficult in small towns when families wish to preserve their language and culture through their children. Several suggestions were given by the participants that would help address discrimination in small towns, such as providing community education about different ethnic groups and cultures through public institutions and events, immigrant-focused support services, and employment opportunities for visible minorities. Top priorities for support services and resources were English classes, employment opportunities and affordable housing.

Retention

Birjandian, Fariborz. "The Regionalization of Immigration – The Prairies' Experience." Presented by the Calgary Catholic Immigration Society. Date unknown.

The presenter, Fariborz Birjandian, understands that the policies concerning immigration are a federal matter and provinces have had little involvement in the long-term planning of policies and resource allocation for new immigrants. However, settlement and integration is the responsibility of the municipalities and communities. This presentation outlines why immigrants choose to settle in MTV (Montreal, Toronto, Vancouver, 78%) as opposed to settling in smaller communities (only 22%). It continues on to suggest ways that communities can attract immigrants such as international marketing, developing a local strategy through Provincial Nominee programs, to work in close partnership with CIC to expand the Family Reunification sponsorship programs and to provide incentives for new immigrants to live in smaller communities. Ways to retain immigrants would be to increase public awareness on the importance of immigration, educate local population on the consequences of population decline, better allocation of services and resources for new immigrants, building capacity within mainstream service providers to address newcomers specific needs, to provide services in other languages, to work with companies to provide employment opportunities and to create opportunities for civic participation. These points are incredibly important since retention is, arguably, one of the largest barriers smaller communities face with regards to new immigrants.

Derwing, Tracey., et al. "The Retention of New-Comers in Second and Third Tier Albertan Cities." Prairie Centre of Excellence for Research on Immigration. University of Alberta. 18 November 2004.

The groundwork presented in this case study gives reasons of push and pull factors as to why immigrants move to larger cities and thus, suggest what should be done in the second and third tier cities to retain new immigrants. With regards to services, many immigrants complained about their frustration with government services and settlement agencies, dissatisfied with ESL programs and felt like nobody cared about them. In terms of employment, some felt like they had no time to find a job because they were required to spend all their time looking for social assistance and they left simply because they could not find a job. It is recognized that refugees may require more assistance than other immigrants because it is more difficult to retain them. Most immigrants settling in mid-sized cities would assist in regional development and reverse population decline although through the above factors, retention has been low. With special focus on Edmonton, Calgary, Lethbridge, Red Deer, Medicine Hat, Fort McMurray, and Grande Prairie the study shows how many left and how quickly.

Justus, Martha. "Push Me, Pull Me: Family and Friends or Paid Employment? Immigration and Out-migration: Atlantic Canada at a Crossroads." Strategic Research and Statistics Citizenship and Immigration Canada. 19 November 2004.

This article examines the push and pull factors that attract immigrants to MTV, and looks at the variation in settlement patterns concerning the immigrant's country of birth. It has been found that immigrants from Western and Southern Europe, the United Kingdom and the United States decide to settle in smaller urban centres compared to immigrants that choose to reside in larger centres, such as MTV. Refugees have a more dispersed pattern than other immigrants yet still move to larger urban centres due to inadequate employment and education opportunities. Since refugees require greater assistance from settlement agencies it could give the refugee a greater opportunity to make friends beyond their ethnic enclave. One explanation for the variation between refugees and the other categories may be that many refugees arrive in Canada as a result of a forced migration, and have a greater requirement for assistance from a range of agencies and organizations in Canada. This assistance would also provide refugees with opportunities to make friends from a range of ethnic backgrounds. According to this research, immigrants prefer to live in cities with family and friends over employment opportunities. However, if no employment is to be found then they are forced to move. Therefore, considerations must be made based on economic prospects, social infrastructure and ethnic composition is relevant, and should be built upon. No policy would redirect all immigrants away from large cities, thus, retention must be the focus of smaller cities.

MacIntosh, Peter. "2004 Immigration Retention Survey." Presentation by Corporate Research Associates, Inc. Atlantic Canada Opportunities Agency. 18 November 2004.

The data this presentation focuses on are the overall reasons for satisfaction or dissatisfaction of new immigrants with Nova Scotia. An overwhelming 67% of dissatisfaction stemmed from a lack of employment opportunities. 44% had trouble having their educational experience recognized while 42% did not, and 48% had trouble with recognition of foreign credentials while

36% did not, perhaps because they were unskilled although this is not confirmed. The final results for dissatisfaction include 83% with economic or job opportunities, 55% for social service considerations, 37% for a good environment to raise a family, 12% with the presence of ethnic background present, 10% living away from large cities, and 7% with the religious or community background. When compared with other factors such as social services, environment, presence of community of ethnic background, living away from large cities and presence of community of religious background, economic and employment opportunities rated as the being the largest barrier and reason for dissatisfaction.

Walton-Roberts, Margaret. "Regional Immigration and Dispersal: Lessons From Small- and Medium-Sized Urban Centres in British Columbia." *Canadian Ethnic Studies/Etudes Ethniques au Canada* **37 (2005): 12-34.**

This study, on Kelowna and Squamish British Columbia, begins by identifying the attraction of immigrants to MTV and continues on to understand why this is so. Some of the points and suggestions to rectify the lack of retention vary from some of the other articles. Employment not only provided economic security, but social integration in the workplace also contributed to wider community acceptance. This article argues that Kelowna is not an indicator of more successful immigrant settlement as has been suggested by other studies. This is supported by the fact that agricultural employment once took up the majority of the labour market, however, now that it is moving increasingly towards a service-oriented economy, there is a tighter labour market and the immigrant's qualifications are not being recognized. A second issue is with respect to demographic profiles. As mentioned in other articles, Kelowna is increasingly becoming more like a retirement community, which requires an increase in health services. This shapes the labour needs and opportunities, suggesting that there is potential for some kind of regional immigration system to be implemented in these occupational sectors. Thirdly, the federal government wishes to place immigrants in smaller communities, however, the federal government has also cut back funding to social services which will diminish support for integrating immigrants. Lastly, although many people see the solution of increased population in MTV is to disperse new immigrants to smaller communities, there are still barriers and restrictions in accessing the labour market which are structural problems municipalities cannot overcome. Walton-Roberts, therefore, argues that these problems are not merely geographical and that redirecting immigrants away from large urban centres will not solve the problem.

Zehr, Deb. "Initiatives to Attract Immigrants: To Small Cities and Communities, Lessons Learned in British Columbia." Executive Director, Immigration Division. Ministry of Community, Aboriginal and Women's Services (MCAWS). 18 November 2004.

Ninety per cent of immigrants settle in Greater Vancouver, with rural communities experiencing economic challenges and declining populations, reminiscent to that of Greater Toronto and Peterborough. Some tools and potential strategies for attracting new immigrants, as proposed in this document, are as follows: community profiles and mapping, increased awareness amongst local population, facilitated entry of international students, more private sponsorship of refugees,

and expedited entry for skilled workers. Some tools for increasing community capacity includes employment, business and education opportunities, established ethnic and religious communities, access to health care, affordable housing and a welcoming population. This article differs from others in that it provides a prescription to some of the past faults which call for greater flexibility in assimilation programs, long term planning, leverage (time, money and expertise), partnerships are essential, and a high level of engagement is required on behalf of the municipal, provincial and federal services.

Synthesis & Analysis

All of the research articles included are from towns across Canada with the similar demographics and industries as Peterborough. There were quite a few studies on Kelowna, British Columbia, the area surrounding Vancouver which would be quite comparable demographically to Toronto and Greater Toronto Area as well as numerous studies in the Maritime Provinces.

This compilation of literature on immigration assimilation has shown, primarily, two general reasons why immigrants are important for the community: firstly, they are skilled labour which employers want to hire and secondly, to rectify the decline in population. There seem to be many reoccurring themes throughout the articles. Retention and employment seemed to be two of the biggest issues for second and third tier communities. Many immigrants, within the first two years of living in smaller communities, move to MTV (Montreal, Toronto or Vancouver) because of larger ethnic enclaves, networking, more access to social programs and better chances of finding employment. The emphasis on labour proves how economically beneficial it is for Canada to accept new immigrants, or also known as the commodification of immigration. Immigrants have historically been viewed strictly for their economic necessity. Although many would argue that this is inhumane; this is an issue that cannot be ignored so settlement agencies and communities must work within this structural framework. It has been found that employment not only would provide economic security, but social integration in the workplace as well, which would contribute to wider community acceptance. Through the frustration and stress immigrating to a new country can cause may create stress on couples which

can easily lead to domestic violence or self-destructive behaviours. Women are disproportionately affected because they are already undervalued through the points system often making them dependent on their spouse. With increased support via employers and settlement agencies, along with better social services these issues can be reduced. Despite the issues of health (physically and mentally) between couples, there was hardly any literature with respect to gender analysis.

Social capital amongst the community members is important and active participation of the new immigrants is important in this regard. Social capital is assumed to include culture, social norms, association, networks, trust, and institutions and so on that can facilitate collective or individual action[1]. This trust is built from the social structure or safety net that is in place through networks in the community. Although increasing social capital cannot change the overriding structures that are obstacles for new immigrants, which are mostly via government policies, an increase in social capital can greatly reduce alienation of new immigrants, increase social support networks and increase acceptance of diversity.

Although racism is one of the largest barriers facing new immigrants it seems that there has been little research done on the subject in small towns. Given the recent attacks on international students from Trent University, something must be done to prevent this from reoccurring. Some suggestions may include providing awareness to community members that this is happening in this first place. It is rumoured that a group of local people are carrying out these attacks. These attacks were not advertised in the general news, apart from the University's student newspaper, *The Arthur*. Perhaps one of the worst things about these attacks is that the police have even treated the international students with disrespect and have exhibited racist

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[1] Jacqueline Solway, "Recognizing Bias in Development Analysis, Reasoning and Measurement" (lecture, Trent University, Peterborough, ON, 11 November 2009).

behaviour towards the victims.[2] This is purely speculation that there has always been some form of racist ideas amongst the Peterborough population at large (this is a very big generalization) but it does have a history of racist attacks. Whether the attacks have become more violent recently, or if there were violent attacks before, the local populations seems to have put up a fortress mentality and actively acting on it to discourage immigrants and international students from coming to Peterborough. This racialized discourse is not an easy issue to overcome, particularly when the police are not particularly helping the situation. As we have discussed in class, legislation is not enough to prevent racism.[3]

Some suggestions given to increase acceptance of new immigrants in the community include increased dialogue and celebration of cultures from around the world (such as Caribana) which can increase participation amongst new immigrants as well as introduce community members to other cultures. Although there is criticism of events such as these and it has been referred to as the 'song and dance of multiculturalism'[4] it is a positive, fun event to introduce people to another culture, and even if it is just for festivities, it will bring people from all ethnicities together in one place for the chance to mingle and become comfortable with one another in a public space. There is a quote used for when people begin a new job "showing up is half the battle." This applies to this sort of situation in that by just being there, seeing someone new (of any ethnicity) on a daily basis or in public city-wide events people can become more comfortable with other people because they see them more often.

Some of the largest hurdles to new immigrants include the lack of recognition of foreign credentials and the frustration that comes with this for the new immigrant, systemic racism in the

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[2] James Burrows, "Violent Attacks Against Trent Students Continue." *The Arthur*, Vol. 33, Issue 11, p.1.
[3] Davina Bhandar, "Multiculturalism, Citizenship and Immigration," (lecture, Trent University, Peterborough, ON, 23 November 2009).

community or employers, employment itself via lack of jobs, affordable housing and

discrimination for when new immigrants are searching for a place to live as well as difficulties

accessing ESL training. There was insufficient research material found on housing, language and

transportation. Housing is a major issue in Peterborough, as was learned at the seminar given by

the New Canadian's Centre[5]. Since there is no public housing offered, no new apartments have

been built in twenty-five years and the restriction of second suites according to legislature to

prevent housing add-ons is a major issue with respect to affordable and accessible housing, as

well as living density. Given that language is one of the most important ways to facilitate and act

as a catalyst for assimilation there was very little research that came up in this area. Also

according to the seminar given by the New Canadian's Centre[6] the issue of transportation was

brought up, however, there was no literature found on this subject at all. Unfortunately, many of

these structural problems are part of the larger results of neo-liberal policies and the retreat of the

state. With less support from the state social services must be provided for by either independent

community organizations or through social networks, hence why they move to larger cities.

Settlement agencies in small communities can work more on providing help to new

immigrants in terms of social services and advertise this as most immigrants do not know these

agencies can help until after they leave. According to Carlos Texeira, first time immigrants look

for help from a settlement agency when they are looking for employment or for English language

training. A 'menu' of services that the settlement agency can provide should be offered to new

immigrants. Another way settlement agencies can help new immigrants is by creating tools to

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[4] Yasmeen Abu-Laban et al. *Selling Diversity: immigration, multiculturalism, employment equity, and globalization.* Broadview Press. (2002), Chapter 4.
[5] Peterborough Partnership Council on Immigration Integration. (Public Meeting, Peterborough Public Library Auditorium, Peterborough, ON, 22 September 2009).
[6] ibid.

encourage cultural understanding so they can 'internalize' this new 'habitus', a habitus that

naturalized or naturally-born Canadians already have engrained in them.

Some possible suggestions to aid in the assimilation of new immigrants to small

communities can be as follows: firstly, local universities and colleges can accept more

international students. Along with this, employers could hire the international students in hope

that they may stay in the community once they have graduated. Secondly, with regards to ESL

training, students in the Continuing Education programs in the post-secondary schools, or those

looking for volunteer positions could volunteer as English teachers. It may be possible to use

students from a variety of disciplines to teach ESL job-specific terminology as well. Thirdly,

there is a large amount of racism and discrimination within the community; however, it seems

that is not so much a problem with employers for the most part. The only hesitancies for

employers to hire new immigrants are language barriers, recognition of foreign credentials and

the immigrant's lack of knowledge of business etiquette. For Erik Gerard, the applicant or new

immigrant must have not only technical competence but cultural competence as well. Essentially,

practices and behaviours must become internalized, habitus, in order to become assimilated more

easily into the workplace. Fourth, communities must try to build on the diverse ethnic

compositions they already have. Much of the research has shown that new immigrants move to

MTV mostly for employment and networks. It is through these networks that they can find

employment more easily, social services and a social safety net. If smaller communities can

provide these in place of the ethnic enclaves then they may be able to retain new immigrants

longer and hopefully permanently, which will thus build on their existing ethnic composition.

Fifth, opportunities must be created for civic participation for the new immigrants. Through

increased participation immigrants can feel more included, more like citizens and this will
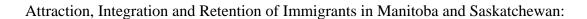
increase social capital.

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Saskatchewan, Manitoba

By: Brett Throop

Attraction, Integration and Retention of Immigrants in Manitoba and Saskatchewan:

A Literature Review of Research at the Community Level

By: Brett Throop

Submitted to: Davina Bhandar

16 December 2009

The Peterborough Partnership Council on Immigration and Integration has sought out research to identify best practices and research gaps in immigration and integration at the municipal level across Canada. The literature review which follows aims to give a limited overview of local iniatives in Manitoba and Saskatchewan. Research reviewed from Saskatchewan comes primarily from that province's largest city – Saskatoon. That city receives well over one-third of all immigrants to the province and has initiated extensive immigration planning, including a comprehensive immigration action plan (Garcea 2007). Saskatchewan as a whole is a good case study to look at in formulating immigration and integration initiatives in Peterborough. Peterborough[7] and Saskatchewan are similar in the sense that they both have low immigrant retention rates (Government of Saskatchewan 2002). The Government of Saskatchewan is seeking to address this, as are individual municipalities, and some of their initiatives are summarized here.

Both Manitoba and Saskatchewan have small populations – just over one million in Manitoba and just under one million in Saskatchewan. Manitoba's largest city, Winnipeg, has a population exceeding 300,000 and does not fall into the parameters of this review, while the rest of its municipalities are primarily rural, with none exceeding populations of 50,000. As a result, much of the immigration and integration research coming out of Manitoba (excluding Winnipeg) focuses on the challenges of rural immigration. This research thus offers important points of departure for considering immigration and integration beyond Peterborough's city limits, within rural Peterborough County.

Another particularity of immigration to Manitoba and Saskatchewan is a high percentage of refugees among the total number of immigrants to those provinces. This is especially true of

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7   Peterborough's low immigrant retention rate was pointed out by the Coordinator of the Community and Race Relations Committee of Peterborough, Mike Ma in a 21 September 2009 presentation at Trent University.

Saskatchewan; one researcher reports that 13.1% of immigrants to that province are refugees (White 2009). The research summarized here reflects this demographic reality and included are studies of refugee integration. While there are many overlaps, refugees and immigrants have distinct settlement needs; the research offers important insights into the particular challenges and opportunities of refugee

settlement in smaller cities (see for instance Gingrich 1996). In applying findings on refugee settlement to the Peterborough context, certain questions need to be addressed. For instance, what is the percentage of refugees among immigrants to Peterborough? How are their specific needs being met and what are the shortcoming and service gaps that exist? Zehtab-Martin & Beesley (2007) note that different service needs exist between immigrant classes. Research should therefore focus on further specifying the particular service needs of each class. White (2009) notes that refugees have specific needs related to trauma and loss and that often those needs are not met by traditional service delivery models. She suggests bringing services to immigrant communities. Further research will need to determine which services are being underaccessed in Peterborough and how these can be delivered more effectively.

Some of the research focuses on ethnocultural organizations and communities as integral components of the settlement process. Bucklaschuk, Sormova & Moss (2008), for instance, point out that ethnocultural organizations provide informal settlement services and that the community events they hold provide informal public education with the potential to decrease racism. It will further need to be determined what ethnocultural organizations in Peterborough exist, what services they provide, and to what extent they are involved in planning processes and policy development. Bucklaschuk, Sormova & Moss (2008) also suggest that organizational capacity and development of ethnocultural organizations needs to be aided through the support of

government and settlement service providers. What is the potential for increased ethnocultural organization in Peterborough and how can their settlement and integration functions be enhanced?

Some of the research points to "intra-ethnic" conflict as a serious problem to address. For instance, Gingrich (1996) notes that immigrants and refugees from both sides of the same conflict may be arriving in the same city. Gingrich notes that in Regina, Saskatchewan intra-ethnic conflict surfaces in ESL classes which are mixed by social, national and educational backgrounds. He notes that some of those issues were dealt with by coordinating ESL classes between service providers to ensure different options existed. Further research will need to look at problems of intra-ethnic conflict in Peterborough. Are ESL classes being coordinated in a similar way or how can they be? What are other sites of such conflict locally and how can it be addressed?

Intergovernmental and intersectoral collaboration and communication are stressed in much of the research as important to developing effective immigration strategies. The city of Saskatoon is a good example, its Immigration Action Plan involved the participation of each level of government as well as broad sectoral participation. What opportunities exist for the city of Peterborough to link its immigration planning with the initiatives, funding and expertise of senior levels of government? What is being done to facilitate the participation of multiple sectors in Peterborough's immigration planning efforts? What internal policies and programs are being implemented or need to be by the City to help facilitate settlement and retention? What specific service and policy development needs exist by sector? Much of the research also points to a need to increase recognition of international credentials. Garcea & Pontikes (2006) call for Saskatoon's Immigration Action Plan to set out a taskforce on credential recognition. What can

be done at the local level in Peterborough to address this issue? What are the dynamics of credential recognition locally? There may be potential to look at other senior government policy questions at the municipal level. For instance, family reunification is largely under federal jurisdiction, while it effects retention locally (Roy 2008). What can be done locally to address these issues and influence senior level policy?

Another significant focus area of the research reveiwed is rural immigration. This, as mentioned, has a lot to do with the demographic and geographic realities of Manitoba and Saskatchewan. Silvius & Annis (2005) note the significant resource constraints of rural communities which make service provision difficult. Further research should look at the level of immigration to Peterborough County outside of the city. What services exist, what service gaps exist, what opportunities are present and what challenges need to be met? How might community immigration plans be linked or coordinated?

A difference in perception of service strengths and weaknesses between immigrants and refugees and service providers was noted by some researchers. Zehtab-Martin & Beesley (2007) asked immigrants and service providers to identify the strengths and weaknesses of service provision in Brandon. Findings showed that immigrants and service providers identified different priorities in service provision needs and service providers failed to mention certain needs (like daycare) which were high priorities for immigrants. Future research must seek to ensure both service providers and immigrants priorities and perspectives are accounted for and addressed.

Additional questions to guide future research:
- What supports exist for children of immigrants and refugees in adjusting to Peterborough schools and keeping up with schoolwork? Are parents adequately connected with and informed about their children's schooling? Are teachers adequately trained to help

immigrant children?

- What demand exists for a multilingual relocation guide for immigrants to Peterborough?

- What are the barriers to affordable housing for immigrants in Peterborough and how are these being addressed?

- How flexible and client-centred are service delivery models?

- How is the broader public being engaged in the planning and policy development process?

- Is there demand for the provision of certain services in languages other than English?

- Does information on and contact information of all relevant legal, financial, housing, and community resources exist in a consolidated and accessible form?

- How is Peterborough perceived as an immigration destination?

- Do attraction efforts convey accurate information about the city?

- What internet resources exist and how might these need to be enhanced?

Bucklaschuk, J. and Gibson, R. (2009). "Exploring Brandon as a Welcoming Community: Discussion Document". Rural Development Institute, Brandon University. 5 December 2009 <http://www2.brandonu.ca/organizations/rdi/Publications/Immigration/ExploringBdnasWelcom Community-discussdoc-webcopy.pdf>

This paper reports the findings of a survey of long term Brandon residents, Chinese new residents, and Latin American new residents regarding perceptions of that city and immigration. It comes in response to a local increase in immigration and a labour shortage. Findings show marked distinctions for long term residents, Chinese new residents, and Latin American new residents in areas like access to housing, training and education; perceptions of the community; and experience of "unfair or negative" treatment. It is indicated that immigrants have difficulty accessing affordable housing, move frequently, and experience

low rates of home ownership. Accessing transportation, communicating with "members of

other ethnic groups", adjusting to the climate, and accessing familiar foods were all noted as

difficulties. Chinese new residents reported the most areas of difficulty. New residents

reported very little knowledge of English or none at all. Many indicated having been "teased

or insulted" because of their ethnic background or immigrant status. A high percentage of

Latin American respondents (62%) indicated they think immigration rates are too high. The

majority of new residents reported employment at a single employer, Maple Leaf Foods. The

majority of new residents indicated a desire to access training or education. The focus is on

initiating dialogue and no recommendations are made.

Bucklaschuk, J. & Sormova, M. (2009). "Enhancing and Linking Ethnocultural Organizations and   Communities in Rural Manitoba: A Focus on Brandon and Steinbach." Rural Development Institute. 5 December 2009 <http://www2.brandonu.ca/organizations/rdi/Publications/Immigration/EnhancingLinkingEthnoculturalOrganizationsFinal-Apr09.pdf>

This report was conducted by the Rural Development Institute, Brandon University. The aim

is to fill the gap of research on rural immigration and ethnocultural organization. Research

included a literature review and a "scan" of ethnocultural organizations in Manitoba. Outlined

are opportunities for ethnocultural community organizing to strengthen government-facilitated

settlement service provision. The fingings target policy makers, immigrant service

organizations, and ethnocultural organizations. The report comes with increased overall

immigration to Manitoba following the introduction of that province's Provincial Nominee

Program. Part of this increase has been an rise in rural immigration and a greater diversity of

newcomers. Urban ethnocultural organizations are seen as a site to learn lessons in developing

rural ethnocultural organizations. Yet, it is acknowledged that a limited amount of resources

in rural communities meaning that a creative approach is needed to build organizational

capacity. Collaboration and communication between non-governmental organizations and

ethnocultural communities is stressed as important and holding the opportunity to share

lessons and avoid duplicating services. It is emphasized that newcomers alone do not make up

ethnocultural organizations; capacity building needs to benefit non-immigrants within

ethnocultural communities (they have lessons to offer immigrants). With government support,

immigrant serving organizations should guide ethnocultural organizations.

Bucklaschuk, J., Sormova, M., & Moss, A. (2008) "Mapping Ethnocultural Communities and
      Organizations in Brandon and the Westman Region". Rural Development Institute. 8
Dec. 2009
<http://www2.brandonu.ca/organizations/rdi/Publications/Immigration/MappingEthnocultural-
      %20BdnandWestmanFinalReport08.pdf>

The research presented here was conducted by the Rural Development Institute for the

Manitoba Government. Researchers looked at factors in and barriers to developing

ethnocultural communities and organizations in small town Manitoba. Research involved a

literature review and "community scan" of ethnocultural organizations. It comes in response

to "rapid demographic changes" in Brandon, a homogeneously European-descendant

community, due to immigration. The findings presented have relevance for policymakers,

settlement organizations, and ethnocultural organizations and communities. Key

recommendations include: 1) information resources should be developed to guide governance

strategies of ethnocultural organizations, 2) culturally appropriate information should be made

available to guide the development of ethnocultural organizations, and 3) ethnocultural

organizations should be engaged in policy development. Researchers see ethnocultural

organizations as vital to settlement, integration, and retention. It is noted that these

organizations primarily provide a social forum for, and enhance cultural heritage retention of, ethnocultural and immigrant communities, as well as providing informal settlement services. Celebration of cultural traditions by organizations is seen as "informal public education" with the opportunity to combat racism. Ethnocultural organizations are also seen as easing the burden on settlement organizations and it is suggested that this function could be enhanced with improved organization.

Chirkov, Valerie & Geres, Koreen. (2008). "The influence of family on refugee and immigrant children's cultural adjustment: Can school intervene in this process?" Prairie Metropolis Centre, University of Saskatchewan.
<http://pcerii.metropolis.net/Virtual%20Library/FinalReports/Chirkov_2008_Final_Report.pdf>

This report is by researchers at the University of Saskatchewan and is published by the Prairie Metropolis Centre. Research presented focuses on two sites of immigrant and refugee children's adaptation to Canadian society – the family and school. Interviews were conducted with immigrant and refugee students, their teachers, and their parents in Saskatoon. The research holds value for schools, school boards, policy makers, and settlement service organizations. The most important finding of the study is that children's adaptation and acculturation depend upon their and their parents citizenship status, motivation for migration, expectations in immigrating, and culture of origin. Researchers advise that close collaboration between families and schools is crucial to avoid dissatisfaction and misunderstanding. In this research sample it was found that formal teachers' ESL training was low and ESL training in schools did not include support for students in their other subjects. Researchers concluded that quality of teaching should be a concern of provincial policy and non-immigrant teachers and students should receive cultural sensitivity training. It is emphasized that parents need better

information about schools. It is recommended that children be helped and encouraged to

accept their multicultural identities and to find tolerance and respect for other cultures.

City of Brandon. "You Belong in Brandon: Relocation Guide". 15 December 2009
<http://www.econdev.brandon.ca/main.nsf/Pages+By+ID/575>

This relocation guide is designed for newcomers and is accessible through the City of

Brandon's website in English, Mandarin and Spanish. The website also provides a housing

guide available in seven languages and a transit guide and recycling and garbage collection

information available in four. The guide provides an overview of Brandon, including

information and/or links to other resources in the following areas: demographics, history,

housing, community centres, vehicle/driver's licensing, health/pharmacare services,

transportation (including highways, rail, air, and public transit), pet bylaw and animal

services, public library, garbage/recycling, services and utilities, community organizations,

education, and recreation. The guide also includes general information on the city's strategic

plan with information on how to get involved in the implementation process. An extensive

cost of living comparison report (to other North American cities), released by the Manitoba

Government, is included. In the section "About Brandon" is a link to an online weather

forecasting service. There is also a list of frequently used numbers, mostly of local businesses

and community services.

City of Saskatoon. "Welcome Home: Saskatoon Immigration Action Plan". Accessed 3
December 2009
<http://www.saskatoon.ca/DEPARTMENTS/Community%20Services/Communitydevelopment/
Documents/ImmigrationActionPlan.pdf >

This plan is a tri-level governmental initiative that comes in anticipation of a labour shortage

in, and increased immigration to, Saskatoon. Recommendations are directed toward all levels

of government. Findings are summarized here by sector. Policing/justice: justice issues for

immigrants are linked with settlement efforts (or lack thereof); a culturally diverse police force and improved communication between it and immigrants is needed. Education: the need to recognize international credentials is "increasingly apparent" and increasing awareness of immigration is necessary. Health: language/culture barriers impede health care access; pro-bono dental services for immigrants are needed; the creation of a Refugee and Immigrant Health Committee is recommended; and services, training, and terminology should be tailored to immigrants. Economic development/employment: a need for full family integration is stressed; creating of a one-stop Newcomers Centre and accessible webpage is recommended; and a consolidation of settlement information and coordination of service provision are needed. Housing: access to housing is cited as key to retention; and tax incentives and increased housing allowances are recommended. Settlement: a citywide "reception and settlement infrastructure" is needed and sport/recreation programs for newcomers are needed as are efforts connect newcomers with faith communities. The overall focus is on immigration as a community issue and improving intersectoral communication and collaboration.

Garcea, J. 2007. "Immigration to Smaller Communities in Saskatchewan," *Our Diverse Cities, 3*. Accessed 9 December 2009: <http://canada.metropolis.net/publications/index_e.htm>

This article, published in Metropolis' magazine *Our Diverse Cities*, focuses on immigrant attraction and retention strategies in smaller Saskatchewan municipalities. The research looks at existent strategies and whether they ensure that immigrants who will make contributions to, and receive benefits from, small communities are attracted and retained. Findings are directed toward policymakers. Research is set in a context of lacking clarity on what a new federal regionalization of immigration means. Does it mean increased immigration solely to cities, or

will smaller urban centres also see increases? In Saskatchewan, immigration is a "political"

and "pragmatic" goal and the provincial government has made a major commitment to

increasing immigration. To this end, it has improved its "bureaucratic infrastructure" for

attraction and retention, including increasing budgeting, planning, and hiring staff.

Saskatchewan has also introduced a Provincial Nominee Program under which it picks

priority immigrants. The province has established two dozen community immigration service

providers and funded improvements to settlement support and language training. There have

been few municipal level initiatives. It is recommended the province support local

immigration planning through: helping establish immigration committees; supporting

development of local attraction and integration strategies; and by linking immigration

strategies with local governments through community development plans.

Garcea, J. and Garg, S. (2009). "Cultural Diversity, Race Relations, Immigration and Integration in Saskatoon: The Process of Developing Institutional Arrangements". *Our Diverse Cities*, 6. 9 December 2009 http://canada.metropolis.net/publications/odc09_pdfs/JosephGarcea_ODC09.pdf

This article, published in *Our Diverse* Cities, reviews Saskatoon's cultural diversity, race

relations, immigration and integration initiatives since 1989. The article situates itself in the

context of a diversifying population in Saskatoon as a result of a high Aboriginal birth rate,

Aboriginal migration to the city, and increased international immigration. The findings

presented are valuable to policy makers and community organizations. The authors identify

Saskatoon's initiatives as being successful in two areas: establishing internal policy,

organization, and program frameworks; and establishing partnerships with provincial and

federal governments and community-based organizations. Some significant achievements

include: establishing race relations and aboriginal relations committees which review policies

and recommend improvements to city operations; hiring of a permanent Race Relations

Program Coordinator; a Race Relations Committee mandated to include 50% visible minority

membership; an award winning Cultural Diversity and Race Relations Policy; commission of

a tri-level governmental steering committee report on immigration and integration; creation of

an immigration community resource coordinator position; sector based (including cross-

sectoral) consultation on immigration policy; and a comprehensive immigration action plan.

The author concludes that the city aims to "support, not supplant" non-governmental

initiatives.

Garcea, J. and Pontikes, K. (2006). "Building Saskatoon to Become a Global City: A Framework for an   Immigration Action Plan." Report Prepared for the City of Saskatoon. 1 December 2009 <www.saskatoon.ca/org/clerks_office/mm_report_full.pdf>.

This City of Saskatoon report results from a Saskatoon Cultural Diversity and Race Relations

Committee proposal that the city develop an immigration action plan. Researchers

interviewed foreign-born newcomers as well as representatives of government and non-

governmental organizations. The final report is divided into the following sections: (1) vision

for the action plan, (2) Saskatoon's immigration flows and foreign-born population, (3) factors

in attracting, integrating, and retaining immigrants, (4) needs analysis, and (5)

recommendations. Key points of interest in the report: urban planning seen as factor in

attracting, integrating, and retaining immigrants; Saskatoon seen as needing cultural diversity

to remain competitive in global markets (authors note that ethno-culturally diverse cities have

important global links); public libraries credited as potential sources of information for

newcomers ("Immigration and Integration Information Resource Section" proposed); task

force on professional credential recognition proposed; and stress is put on ensuring servicing

is accessible to women, seniors, children, and students. This report was supported by all three

levels of government.

Government of Manitoba (2008). "Developing Immigrant Settlement Services: A Guide for Communities". 5 December 2009 <http://www2.immigratemanitoba.com/asset_library/en/resources/pdf/settleGuide0208.pdf >

This guide is published by the Manitoba Department of Immigration. It aims to give

communities and settlement organizations tools to anticipate and meet the needs of

immigrants and refugees. The guide is part of the province's efforts to increase immigration

and improve integration. It is stressed that integration is a two-way process involving both

immigrants and host communities. Key issues in integration are outlined (from language skills

to employment) as well as the range of settlement services required (from reception to

language training). Service providers are encouraged to anticipate newcomers to require

settlement services for up to five years. Services are recommended to be made free and

accessible to all. Funding sources for service provision are identified as well as possible actors

in the settlement process (including networks of volunteers and/or paid settlement workers). It

is also outlined what service providers must know about the community (from how to get

health cards to how to access housing); what steps to take when newcomers arrive; different

roles in the settlement process; and how service provision evolves with a community's growth

strategy and immigration level. Also provided are links to "best practice" resources from

nongovernmental organizations.

Government of Saskatchewan (2002). "Meeting Needs and Making Connections: A Report of the Immigrant and Refugee Settlement Needs and Retention Study". 9 December 2009 <http://www.saskatoon.ca/DEPARTMENTS/Community%20Services/Communitydevelopment/Documents/needs_retention_study.pdf >

This report comes from the Saskatchewan Government's Immigration Branch in response to a high rate of secondary migration out of Saskatchewan. Also noted is a decline in Saskatchewan's share of total immigrants to Canada, a reduction in federal funding for settlement services, and a high percentage of refugees among the population of newcomers. Government officials, service providers, recent immigrants, and immigrants who left Saskatchewan were interviewed. Recommendations target each government level as well as communities and non-governmental agencies. Identified is a need for better planning at the provincial and local levels. Key findings include: 1) reducing career barriers is critical to retention; 2) a lack of opportunity to improve language skills exists; 3) there is a significant lack of opporunity to access education and training; 4) access to housing, transportation, counselling and childcare are essential to retention; 5) service delivery should be "flexible" and "client-centred"; 6) and a welcoming reception is crucial. The report identified family reunification as impacting long term settlement. Recommendations call for increased coordination, cooperation, and information-sharing between governments, service providers, and communities. The report recommends the province establish a Settlement and Integration Planning Council with local Coordinating Committees in major centres.

Gingrich, Paul (1996). "Refugee Settlement and Integration in Regina". 15 December 2009 <http://uregina.ca/~gingrich/rsir.htm>

This paper, published by the University of Regina, investigates the meaning of, and barriers to, successful settlement of refugees in Regina, Saskatchewan. New and long term refugees were interviewed regarding experiences with settlement services. The researcher concludes that settlement is overall successful and more refugees should be located mid-sized cities. Findings focus on the challenges and opportunities of settlement in a small city. These

include: knowledge of English is absolutely essential in small cities without "ethnic enclaves"; service providers keep close tabs on employment opportunities because of the small size; and newcomers interact with non-immigrants and other newcomers of different national original more than in larger centres. It is noted that "intra-ethnic" conflict is a problem, as is mixing by social, national and educational background in ESL classes. Service providers have addressed this issue somewhat by coordinating classes. It is noted that different ethnic communities have differing levels of organization in the city; some are well established, some are just establishing, and some refugees are isolated with few others from their country of origin in the city. Some require meeting places, including places of worship. Even many of those that are Christian are not comfortable with local churches. The library is touted as an important service.

Insightrix. (2008). "Immigration Action Plan Gap Analysis Report." Document prepared for the City of Saskatoon. 1 December 2009 <http://www.saskatoon.ca/DEPARTMENTS/Community%20Services/Communitydevelopment/Documents/gap_analysis_report.pdf >.

This report was commissioned by the City of Saskatoon in its effort to create an Immigration Action Plan. The research presented consists of an analysis of the findings of a previous framework action plan report, a literature review, and summary of a public consultation process. Best practices in immigration planning are identified in the literature review, looking at research on the initiatives of seven major Canadian cities and eight provinces. In the public consultation process, members of the general public, government representatives (from all three levels), immigrant service organizations representatives, "ethno-cultural groups," and business community members brainstormed the needs of immigrants in the specific setting of Saskatoon. From this research, twenty-eight recommendations were arrived at which

Saskatoon can implement to improve attraction, integration and retention of immigrants. The top three recommendations identified in the public consultation process are: to create an immigration website or portal; publish a "newcomers' guide"; and to establish an "international centre" to act as a gateway to all the services available to immigrants in Saskatoon.

Public Health Agency of Canada (2008). "Working With Immigrant Communities: A Guide for Service Providers". 14 Dec. 2009 <http://www.econdev.brandon.ca/main.nsf/eb1d07a18522999486256eac006ad0b9/37563d969d0 cdb7a862571ed00666201/$FILE/Working%20with%20Immigrant%20Communities%20-%20A%20Guide%20for%20Service%20Providers.pdf >

This guide was produced by the Improving Access Project of the Public Health Agency of Canada with funding from the Manitoba Immigrant Integration Program. It is directed toward immigrant and refugee settlement service providers specifically in the Brandon, Manitoba area. It comes at a time when that province is increasing its annual intake of new immigrants. The guide stresses that settlement and integration are two-way processes, involving effort from both communities and newcomers. Outlined are the major steps in the settlement process: acclimatization, adaptation, and integration. It is stressed that the process is multidimensional, involving the social, cultural, economic and political spheres of public life. Those who integrate economically, it is noted, integrate more easily in the social and cultural spheres; being fluent in the majority language helps, as does having family already established in the community. The guide seeks to outline some of the service needs and thoughts and feelings of newcomers by stage of settlement. Appended are extensive listings of legal, financial, housing, and community resources for newcomers. Also appended is an outline of what health and social services newcomers are eligible for by immigrant class.

Roy, J.-O. (2008). "L'immigration rurale en milieu francophone minoritaire: Gravelbourg, Saskatchewan". 2 December 2009

<http://atlantic.metropolis.net/WorkingPapers/Roy_Gravelbourg_WP12.pdf >

This report, conducted through Atlantic Metropolis research centre, is a case study of a rural minority Francophone municipality (Gravelbourg, Saskastchewan) experiencing immigration. The aim was to gain an understanding of local efforts to attract, integrate, and retain immigrants. The research targets Francophone organizations hoping to reverse declines in rural French-speaking populations. Gravelbourg (population 1190 in 2001) is seeing a decline in its overall population and a more rapid decline of its minority French-speaking population. The population is aging, unemployment is low, and workers are in demand. The report responds to a fear of losing French language services (at the local school and hospital specifically) because of population decline. The main finding is that formalized community integration and retention efforts are needed. Attraction of new immigrants has been left to the local private school (which recruits international students), and local businesses seeking workers. Settlement has been left to immigrants alone and few have stayed. The view of certain business representatives that lone immigrants are less likely than families to remain in a community was expressed. A provincial Francophone association commented that immigrants become integrated to the majority culture if local French communities do not make efforts to include them.

Silvius, R. (2005). "Manitoba Rural Immigration Community Case Studies: Winkler". Rural Development Institute, Brandon University. 15 December 2009.
<http://www2.brandonu.ca/organizations/rdi/Publications/Immigration/Winkler-Final.pdf>

This paper reports the findings of a case study of immigration in the rural Manitoba municipality of Winkler. The report is one in a series of four such case studies, conducted by the Rural Development Institute with support from Citizenship and Immigration Canada. Winkler is considered an important place to look for rural immigration initiatives as it has been accepting immigrants since 1997 (1832 came from 1999-2004). The report holds relevant insight for policymakers and settlement service providers. Some of the key findings of the report include: previous exposure (through visiting) to the host community and personal linkages (for instance through "word of mouth") are important for integration and settlement; temporary housing is crucial for when immigrants first arrive; it is necessary to ensure information about a community provided before immigration is accurate; it is important to extend services to all newcomers, regardless of whether or not they have additional support from family, friends or community already established in the area; effort should be made to contact and welcome all newcomers as this is seen as beneficial to the newcomer and the community; and a broader immigration strategy for the community to meet specific needs is necessary to be implemented.

Silvius, R. and Annis, R. C. (2005). "Manitoba Rural Immigration Community Case Studies". Rural Development Institute, Brandon University. 6 December 2009 <http://www2.brandonu.ca/organizations/rdi/Publications/Immigration/Lessons-Final.pdf>

This paper reports the findings of case studies conducted of immigration in four rural Manitoba municipalities and was funded by Citizenship and Immigration Canada. The purpose is to strengthen regional attraction, settlement, and retention. Recommendations include: settlement strategies need a long term focus (social isolation is seen as decreasing retention); consideration must be given to "absorptive capacity" for employment; pre-arrival

visits are necessary and improve ties (by immigrants to the receiving community and vice-

versa); the extent to which immigrants desire to integrate varies; communities must focus on

"existing and compelling" reasons to live in rural areas; the offerings and realities of a

community must be publicized *accurately*; prior positive experiences should be conveyed in

efforts; the wider community must be involved in strategic planning; rural communities can

provide few services due to resource constraints (volunteer services are needed instead);

where there is demand, services should be provided in foreign languages; and full disclosure

of job availability and skill recognition and language concerns is necessary prior to arrival. It

is stressed that both opportunities and challenges of immigration must be considered and that

immigration is "not a panacea" to development needs, but can be a part of development

strategies.

Silvius, R. & Annis, R. C. (2005). "Recommendations for Enhancing the Immigration
Experience in the Rural West: Lessons from Research, Policy and Practice." Rural Development
Institute, Brandon University. 8 Dec. 2009
<http://www2.brandonu.ca/organizations/rdi/Publications/Immigration/TwillingateWorkingPape
r.pdf>

This paper was prepared by the Rural Development Institute, Brandon University. It calls for

a "bottom up" approach to immigration policy formulation which seeks solutions unique to

rural areas. The research is directed toward policy makers, researchers, and "community

practitioners". It comes in light of increased regionalization of immigration policy, lack of

research on rural immigration, and a lack of successful models of rural immigration.

Emphasized is a community-based approach in which existing communities must be "willing"

and not "forced" to accept immigration. It is argued that linguistic, cultural, and religious

"absorptive capacity" must be kept in sight. Exceeding this capacity may result in lower

attraction and retention. Relationships must be built between long term and new residents.

Other findings include: rural destinations are considered less by immigrants because of unfavourable perceptions; rural communities in some areas all access the same sources of funding while competing amongst themselves for immigration; the high skill focus of immigration policy is not concurrent with rural needs; less employment opportunities exist in rural areas for all; isolation is a reality, especially for women and those not employed or in school. The report calls for further study of rural immigration.

White, J. (2009). "Exploring Ways of Addressing Immigrant and Refugee Women's Mental Health and Well-Being in Saskatchewan". *Our Diverse Cities*, 6. 7 December 2009 <http://canada.metropolis.net/publications/odc09_pdfs/JudyWhite_ODC09.pdf>

This article, published in *Our Diverse Cities*, reports the findings of the study "Enhancing and developing policies, modes and practices to address the mental health needs of immigrant and refugee women living in Saskatchewan". The aim is for more inclusive and responsive approaches to addressing immigrant and refugee women's needs. Findings have value for mental health practitioners, policy makers, and settlement service providers. The research comes when immigrant retention is improving in Saskatchewan. There also exists a high percentage of refugees among Saskatchewan's migrant population (13.1%). Key recommendations include: mental health services should *go to communities* (since traditional mental health services are under utilized); funded partnerships should be made among immigrants and refugees, immigrant and refugee serving agencies and mainstream mental health agencies; Aboriginal communities should be looked to for program models; and individuals with knowledge and skills to address the needs of immigrant and refugee women should be recruited. Trauma and loss are reported as having lasting impact which is ongoing because of technology which facilitates ongoing contact with home communities. Remittances

and calls for help from home are reported as a financial and psychological stress. Issues of trauma and loss and settlement barriers are seen as interconnected yet requiring separate responses.

Zehtab-Martin, A. & Beesley, K. B. (2007). "Immigrant Service Gaps in a Small City: Brandon, Manitoba". *Our Diverse Cities,* 3. 8 December 2009 <http://canada.metropolis.net/pdfs/ODC_Summer07_3_en.pdf>

This article, published in *Our Diverse Cities,* reports the findings of research on immigrant service provision in Brandon, Manitoba (population approximately 42,000). The research is pertinent as Brandon and many other Manitoba communities are experiencing increased immigration. Findings are valuable to service providers and policymakers and may be applicable to other small cities. Researchers sought to answers three questions: 1) what are the different service needs of each immigrant class (family, refugee, economic)?; 2) what differences exists between immigrants and service providers perceptions of service provision?; 3) and what factors influence retention in a small city? Findings, by question, included: 1) different immigrant classes have different service needs (language barriers are the top need for all and refugees require the most services and support); 2) gaps exist between how immigrants and service providers perceive service provision (for instance, service providers did not mention immigrants' difficulties accessing day care and transportation); 3) employment is the key factor in retention as well as perception of the community. Key recommendations include: Manitoba Labour and Immigration should provide daycare funding; and service providers must coordinate services (for instance, one language training

program could be offered in the afternoon and another in the evening to give more

opportunity for immigrants to access training).

Golden Horseshoe East
(Guelph northeast to Barrie, east to Oshawa and northeast to Peterborough)

By: Nathalie Smola

Community Based Education Program
Immigration Integration Literature Review
Regional Focus: Eastern Golden Horseshoe
CAST 2245H
December 7th, 2009
Professor Bhandar
Natalie Smola

Throughout Canada, there are many regions that are popular destinations for immigrants and refugees. Some of these regions are referred to as second-tier nations which are small municipalities populated by less people than in the larger cities. Within these small municipalities are smaller immigrant communities that face integration and settlement challenges. These challenges can be social, cultural and economic. The social challenges could include discrimination or uneasy integration. Some cultural challenges may include a language barrier or not being able to adapt to norms and values of the new country. Also possible economic challenges may include not being able to get into the labour market or not being able to find affordable housing. In 2007, 429 649 new comers came to Canada, which so far has been the highest amount of immigrants to come to Canada in one year (Statistics Canada). Canada is dependent on immigration. Canada's labour market is in need of intelligent newcomers. Immigration in Canada is based on the points system. This system gives individuals a better chance of getting into Canada if they have an education or money. Once the immigrants are in Canada though, they are not treated as equals in regards to their education level. Many immigrants cannot find jobs and are stuck in the service industry working jobs that they are over qualified for.

After doing research, it was clear that there are many forms of formal and informal information available in the Golden Horseshoe East at the municipal level exploring the settlement needs of new Canadians and models for immigrant integration. In the literature researched, questions were raised, some being similar to that in relation to the Peterborough context. The literature that has been reviewed has stretched across the board from the integration of children in a pre-school setting to the barriers that educated immigrants face. The following sources are those that have been read and analysed. Most of the sources are written by academics

and are set up in the form of a research proposal or project. The research done by these academics can further help with the problems in other smaller cities such as Peterborough. Many of the articles and research projects reviewed contain challenges that immigrants in Peterborough face as well.

A large amount of the research deals with mature immigrant adults, youth and young children. It is clear that new comers at every age have trouble integrating. The social challenges found in the research include discrimination or uneasy integration. Discrimination was proven to be one of the hardest factors when immigrants were trying to integrate. The research shows that although communities act a certain way when welcoming an immigrant, they don't always support and encourage them. Some cultural challenges may include a language barrier or not being able to adapt to norms and values of the new country. Language barriers are a huge problem for immigrants coming to Canada with little or no English. As mentioned in the literature reviewed, programs are set up for immigrants to learn English, but it does not come free. The most common new comers that have the hardest time adopting Canada's norms and values in regard to culture are children and teenagers. Coming to a new county is hard for children and teenagers who don't yet know who they are as a person. Also possible economic challenges may include not being able to get into the labour market or not being able to find affordable housing. As mentioned before, it is very hard for immigrants coming to Canada with education from their native country to be recognized as legitimate educated professionals. This makes it difficult for educated individuals to get or maintain jobs which lead to a decrease in income. This can lead to poverty and unemployment.

Some questions that were raised in the literature reviewed were: Are the federal and municipal governments working together to help immigrants or to maintain economic peace? Do

second and third-tier cities offer immigrants more social programs and opportunities? Are disabled immigrants less likely to get a job than immigrants? And what were the challenges of immigrating and integrating into Canada? These questions directly intersect with the question being asked in regards to Peterborough. While doing research it was easy to recognise that the universal problem in municipalities in the Golden Horseshoe East is that there just are not enough social programs and funding for new comers. It depends on the region, the immigrant group and their personal experiences. Cities such as Guelph, Ajax, and Vaughan are very different in terms of immigrant integration when compared to Peterborough. Many immigrants that were involved in the research projects that were included in the literature reviewed said that so far their experiences in Canada were negative. It some of the research done, maybe immigrants said that they found living in a second-tier cities was easier than living in a metropolitan centre like Toronto or Montreal.

Overall the following outcomes of the literature reviewed can be compared to the issues that are faced in Peterborough. Learning from the challenges and solutions that other small cities face in regards to immigration integration can be applied the problems that are present in Peterborough and surround area.

"OCASI Discussion Paper - Canada-Ontario Immigration Agreement (COIA): Crafting the vision for the sector." *Ontario Council of Agencies Serving Immigrants*. 10 06 2009. OCASIC, Web. 1 Dec 2009. <http://www.ocasi.org/index.php?qid=1005>.

This source is a discussion paper in the form of a web based document. The target audience are political actors, the community and academics. The discussion paper starts off the history of immigration in Ontario. In the article there seems to be a clash between the federal and provincial governments in regards to funding towards immigrant programs and services. The

provincial government has sent requests to the federal government but has gone unanswered. The present government does not put enough energy and money into immigration integration and settlement services. The organization mentions that there are eleven issues and how they can be solved. The federal, provincial and local governments have the opportunity to improve social services and programs for immigrants. The organization also mentions the risks that are involved within the three political levels of government.

Canada .

Citizenship and Immigration :A Focus on rural Ontario Communities Attracting and Retaining immigrants, 2009. Ottawa: , 2009. Web. 04 Nov 2009.

This government document is done by an unknown author. The government site is set up in sections. The main issue is to help communities attract and attain immigrants. These issues can best be solved by testing, evaluating, documenting and sharing the best practices. The document outlines some strategic approaches and some interesting facts and figures. The document outlines two case studies which include Brockville and Chatham-Kent. There is a successful case study in regards to Alberta. The case study of the community of Chatham-Kent outlines why newcomers choose this area as a place to immigrate to. The document mentions the benefits of immigrating to this area and the attractions of this area. Some of these include the post-secondary schools, the social services and the other services designed to help newcomers feel at home. The document then gives suggestions as to what actions can be taken in order to involve newcomers into the community and to prepare the citizens and employers for newcomers in the community. The document is concluded with contact information to the organizations that help to integrate immigrants into the community.

Bauder, Harald, and Tom Lusis. "Local, Regional and Transnational Networks and the Integration and Settlement Dispersal of Filipino Immigrants." *CERIS – The Ontario Metropolis Centre*. 06 2007. Centre of Excellence for Research on Immigration and Settlement, Web. 01 Nov 2009. <http://ceris.metropolis.net/Virtual%20Library/RFPReports/BauderLusis2006.pdf>

This source is a final report written as an article by two professors from the University of Guelph, Ontario. The final report is written for academic and community viewing. The two men examined the socioeconomic experiences of Filipino-Canadians in three second-tier cities in

Ontario, which included Guelph, Kitchener, and Niagara Falls. The outcome was that immigrant experiences in these cities were generally positive. The authors makes suggestions towards the development of policies on attracting and retaining immigrants to second-tier cities, improving the socioeconomic integration of immigrants in these cities and raising the profile of these communities as potential immigrant destinations. The authors set up a focus groups that took place in a multicultural centre, an immigrant support organization, a church and a hotel. The outcome of the study revealed that smaller cities were seen as safer, cleaner, and quieter and a better place for a family. Many immigrants saw second-tier cities as inviting and immigrant friendly. Also it was easier for the immigrants to find schools and support organizations. There is mention and comparison between the Filipino community in Toronto and that in a second-tier city. The smaller the city, the better chance there was at assimilation and finding people of the same cultural background.

Beiser, Morton. "New Canadian Children And Youth Study Literature Review." *CERIS – The Ontario Metropolis Centre*. 31 03 1999. Centre of Excellence for Research on Immigration and Settlement, Web. 09 Nov 2009.
<http://ceris.metropolis.net/Virtual%20Library/RFPReports/BeiserMRI1998.pdf>.

This source is a literature review by Health Canada. This source is targeting the community, political actors and academics. The main idea of this is source is that immigrant children are less likely to have a healthy life after resettlement. The authors mention the three main categories of immigrants; the family class, independent class immigrants and refugees. There are than two smaller classes within the refugee class. This includes people who have managed to make their way into Canada and claimed refugee status and those who received refugee status before landing in Canada. Children immigrating or migrating to Canada can affect physical health due to dietary changes, psychopathology due to stress caused by natural disasters, self esteem due to confusion between home and school values and school success due to the different expectations in different countries. The research addresses health patterns and analyzes the development of children in immigrant and refugee communities are important for policy development. The author also includes figures to help the reader fully understand the pressures for immigrant children.

Bidhendi, Eynolah Ahmadi. "Employment Facilitation Programs for Professional Immigrants in the Greater Toronto Area: Surveying Participants' Opinions About the Programs' Effects." *CERIS – The Ontario Metropolis Centre*. 2006. Centre of Excellence for Research on Immigration and Settlement, Web. 06 Nov 2009. <http://ceris.metropolis.net/Virtual%20Library/EResources/AhmadE2008.pdf>.

This source by Bidhendi, a professor at the University of Toronto is a book with research and with the opinions and concerns of those who participated in the study. This paper is directed at academics, and political actors. His research includes personal and societal barriers as well as human capital and social capital perspectives. The author adds in that he will be mentioning his personal stories as he was a teacher with more than twenty years of experience in Iran. He claims that the misevaluation of immigrants credentials runs across all professions. He mentions the history of immigration in the world with specific focus on Canada. He then moves onto Toronto where he mentions that there are many social programs for immigrant integration such as language training, employment training and job referrals. His research focuses on the main goal to investigate the effects of the employment programs on changing the prospect of employment for newcomers in the Canadian job-market. His research indicates that the prevailing model of employment facilitation services (EFP) are useful for immigrants who need to improve their job-hunting skills, but tend to fail in reaching the main goal of reducing under-employment among immigrants.

Biles, John, Meyer Burstein, and James Frideres. "Immigration and Integration in Canada in the twenty-first century." *McGill University* (n/a): n. pag. Web. 13 Nov 2009. <http://mqup.mcgill.ca/extra.php?id=953>.

This source is an article on the McGill university website. The article is directed towards political actors, academics and the community. The article's main point is that there are gaps in our knowledge about immigrant which hinders the integration of immigrations into Canadian society. Immigration has a distributional consequence. It's a win lose situation. The greatest difficulty lies in deciding whose gains and losses to measure, including the gains and losses accruing to present and future generations. Immigration policy tends to be instrumental and adaptive. The authors mention that many countries are contemplating opening their doors to immigrants. There are many issues responsible for the slowdown of integration in Canada. Some

of these factors include the effects of globalization or manufacturing jobs, overarching structural adjustments, a fall in the value that markets attach to non-Canadian work experience, and an increase in immigration from countries where Canadian employers discount education. Some researchers have come up with evidence that supports that integration is critically dependent on local actors and actions to offer support to the immigrant in order to become more welcoming to newcomers. This includes schools, hospitals, employers, and social agencies. These actions are guided by the frameworks of the federal level.

Judith , Sandy. "Immigration And Settlement Issues For Ethno-Racial People With Disabilities: An Exploratory Study." *CERIS – The Ontario Metropolis Centre*. 1996. Centre of Excellence for Research on Immigration and Settlement, Web. 04 Nov 2009. <http://ceris.metropolis.net/Virtual%20Library/RFPReports/Sandys1996.pdf>.

This source is an exploratory study as mentioned in the title. It is a research project conducted by a research team. The source can be viewed by academics, community and political actors. The main argument is that immigrants coming into Canada are hardly recognized as valid workers and aren't accepted. This means that immigrants with disabilities are even less likely to join the labour market or being integrated into society. The expectations of this research project were that this would contribute to the development of policies and strategies to support and enhance participation in Canadian society. In the form of focus groups, immigrants were encouraged to share their negative and positive experiences so far as an immigrant. Overall, the people that were interviewed felt that they were much better off in Canada than they were in their country of origin, that Canada provides more opportunities, better health care, and more positive attitudes towards people with disabilities. On the other hand there was a very clear sense of being discriminated on the basis of disability. The study was seen as a successful way to understand the way in which not only immigrants with disabilities were discriminated, but refugees and visible minorities were discriminated as well.

Kilbride, Kenise Murphy, and June Pollard. "Differences in Interactions of Teachers with Visible Minority Children in Preschool Settings." *CERIS – The Ontario Metropolis Centre*. 1997. Centre of Excellence for Research on Immigration and Settlement, Web. 12 Nov 2009. <http://ceris.metropolis.net/frameset_e.html>.

The piece of work by Kilbride and Pollard, both professors at the School of Early Childhood Education, Ryerson Polytechnic University, is a research project focusing on the disadvantages that minority children face in preschool. This source is targeted toward the community, political actors and academics. The study was based on the way the teacher interacted with the student based on their sex and their standing in society. The observation during the experiment showed that the male white children received most of the interactions considered 'positive'. These findings warranted investigation for two reasons: first, they are opposite to what is supportive of the academic success of visible minority children whose families comprise the majority of Canadian immigrants and refugees, and second, they support the fears of immigrant families expressed in an earlier study who felt their children in child care centres were not being listened to and respected. Overall the findings were that white children and minority children were similar to boys and girls. The boys got more attention, while the white children got more attention.

Kukushkin, Vadim, and Douglas Watt. "CanCompete: Immigrant-Friendly Businesses— Effective Practices for Attracting, Integrating, and Retaining Immigrants in Canadian Workplaces." *Conference Board of Canada* (2009): 62. Web. 04 Nov 2009. <http://www.integration-net.ca/english/offsite.cfm?urlE=http%3A%2F%2Fwww.conferenceboard.ca%2Fdocuments.aspx%3Fdid%3D3278>.

This source is a report found in a web based document. There are chapters that are written by the Conference Board of Ontario. The authors are two community actors within the organization. Immigrants, who come to Canada, come with the intention that they will find work. This report considers two aspects of capitalizing on the available skills from immigrants: the role that immigrants can play in the success of Canadian businesses; and the steps needed to be taken to attract, integrate, and retain this international talent (immigrants).. Many immigrants and temporary foreign workers find it hard to enter the labour market at the same level of education they have in their home country. Other conflicts arise such as language barriers, discrimination and difference of cultures in the work place. Overall some Canadian organizations have made progress in reducing barriers that immigrants face when integrating. Cultural diversity is no

longer only a matter of employment equity. The author suggests that organizations should look to benefit from immigrant talent and learn from the approaches used by others.

Lum , Lillie, and Jane Turrittini. "CERIS Project Synopsis Educating for Employment Integration: Ontario Education Projects." *CERIS – The Ontario Metropolis Centre*. 12 2007. Centre of Excellence for Research on Immigration and Settlement, Web. 02 Nov 2009. <http://ceris.metropolis.net/Virtual%20Library/RFPReports/LumTurrittin2006.pdf>.

This source is a research paper by a woman from York University. The research report is written for academic and community viewing. The authors explain that there is a shortage of skilled workers in Canada and a growing amount of immigrants coming into to Canada with valid and useful skills that are being ignored. The labour market has been seen as more difficult for immigrants to become involved in. Bridging education is a program set up to help fully qualified immigrants integrate into the Canadian labour market. Some conflicts arise from these programs which include sustainability, accountability and regulatory support. Many Bridging education programs are offered, but not necessarily for the needs of immigrants. The outcome of the Bridging education programs was that it helped more so develop language skills. Immigrants fully understood that there were different expectations in regards to schooling in their home county and Canada. Access to the labour market was said to be difficult for the students who were currently enrolled in their programs. For the few who had some employment experience within their profession, the challenges included not being accepted by their peers, feelings of isolation for those who had to leave the urban settings and employee/employer relationship difficulties.

Lusis, Tom. "Immigration Series at the University of Guelph The Role of Secondary Cities – A Brief Summary." *CERIS – The Ontario Metropolis Centre*. 08 11 2006. Centre of Excellence for Research on Immigration and Settlement, Web. 04 Nov 2009. <http://canada.metropolis.net/pdfs/Pgs_ODC_Ontario_Guelph_e.pdf>.

This source is an over view of a presentation set up in an article form. The author is an academic from the University of Guelph, Ontario. The presentation included the hard ships that immigrants who live in second-tier cities have to face. There are many presenters from Ontario Universities that are mentioned. One of these hard ships mentioned by an academic includes the

Test of English as a Foreign Language (TOEFL), which has to be taken every other year by immigrants, which can turn into a financial burden because they have to repeatedly pay to demonstrate a skill they have already proved proficiency in. One of the speakers that is of interest is Djurdjica Halgasev, from the Guelph and District Multicultural Centre. She talked about the social and economic barriers facing immigrant professionals in smaller communities. The author suggest that the trends in regards to community groups for immigrants continue to be offered to provide a forum for agencies and organizations that work alongside immigrants so that their voices can be heard. Also she suggests that immigrants continue to share their stories and personal hard ships so that we can all learn from their experiences in second-tier cities.

McIsaac, Elizabeth. "Nation Building Through Cities: A New Deal for Immigrant Settlement in Canada." *Caledon Institute of Social Policy* (2003): n. pag. Web. 02 Nov 2009. <http://www.triec.ca/files/61/original/2003_Maytree_NationBuilding.pdf>.

This source is an article by an organization. Communities, academics and political actors can view it. The main idea of this article is that second-tier cities are more appropriate places from immigrants to settle. The author offers some background information to when Sifton's program of settling Canada at the turn of the century. This is compared with dispersion, which is a tool for regional development. The dispersion method is being framed as part of an inclusive immigration policy. The majority of immigrants to Canada settle in one of the three largest metropolitan areas of Canada: Montreal, Toronto or Vancouver. The proposed 'dispersion' strategy and other regionalization proposals are trying to find ways to attract immigrants to second tier cities and other smaller communities across Canada, and to keep them there. The author talks about the magnets which we are necessary in attracting immigrants and the glue which makes them want to stay. At a government meeting in 2002, the Prime Minister only addressed the needs for the levels of government to work together. He failed to mention, the financial and social aspect. The author suggests that there is also a need for greater horizontal coordination. At the federal and provincial and municipal levels, this means working collaboratively across departments that are stakeholders in the issue.

Medjuck, Sheva. "From Immigration to Integration." *Institute for International Affairs: Government of Canada* (2000): n. pag. Web. 06 Nov 2009. <http://www.bnaibrith.ca/institute/millennium/millennium15.html>.

This source is a research article by an academic. The article focuses on how different communities determine how easy it is for Jewish immigrants to integrate into society. The research paper includes mention of organizations such as B'nai Brith and Hadassah-WIZO, which have long-established bases in smaller communities, Hadassah with women's chapters and fundraising activities throughout the country, and B'nai Brith with a network of lodges anchored by regional offices and an ongoing program of field services. The main findings were that Jewish people in small communities differ from those in large urban centres because they are strangers in alien territory. They lack institutional support, and lack ethnic neighbourhoods that help maintain their identity. The lack of obvious discrimination has made it easier to integrate. The article is set up into six sections with each asking a general question. Overall the main argument tells us that immigrant communities are at risk as well. Immigrants just immigrating to Canada are fortunate to come to a community that is already developed and that is focused on the same cultural and language aspects.

Omidvar, Ratna, and Ted Richmond. "Employment Facilitation Programs for Professional Immigrants in the Greater Toronto Area: Surveying Participants' Opinions About the Programs' Effects." *CERIS – The Ontario Metropolis Centre*. 03 2005. Centre of Excellence for Research on Immigration and Settlement, Web. 10 Nov 2009. <http://www.ceris.metropolis.net/PolicyMatter/2005/PolicyMatters16.pdf>.

This source is more so an article than a research paper. The authors set up the paper so that the community, political actors and academics can read and understand it. This article talks about how the current immigration settlement policies are inadequate. This relates to the social exclusion of immigrants and visible minorities. Immigrants are chosen on their educational experience and skills, yet when they come into the country their skills are sometimes ignored. Some of the policy suggestions the author makes are access to trades and professions which includes immigrants being able to use their education in Canada, local autonomy and immigrant settlement which involves the municipal government doing more and becoming involved, and immigration dispersion policy which would allow immigrants to go to smaller communities and

replace their restricted mobility rights. Social inclusion involves the basic notion of belonging, acceptance and recognition. For immigrants and refugees social inclusion would be represented by the full and equal participation in the economic, social, cultural and political aspects of life in their new county.

Piccinin, Dorothy . "Enhancing the Economy Of Northwestern Ontario." *Northwestern Ontario Municipal Association* (2006): n. pag. Web. 07 Nov 2009. <http://www.noma.on.ca/pdf/Enhancing%20the%20Economy%20of%20NWO%20%20Jan%20 16%20Final.pdf>.

      This article is an academic research article. The author is an academic and a member of Northwestern Ontario Regional Development Authority. The main argument of the article is that Northwestern Ontario is a diverse and distinct region within Ontario. It is different from any other part of Ontario and has its own challenges and strengths. Within this article there is a section directly relating to immigrant integration. The section focuses on the declining population and this region's need for immigrants which leads to the need of social programs. The issue is that municipalities have to create immigrant incentive programs in order to deal with the immigrant demand. Some solutions outlined by the author is to partner organizations with government agencies to expand them and working with municipalities, agencies and organizations to develop incentives and support industries and municipal governments to encourage and facilitate immigrant integration. The author gives suggestions on how to help immigrants settle into the area by improving certain things. Some of these include affordable housing, medical and social services, education, and employment. She then gives examples and suggestions of how these can be achieved. This section in the article is than followed by other issues that affect immigration integration such as affordable housing.

Simmons, Allan, Duberlis Ramons, and George Bielmeier. "New Canadian Children And Youth Study Literature Review." *CERIS – The Ontario Metropolis Centre*. 01 10 2000. Centre of Excellence for Research on Immigration and Settlement, Web. 02 Nov 2009. <http://ceris.metropolis.net/Virtual%20Library/RFPReports/Simmons1998.pdf>.

      This source is a research study in the form of an article. The article is targeted towards political actors, the community and academics. The author conducted a study that looks to

expand the understandings of 'integration outcomes' for Latin American origin youths in the Greater Toronto Area. Also the study provides information that is not currently available, but is interesting to fields such as education, health, community services and youth programs. The youth were separated into extended focus groups where they discussed their personal experiences with discrimination while having to cope with integration. Many students were discriminated on the street, in school by their teacher and classmates, and the police. Overall the youth believe that they need for institutional programs to overcome negative stereotyping and cross-cultural ignorance such as in schools and for the police force which they view as having negative ideas towards them. There are supporting documents at the end of the study with results that are available to the community to view.

Walton-Roberts, Margaret. "Immigrant settlement and retention in second tier and small urban regions: A case study of Kitchener-Waterloo Ontario, Canada." *CERIS – The Ontario Metropolis Centre*. 09 12 2007. Centre of Excellence for Research on Immigration and Settlement, Web. 05 Nov 2009.
<http://ceris.metropolis.net/Virtual%20Library/RFPReports/WaltonRoberts2005.pdf>.

    This source is a research paper in the form of an article. The author is the primary investigator and a professor who uses the help of Graduate students to conduct her research. The research paper is directed at academics and the community. The article is about how second-tier communities are addressing the needs of new comers in order to realize the benefits of immigration. Focus groups were set up in order to get multiple opinions. Some major themes include demographic profile, immigrant attractions, small town feel, immigrant services, space and social experiences, experiences of discrimination and theoretical developments. The area of Kitchener- Waterloo is used to show the differences that two neighbouring cities can have when attracting immigrants and addressing their needs. Discrimination was not seen as an issue by almost all. Accessing government services was not seen as a problem; in fact that library was mentioned as a positive tool for immigrants and new comers. Many publications were referred to as well as conference presentations.

Wayland, Sarah V. "Unsettled: Legal and Policy Barriers for Newcomers to Canada." *CERIS – The Ontario Metropolis Centre*. 07 2006. Centre of Excellence for Research on Immigration and Settlement, Web. 01 Nov 2009. <http://ceris.metropolis.net/frameset_e.html>.

This document is a research paper conducted by multiple foundations and academics. The research identifies legal and political barriers that immigrants, refugees and others face when settling into Canada. The target audience for this research report are academics, political actors and the community. The research report summarizes the findings and makes recommendations for policy and program changes in the most important areas that impact newcomers. Focus groups, literature reviews and interviews are included in the research project. The participants claimed that there were difficulties finding employment. Those who were separated from their families spoke of the challenges of separation and complained of the long strenuous processing times for immigrants. Many participants complained that they were worse off in Canada than before migrating. There were seven main key findings which deal with Canadian public, settlement programs, separation, employment, communication, settlement experiences and legal and policy barriers. Some suggestions that the author includes are to strengthen the family class, reduce barriers, make permanent residence status automatic, stable funding for agencies, increase social services, admission to regulated professions and meet the needs of immigrant children.

Ontario outside of Golden Horseshoe

(Ontario outside of Golden Horseshoe: Any region in Ontario not identified in Golden Horseshoe)

By: Ben Vallieres

Annotated Bibliography: Ontario Outside of the Golden Horseshoe

Introduction:

The process of immigrant integration is one which is quite complicated; there are many areas of the issue that must be covered to ensure the immigrant has not only the basic needs to live, but also the information and resources in order to integrate as a successful Canadian citizen. Thus, Peterborough's Local Immigration Partnership Council is conducting research in order to prepare Peterborough for immigrant intake in the near future. This annotated bibliography gathers information from cities outside of the area of the golden horseshoe in Ontario. This introduction paper will analyse the sources, and discuss the context of how they connect to the community. The sources presented either pertain to statistical information; municipal, provincial and federal initiatives; or research organizations.

Gathering the information consisted of many avenues of research. For the primary sources of the bibliography (Municipal, Provincial, Federal websites), I contacted the cities within my region and gathered and reviewed literature recommended by the city. These sources seemed greatly similar to the provincial and federal websites, which is likely because the provincial and federal governments sponsor and regulate the municipal initiatives. The secondary sources I gathered I feel are more pertinent to the study (including all research and resource databases). This is because the secondary sources offer quantitative and qualitative information which directly responds the encompassing issue of integration.

As for the statistical information, the two sources from Statistics Canada offer information relating to the labour economy of the immigrant integration process through generations, and a longitudinal survey which studies the life of the immigrant in Canada for the first six months. Both offer insight as to what problems exist based on the statistics of the

economic aspect of immigration. The study *Economic integration of immigrants' children* explains that younger generations of immigrant families have successfully integrated into Canada, proving the success of the Canadian integration process. The other source presented, *A Portrait of Early Settlement Experiences,* outlines the activities of immigrants in the first six months of residency and how they are coping. The survey found that the integration process in the first six months was a success, and many at the end of the six months were seeking employment. Both articles prove that the integration process is succeeding in merging the newcomers into Canadian society.

The cities which are listed are all the major cities which have some sort immigration initiatives, excluding Thunder Bay, as their information was not made readily available. Most cities (Sault Ste. Marie, Sudbury and Windsor) have a website which is used as a portal to offer easy access to many integration resources and organizations. These are successful in offering thorough information to the immigrant community. Other cities (Cornwall, Kingston, Timmins, North Bay) have specific agencies, research initiatives or past experiences involving immigration on top of a website. These sites, agencies and initiatives are not only areas to gather and distribute information, but are also a welcome method to network and become involved in the community. On the provincial and federal levels of government there exists main websites which have ample recourse options, redirection methods to integration links in the local community, and discussion areas to offer a welcome environment rich with resources.

Research organizations including Metropolis, Ontario Council of Agencies Serving Immigrants (OCASI), JSTOR, and various organizations sponsored by Citizenship and Immigration Canada offer ample research pertaining to immigrant integration in Canada. The research that is performed by Metropolis, OCASI, and federally sponsored Integration Net offer

research which studies the social and economic impacts of immigration, which facilitates in the creation of many municipal, provincial and federal immigration initiatives. JSTOR offers an article pertaining to the integration of visible minorities. And, the other organization - At Work, is a agency which educates the immigration labour force on how to best serve, and ultimately retain the new coming citizens.

In conclusion, the research I have performed for the Local Immigration Partnership in Peterborough has enlightened my once small perspective of the immigration process. I have learned some of the many complexities of immigrant integration, and the research I have included best facilitates the resolution to some of these complexities. However, many issues still remain unaddressed. The Peterborough community, for example, has a eminent problem on their hands. The Peterborough and Trent University independent newspaper the Arthur published *Violent Attacks Against Trent Students Continue* (Vol. 44 Issue 11). The article reports on 5 different racial motivated attacks against Trent international students in the city. Police investigations continue, but if the city wishes to begin attracting immigrants to the city not only does the immigrant population need to change and accept diversity the Peterborough community needs to as well. The small society which exists that understands the necessity of immigration to Canada needs to educate the entire community as well in order for integration and retention to succeed, and for economic and social prosperity.

Annotated Bibliography: Ontario Outside of the Golden Horseshoe

1. Primary Sources:"A Portrait of Early Settlement Experiences." Statistics Canada: Canada's national statistical agency / Statistique Canada : Organisme statistique national du Canada. N.p., n.d. Web. 3 Dec. 2009. http://www.statcan.gc.ca/pub/89-614-x/89-614-x2005001-eng.htm

Statistics Canada also publicized their research on settlement experiences. Entitled *A Portrait of Early Settlement Experiences*, this study comprised of a Longitudinal Survey of Immigrants to Canada (LSIC), which is designed to study how recent immigrants adjust to life in Canada over a 6 months upon arrival. The survey found that, housing is usually not an issue, language is usually competent, good health is maintained - health cards are obtained, immigrants tend to continue their education to be competitive for employment. Also, 70% attempted to enter the workforce, of those, 44% were employed and 26% remained unemployed. And, the report stated there was a high satisfaction with the early experiences of newcomers, many (92%) expressed intentions of eventually becoming a permanent residence, and also a Canadian Citizen.

2. "After you arrive." Citizenship and Immigration Canada. Canadian Federal Government, n.d. Web. 3 Dec. 2009. www.cic.gc.ca/english/newcomers/index.asp

As a separate section to the integration portion of the Ministry of Citizenship and Immigration website there is 'after you arrive'. This section has many resources, including: programs and services for immigrations, support opportunities for adjusting to life in Canada, employment opportunities, housing resources, monetary information, education, transportation, health care, Canadian laws, Canadian human rights, and becoming a permanent resident and Canadian citizen. Additionally, the CIC website offers external links to localized or alternative resources which can further help the newcomer. The CIC website has an encompassing array of resources which set the example for successful integration methods.

3. "Before you arrive." Citizenship and Immigration Canada. Canadian Federal Government, n.d. Web. 3 Dec. 2009. http://www.cic.gc.ca/english/newcomers/before.asp

The Ministry of Citizenship and Immigration has a portion of their website devoted to the integration process. For the newcomers they offer a detailed 'before you arrive' section which outlines the many processes that must be undergone in order to successfully prepare to integrate into Canadian Society. These processes include getting to know Canada; like the land and weather, the people, the government, the laws, human rights in Canada, education services, and health care. Then preparing to move; the cost of living, choosing an appropriate city, organizations that support immigrants, learning the languages of Canada, and necessary documentation to cross the border. Furthermore, information on how to properly prepare and apply for Canadian employment is available. The CIC website is rich with appropriate resources necessary for successful integration.

4. "Business Immigration - Business in North Bay - City of North Bay." City of North Bay. N.p., n.d. Web. 3 Dec. 2009. http://www.city.northbay.on.ca/business/business immigration/default.asp

In 2007, North Bay's Mayor's Office of Economic Development developed the North Bay Newcomer Network in order to attract and retain more immigrants to the community. The objectives of this strategy included; growing the population base, filling gaps in the labour market, attracting investors for large enterprises, and attracting international students to ultimately retain them, among other things. In the immigration plan for the city it is obvious the city understands the challenges that lie ahead, and what needs to be done in order to be successful in their strategy. The city realizes that they need to develop cultural, religious, social, and economic resources in order to integrate, and thus retain their newcomers. In the plan the city has many potential strategies to facilitate these resources, including seeking funding to develop social programs, organizing public events to promote multiculturalism, and developing a welcome package for the newcomers which informs them of the community, just to name a few.

5. "CDISA - Cornwall & District Immigrant Services Agency." CDISA - Cornwall & District Immigrant Services Agency. N.p., n.d. Web. 3 Dec. 2009. http://www.cdisa.ca/

Cornwall has the Cornwall and District Immigrant Services Agency which ultimately strives to help newcomers adjust to Canadian culture, and enable them to participate and contribute effectively to the economy, culture and social life of their community. To successfully integrate the newcomers the agency offers literacy and language education programs, city orientations to help the newcomers adapt to the atmosphere, diversity training workshops for the entire community to educate the community on the benefits of diversity, as well as advertisements of employment opportunities. On top of these resources the agency offers external links pertaining to access to healthcare, drivers education, and Ontario immigration, among other things.

6. Collett, Elizabeth , and Karolina Sitek. "Making migration work: the role of employers in immigrant integration." Integration Net. European Policy Centre, n.d. Web. 3 Dec. 2009. www.integrationnet.ca/english/offsite.cfm?urlE=http://www.epc.eu/TEWN/pdf/ 608394341_EPC%2520Working%2520Paper%252030%2520Making%2520migration%2520wo rk.pdf

Integration net is an information database sponsored by Citizenship and Immigration Canada to provide communications, research and information to facilitate the settlement community in Canada. One of the many working papers that the site makes available is *Making migration work: the role of employers in migrant integration*. This paper makes obvious the fact that employers play a key role in immigration and also in immigrant integration. The papers final conclusions offer recommendations pertaining to treatment in the workplace, access to information, workplace development - to resolve issues of equality, the wider community - general society, immigrant resources within the workplace, and the paper promotes further collaborative resource partnerships to share information.

7. "Community Access: Anti-Discriminatory Integration of Newcomers." Ontario Council of Agencies Serving Immigrants. N.p., n.d. Web. 3 Dec. 2009. www.ocasi.org/index.php?catid=104

The Ontario Council of Agencies Serving Immigrants is another source to offer clarity on issues pertaining to immigrant integration. A specific article the council has published, *Community Access: Anti-Discriminatory Integration of Newcomers*, discusses the necessity of equality when

accessing resources, or participating in the integration process. The contents include; education, skills and language training; heath; housing and homeless; labour market and employment; racialization of poverty; racism and racial profiling; and violence against woman. Each section explains the necessity of equality pertaining to the matter, then offers external links for further education and understanding.

8. "Discover the Sault." Welcome. N.p., n.d. Web. 3 Dec. 2009. http://www.discoverthesault.ca

Sault Ste. Marie has an entire website available to new Canadians. All the available resources are available through this site. Registering for any education program; elementary school, English language training, driving school, or apprenticeship applications are made easily accessible. Public event calendars are posted so that the newcomer can easily participate in community events. Cultural needs are met through advertisements of religious gatherings. How to access healthcare and affordable housing is well explained and links to realtors in the community are available. Career and job listings are listed on the site, from industrial to business sectors all job openings are posted from many different categories. Sault Ste. Marie is a welcome community for immigrants in Canada, and these immigrants have all the resources they need in order to successfully integrate themselves and remain in the community.

9. Dowding, Jillian. "Our Diverse Cities." Metropolis. University of Calgary, 6 Oct. 2006. Web. 9 Dec. 2009.
http://canada.metropolis.net/publications/Diversity/our_diverse_cities_vol2_en.pdf#page=5

Metropolis is an international think tank devoted to migration, diversity, and immigrant integration policy issues. Among their vast database of research is a publication *Our Diverse Cities,* a section entitled *A Call to Action: Leading the Way to Successful Immigrant Integration* demands action to address integration concerns (pg. 164). These concerns include; the ignorance of society to what immigrant integration means; the importance of immigration to the local community; and the recognition and comprehension of present and future issues, challenges, responsibilities and opportunities. The section offers recommendations for policy in six key sectors including: civic participation, education, employment, government, health and justice. Despite the fact the onuses and obligations lie with both the immigrant and Canadian immigrant community most recommendations are for the institutions which lie within the Canadian immigration community.

10. "Economic intergration of immigrants' children." Statistics Canada: Canada's national statistical agency: Organisme statistique national du Canada. N.p., n.d. Web. 3 Dec. 2009. www.statcan.gc.ca/pub/75-001-x/2007110/article/10372-eng.pdf

Statistics Canada offers an insightful article which analyses the generational perspective to the integration issue. Entitled *Economic integration of immigrants' children*, this article compares ethno-chronological generations to offer current statistical projections. The projections stated that second-generation youth are usually more advantages overall in the integration process. The projections concluded that second-generation youth are better education, and less likely to drop out of high school, are more likely to delay marriage and childbirth and live with their parents,

are more likely to be employed with higher earnings, and are more likely to successfully integrate if they were raised with the continual parenting of both parents, amoung other points.

11. Hou, Feng, and T.R. Balakrishan. "The Integration of Visible Minorities in Contemporary Canadian Society" JSTOR: Summer 1996. N.p., n.d. Web. 5 Dec. 2009.
http://www.jstor.org/stable/pdfplus/3341769.pdf

This sociological publication titled *The Integration of Visible Minorities in Contemporary Canadian Society* examines ethnic diversity in education, labour, and income and relates these variations to socioeconomic status. Also, the publication reveals the inequalities that exist for different minority groups in integrating into Canadian society. A mentioned inequality for example, is that Italian and Portuguese immigrants obtain higher income levels relative to their educational and occupational achievements. Meanwhile visible-minority groups have the same level of education but the higher-income levels are non-existent. Two conclusions were discussed. Firstly, that the integration processes for non-visible minorities and visible minorities are different and distinct. And secondly, that inequalities exist in contemporary Canadian society.

12. "Immigrant Integration in Canada: Policy Objectives, Program Delivery and Challenges." At Work - Settlement.org. Integration Department, Citizenship and Immigration Canada, n.d. Web. 3 Dec. 2009.
atwork.settlement.org/sys/atwork_library_detail.asp?passed_lang=EN&doc_id=1003190

Settlement.org is a website for those employed in facilitating the settlement process in Ontario. The website offers information on how to best serve the newcomers to ultimately, successfully integrate them. Among their rich selection of research is *Immigrant Integration in Canada: Policy Objectives, Program Delivery and Challenges.* The paper researches integration policy objectives, integration programs and services, partnerships, program administration, benefits of immigration, barriers to immigration, defining success of the initiative, and future directions of the initiative. The paper concludes to state that constant evaluation and assessment of the strategy is necessary for success, and that if conclusions were made on this research they would be premature because of study of macro level immigration integration is an underestimation of the problems which arise in the micro level of immigrant integration. Nonetheless, the paper recognizes many issues pertaining to social, economic and demographic influences of immigration.

13. "My Sudbury." Newcomers' Section. N.p., n.d. Web. 3 Dec. 2009.
http://www.mysudbury.ca/immigration/?lang=en

Sudbury is an city only established in 2001, by the amalgamation of all the neighbouring communities. But, despite the cities young age they are well prepared to grow their population base, and grow their economy. Sudbury has a strategy to offer information which is much similar to that of Sault Ste. Marie. The city advertises the many resources that are available from the community on a web portal which is connected to the city website. This way, Sudbury and Sault Ste. Marie offer accessible information to resources and opportunities such as; education services - especially English as a second language training, job and career opportunities, public events,

cultural and religious guidance, and affordable housing and healthcare services. And, not only do the newcomers have access to the resources they need, they have access to the city and everything it does. By formatting the information in this manner, the integration method isn't isolated and the newcomers can easily be another welcome part to the city.

14. "OCASI: Integrating Immigrants into the Canadian Labour Market." OCASI: Ontario Council of Agencies Serving Immigrants. N.p., 13 July 2005. Web. 3 Dec. 2009. http://www.ocasi.org/index.php?qid=708&catid=113

The Ontario Council of Agencies Supporting Immigrants has another publication titled *Integrating immigrants into the Canadian Labour Market.* This publication recognizes that a primary requirement for integration is the effective entry of the immigration into the labour market. In this manner, the immigrant is thus facilitating the success of the Canadian immigration process: to grow the labour force, the Canadian population, and to maintain a sustainable economy. The paper concludes by stating that Canadian immigration is fragmented as immigrants are not gaining complete access to employment, marginal participation exists in the local communities, and poverty is increasing among the immigrant population.

15. S. Li, Peter . "Deconstructing Canada's Discourse of Immigrant Integration." Metropolis. Version WP04-03. University of Saskatchewan, n.d. Web. 3 Dec. 2009. pcerii.metropolis.net/WorkingPapers/WP04-03.pdf

One of Metropolis' many working papers *Deconstructing Canada's Discourse of Immigrant Integration* focuses primarily on analysing Canadian literature on immigrant integration. The paper, quite basically, states that based on the discourse of the literature integration has only succeeded in showing how immigrants are changing or not changing in Canada, and ignores the issues of institutional change to have a more culturally open atmosphere (pg. 9). The paper also states that the social changes that have come about due to immigration have been regarded to with opposition, meanwhile the drastic social changes that the immigrants face have been regarded to has necessary and positive. The paper highlights the unequal power relationships which exist between those already established in Canadian society and the marginalized immigrant population. The paper is successful in identifying the inequalities which impinge the integration process.

16. "Settlement.Org - Providing information and answers to settle in Ontario, Canada.." Settlement.Org. N.p., n.d. Web. 3 Dec. 2009. http://www.settlement.org

This provincial settlement website offers a central resource to communicate questions and discussions, and to easily access information on many resources in many languages. This website is an excellent source for integration information - from accessing particular documents, to finding a house, to healthcare access, to education, community recreation, legal services, and general daily life. The information provided is for all of Ontario, so no matter where the newcomer is located they can use this website to access local information and resources as well. The many discussions that are available answer many particular questions, and raise awareness about many issues as well.

17. Thurston, Sarah. Attraction and Retention of Immigrants in Small Centres: The Case for Kingston, Ontario. Toronto: Ryerson University, 2008. Print.

Kingston has a local partnership program that was established in September of 2009. To properly prepare the LIP for opening much research was done before hand. Sarah Thurston of Ryerson University published *Attraction and Retention of Immigrants in Small Centres: The Case of Kingston, Ontario* to facilitate the LIP. Her research was quite encompassing, however due to newness of the organization there was not a lot of information on integration, but the research did cover possible methods of integration. The research explained the services that were available for the immigrants (pg. 25). These services included available ESL and LINC services, and available counselling services such as Immigrant Services Kingston and Area (ISKA) and Kingston Employment and Youth Services (KEYS). The Kingston Economic Development Corporation (KEDCO) acknowledged that there was job shortages in Kingston, which shows promise for these servicing organizations to be successful. Also, the research included information on accessible, affordable housing and healthcare (pg. 30). Housing is relatively affordable and accessible, but in some cases involving university students there were cases of human rights abuse by the landlords; the university involved themselves to resolve the situation. Healthcare is fairly accessible as well, with the language barriers being the main problem. The discussion mentioned that one of the biggest problems for Kingston is the lack of intercultural awareness in the Kingston society, but with the workshops being performed by the ISKA this problem is in the midst of being resolved.

18. "Timmins Immigration." Home. N.p., n.d. Web. 3 Dec. 2009. www.immigrationtimmins.ca

Timmins has undergone many initiatives with regards to immigration. Beginning in 2007, the city had developed different projects to attract immigrants from the GTA into the area of Timmins. In 2008/9 the city began their immigration project. Today, the city has a website which makes information readily available for integration opportunities for the newcomers. Beginning with an information package the city supports and prepares the immigrants with regards the difficult first few days in the community. After that, the website advertises all the resources necessary for successful integration into the community. Resources with regards to everyday living, job opportunities, business opportunities, and education services are included. Furthermore, to offer reassurance and to the newcomers, the city posts success stories of other immigrants in the community. And finally, in preparation for future expansion of their initiatives the city has plans to develop a Local Immigration Partnership in 2010.

19. "Windsor-Essex Local Immigration Partnership." Welcome. N.p., n.d. Web. 3 Dec. 2009. immigration.windsor-essex.info/Local_Immigration_Partnership

Flowing the trend, Windsor has a website which distributes information in a very accessible well formatted manner, and in many languages to advertise their Local Immigration Partnership. They format the integration process into two sections; before you arrive, and after you arrive. In this manner information you are looking for is easily found instead of sifting through possibly hundreds of resource advertisements. In the 'before you arrive' section of the website the information available points the newcomer to into important things that must be considered before moving to the area. These include information about the area, the ethno cultural

communities in the area, possible real estate markets, possible job opportunities, and settlement services. In the 'after you arrive' section of the document the newcomer has already migrated to the area. The services include; useful tips for the first days, how to apply for documents, help services to find a doctor, a job, and a place to live, opportunities to meet people, and how to finally get settled. The site has other resources as well, how ever the important issues that a newcomer faces are mentioned in specific chronologic order.

Western Golden Horseshoe
*(Niagara Falls at the eastern end of the Niagara Peninsula,
extending west, wrapping around the western end of Lake
Ontario at Hamilton, south west to Brantford
and east to Kitchener-Waterloo)*

By: Amanda McTague

Immigration Integration Literature Review
Regional Focus: Western Greater Golden Horseshoe

Prepared by Amanda McTague
In partnership with
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Recent trends in immigration have forced the issue of settlement in Canada's medium-sized cities to the forefront of the minds of policy makers and service providers. The results of the investigation into the nature, quantity, quality, and focus of the research generated by this burgeoning interest have diverse implications for the efforts being made to improve integration capacity in the Peterborough region. Of particular interest, I believe, is the newness of the councils, research groups, and service providers. The research results regarding economic integration- what works and what does not- as well as housing also has the potential for directly shaping Peterborough policies. I will also discuss some flaws in the research that I think should be addressed by the Peterborough Partnership Council on Immigration Integration before expansive endeavours are undertaken.

This research project was initiated with the intent of learning from the investigations, efforts, successes, failures, and perspectives of settlement service providers that have already been established in similar communities. One common factor, however, that the vast majority of organizations I sourced for the project, however, is that they have all been established and reached operating capacity within the last few years. While it is true that research into immigrant settlement in mid-size Ontario cities has been going on for a longer period of time, concrete manifestation of this desire to facilitate more efficient integration is a recent and quickly developing phenomenon. In this manner, I would suggest that Peterbough is perhaps late in terms of expressing a research interest in the area of immigrant attraction, but that it is developing real strategies and community resources at a rate comparable to that of similar regions. Additionally, this implies that Peterborough has the very real opportunity to shirk its reputation as an unattractive community for immigrants, and take on an innovative role in establishing settlement services. Because there are no deeply entrenched systems of service provision and associated

restrictions, there is a capacity for leadership and unique tailoring of programs in the Peterborough region.

A very significant amount of economic-focused research makes up the bulk of available settlement investigative resources. Peterborough can use these findings to its advantage by directly implementing the policies and values that work most effectively. Based on the results of various bodies of research, I would suggest that the implementation of professional mentorship and internship programs that focus on pairing established local professional with new Canadians would initiate the most benefits for all involved. There seems to be a correlation between the success of settlement programs and the level of engagement and direction that is provided by the local business sector. Without their support and awareness it is impossible to integrate immigrants into the regional workforce. Thus, I would suggest ensuring a strong and entrenched collaborative partnership with key business leaders. It is also important to tailor services for specific groups of new Canadians, and empower immigrant associations and networks as necessary program directors and facilitators of communication among the immigrant community. Ensuring transparency, communication, and collaboration between various organizations is also key. One factor that seems to be largely overlooked, is that of transportation barriers that recent immigrants face. Thus, making sure that services are centrally located is key. Another overlooked factor is that of housing and its relation to the integration of immigrants. Providing sufficient affordable housing tailored for the needs of immigrants would reduce the costs of supplementary programs and help ensure the economic success of individuals. Thus, it is also important to realize that barriers faced by new Canadians are complex and highly contextual.

While many useful and illuminating resources have been cited here, there are certain widespread flaws and knowledge gaps that afflict the majority of research. What is particularly

striking in its blatancy is the exclusion of refugee claimants, temporary foreign workers, and family class or dependent individuals from the focus of most research. Youth immigrants are specifically discussed in two articles, while refugees receive only passing mention in most sources. As noted earlier, it is key to customize services for the specific type of newcomer that one wishes to serve. It follows that an inadequate level of research into those specifics results in a deficiency in the quality of service provision. It is also possible that this is because policy makers currently undervalue and underestimate the social and economic contributions dependent family members are refugee claimants are able to make. Here, I would suggest that research into the specific needs of these newcomers in undertaken before the services are established.

That being said, research also demonstrates that new Canadians tend to find greater economic and social success in mid-size communities rather than in large metropolises. The caveat is that the initial hurdle of increased obstacles for the first few years must be overcome. To that end, Peterborough seems to be in a good position to benefit from the trend of out-migration of immigrants from urban centres to more rural settings. With a synthesis of service goals, guiding strategies, and a strong connection between different organizations and members of the business community, Peterborough can attract an new Canadian labour pool and integrate them successfully.

Berihun, G. (2007). *A Guide to Community Resources for refugees and Other Newcomers to Kitchener-Waterloo*. Waterloo: Survivors of Trauma and Torture Working Group.

This resource was compiled by a not-for-profit community based organization with the intended audience of new Canadian individuals and families, as well as those involved in welcoming them and assisting their transition. Most documents aimed at incoming immigrants may provide contact information for different supports and organizations, but rarely are specific concerns and questions addressed specifically at a local level. It acts as an in-depth summary of various resources, concerns, ad opportunities. The document is meant not merely to be a directory, but also gives a detailed discussion of questions that are commonly raised by immigrants while encouraging individuals to ask more questions and actively seek out that knowledge. The content details the importance of living in a diverse society as well as the associated challenges and benefits, how to begin education or training including financing options, and profiles the school system for minors. Employment is discussed regarding finding employment, employee rights, entrepreneurship, and accreditation, and the Ontario heal care system is explained along with the legal issues surrounding citizenship. Services addressing housing, translation, sexual-orientation support, parenting, and social assistance are highlighted, and various transportation systems and requirements are explained.

Burgener, P. (2003). Voices For Change: Making use of Immigrant Skills to Strengthen the Waterloo Region. Kitchener: Centre for Research in Human Services.

This is a not-for profit funded research project report, with a steering committee of local stakeholders from various sectors such as business, immigrant, and politics. Designed for policy makers and community audiences, it is accessible yet makes recommendations specific to the Waterloo Region. Despite a vibrant economy, and relatively high levels of new Canadian community members- now up to over twenty percent- the Region has worrying skills shortages. Immigrant skills are not being used to their full potential, despite the need for their labour and the existence of an immigrant labour pool. This report investigates the causes of this discrepancy, which has not been fully explored previously. In order to improve the economic integration of newcomers, the report calls on federal and provincial government to show increased leadership in removing barriers to immigrant employment, and recommends that regulatory boards to improve standards of practice for licensing processes, making them fair, timely, and transparent.

CCBR. (2008). *Engaging Youth From Diverse Ethno-Cultural Communities: Summary of Year 1 Report.* Kitchener: Centre for Community Based Research.

These are the results of a research project led by K-W Multicultural Centre and Centre for Community based Research comprised of focus group discussions and interviews. It is an academic source useful for researchers and policy makers since limited work has been doe in regarding immigrant youth and volunteerism. The purpose was to nderstand present immigrant youth volunteering practices and perceptions in Waterloo Region and to explore local strategies to enhance their level of volunteering. Most respondents actively volunteering within their cultural community, however, they also said they would rather be volunteering with renowned external organizations. This is because it was seen as being advantageous to the future of their career and understanding Canadian culture. Word of mouth or informal means of communication

was considered to be the most effective medium of communicating volunteer opportunities, and it was noted that youth volunteers benefited their cultural community by enhancing the public opinion and regard for the group. Barriers to volunteering included time constraint, language barriers, complicated or lengthy volunteer selection process, transportation cost, and lack of information available. Several recommendations were made regarding how organizations seeking volunteers could improve their accessibility to immigrant youth, including increasing awareness, helping to build language skills, and fostering mentoring.

Janzen, R. (2007). A Comprehensive Regional response to Immigrant Employment: The Waterloo Story. Centre for Community Based Education. (powerpoint).

This powerpoint presentation provides a discussion of the different phases and responses Waterloo has initiated to enhance the prospects of immigrant employment in the region from assessment to plans for future directions. It is not overly academic and is accessible to community members, other organizations, and researchers. The goals of the regional response are to build strong lives, families, vibrant & inclusive communities, and provide appropriately complex solutions for complex barriers. The regional response to underemployment of immigrant in the region began with the 2005 immigration skills summit, which entailed vast networking between many different stakeholders, followed by the preparatory phase which addressed practical questions involved in the process of starting up an immigration employment network, such as funding, who would staff, where to locate etc. Finally, this led to the creation of WRIEN, which has served to unite cross-sectoral stakeholders to better attract immigrant talent and ensure visibility and success. This document further explains the organization, objectives, roles, and methods played by WRIEN. To conclude, it discusses some methods for evaluating the impact of this response, and details some indicators of engagement from community partners.

Janzen, R., Ochocka, J., Sundar P., Fuller C. (2001). Study on parenting issues of newcomer families in Ontario: Waterloo region findings. Kitchener: Centre for Research and Education in Human Services.

This academic report comes from a provincial study funded by settlement and research organizations, intended for researchers. The report examined the needs of youth and parent newcomers by investigating parenting perspectives, adjusting process, possible contributions to Canadian parents that immigrant parents within diverse ethnic backgrounds have, as well as resources and supports that could assist them. Parents previously had no forum in which they could communicate heartfelt thoughts and feelings. It was found that immigrant parents tend to see their approach to discipline as stricter that Canadian parents' permissiveness, process of immigration challenges roles as parents since children tend to learn faster, integrate more fully and therefore often had to act as interpreters. Responses varied from a more entrenched need for control to a reframing of the child/parent relationship. This report recommends that supports in dealing with the new Canadian parenting context and resultant parenting modifications include helping with general orientation, language barriers, economic barriers, school system, mental health issues, as well as making existing parenting supports more immigrant inclusive, initiating new parenting supports based around workshops, creating upport groups, and facilitating contact and peer mentoring between immigrant and Canadian-born parents.

Kilty, H. L. (2009). Hiring Immigrants Makes Good Business Sense. Niagara Workforce
    Planning Board, Niagara Immigrant Employment Services: St Catharines.

This is a brochure-style report written by an academic with the support of local immigrant and employment organizations.The target audience is Niagara area employers with the capacity for hiring new Canadians. This report serves to address the barriers and stigmas immigrants can face when trying to enter the Canadian workforce. In order to remedy this problem, this report was created to work on it by taking on the role of educating and supporting Canadian employers with the view the standard practices of our economy are what need to adapt and change. Within the document, the author first discusses the benefits of hiring internationally trained employees- for businesses and the community and discusses the changing cultural context in Canada. Then, information on programs and practices that support the employer are detailed, along with suggestions for attraction and retention. Tips for immigrant-oriented interviewing process are mentioned along with details regarding mentoring and internship opportunities and programs. There is also a profile of a local business identified as successfully integrating new Canadian workers and prospering from their inputs. Resources for immigrants seeking employment in the Niagara region are briefly listed at the end of the document.

Luis, T., & Bauder, H. (2008) "Provincial" immigrants: The social, economic, and
    transnational experiences of the Filipino Canadian community in three Ontario
    second-tier cities, *CERIS Working Paper* 62(1).

This is a published academic article by two Guelph professors, that encompasses an effort to fill in several research gaps regarding how immigrant- in this case Filipino- networks have emerged at different scalar levels, such as local, regional, and transnational. They examined the socioeconomic and transnational experiences of the Filipino-Canadian community in Guelph, Kitchener-Waterloo, and Niagara Falls. It was found that most networks functioned at the local level as existing social support networks and grassroots organizations, and at the transnational level as communication technologies such as the internet are increasingly used to provide resources and information. However, regional level networks are still weak. Based on this data, five recommendations are proposed. It is necessary to strengthen regional-level networks to improve social interaction within the community, strengthen ethnic-run associations and encourage them to assist newcomers, nurture existing social and economic opportunities available in medium sized cities, promote medium sized cities on the internet as a desirable settlement destination, and revise the Canadian government's pre-departure information to include medium sized cities.

McFadden, P., Janzen, R. (2007). The importance of immigrants to Waterloo region's prosperity: A dynamic collaborative community response, *Our Diverse Cities* 4(1), 104-107.

Waterloo Region has failed to adequately facilitate the participation of immigrants into the local labour market. In order to solve this problem, different sectors of community stakeholders came together to collaborate and strategize. This academic article summarizes that process and explains how it was accomplished. Key to the success of building up an immigrant support network is the critical defining of both the main problem faced, and the unique community assets which can address it. The problem was that immigrants were skilled but

unable to fully integrate into the labour market and were leaving the region. Waterloo's thriving business and technology sector led the way in forming partnerships to allow access to immigrants since they need their inputs. There is also a strong support base for immigrants in the area. The community became committed to restructuring the challenge as an opportunity for community growth, and recognized the need to share responsibility for projects. Eventually this led to the creation of the WRIEN as an umbrella organization.

Ochocka, J. (2006). Pathways to success: Immigrant youth at high school. Kitchener: Centre for Research and Education in Human Services.

This academic research report research project was a partnership between the Centre for Research and Education in Human Services and Wilfrid Laurier University. The purpose of this project was to use Waterloo Region as a case study to explore how positive outcomes in the social and academic spheres for immigrant youth in a high school high school setting can be optimized. Although much quantitative data exists about ESL dropout rates, this report contextualizes and explains this phenomenon. The research results indicate that initial impressions and experiences of students are key. Participants stated that they experienced opportunities unavailable in homeland, intense confusion and disorientation, and a struggle with English at the beginning.The most important determinants of youth success were determined to be support of individuals and family, institutional, and community levels of support, motivation, and partnerships. The biggest obstacles to success are trauma, poverty, culture clash, inadequate resources, and community hostility. In terms of policy, Onchoka notes that there is a critical lack of a cohesive system response, which is reactive rather than proactive.

Silkowska-Masior, B. (2003). *Making Connections: A New Model of Modeling for Internationally Trained Professionals*. Toronto: St Michael's Hospital

This source is sponsored by St Michael's Hospital, and is framed as a how-to manual for developing a new model for employer-led mentorship, meant not for academic audiences but a professional one. It details exact steps, resources, activities, and roles that are to be used in the mentorship program. This program was set up as a response to barriers that immigrant professionals to Canada consistently report on, including lack of Canadian work experience and referrals, lack of familiarity with Canadian business practices, industry-specific language and cultural barriers. It is unique in its highly specific and practical suggestions. Traditionally three models have been used to structure this experience, the internship model, the employment position, and the traditional mentor relationship. The new model proposed for mentorship is one where internationally trained new Canadians are referred by community organizations, and employers offer preparation for employment, but no commitment to hire them personally. Using this model, typical outcomes were networks and connections are established with professionals in the Canadian workplace and with other internationally trained professionals, job search strategies for the Canadian workplace, further education or job training pursued, language skills-particularly professional terminology- are improved, and self-confidence is enhanced.

Social Planning council of Kitchener-waterloo. (2009). *New Canadian Resources*. Kitchener: Social Planning Council of Kitchener-Waterloo & Community Information Centre of Waterloo.

This document is the result of a joint research program undertaken by the social planning council and information centre on what resources are available in the Waterloo area for newcomers, and under what areas services need to be grouped. The target audience for this document are immigrants and immigrant support organizations to facilitate a more effective use of the available resources and greater interdependent networking. This document was created to address the charges that the level of communications between organizations, as well as the knowledge level among Waterloo immigrant support staff, contains notable gaps. This document was also created to improve individual autonomy and to ensure that everyone has access to community information via the Internet. The community resources that it includes can be mainly divided into employment, education, and volunteer resources, public community institutions, settlement services, and counselling options.

STRIVE. (2008). *NIEC Community Consultations*. St Catharines: NIEC

In response to regional demographics which show that Niagara has below average success in attracting and retaining immigrants compared to the rest of Ontario a series of community consultations in the form of interviews were undertaken to improve this problem by asking various stakeholders to evaluate the immigrant support network in the region. This is the first comprehensive evaluation of its kind in the area, and weaknesses, opportunites, and threats were identified. They came up with several recommendations in different areas of interest. In regards to implementing a new model for the mechanics of inter-agency communication and referrals, there should be a clear referral path using a common referral form. To address the issue of collaboration better communication and partnership between employers, clients, and agencies was cited as a necessary step in improvement. Important to system Competence is that front line staff dealing with immigrants are culturally sensitive and knowledgeable about system supports, and when facilitating outreach and community support it was noted that organizations should reduce transportation imposed limitations, raise awareness about support services for employers and newcomers and become a 'one stop shop'.

Tabu-Ayyash, C., Brochu, P. (2006). The uniqueness of the immigrant experience across Canada: A closer look at the region of Waterloo, *Our Diverse Cities* 2(1), 20-26.

This article in an academic journal is a result of study analyzing the statistical data regarding immigrants, attitudes towards immigration in the area, and obstacles that are faced followed by policy recommendations. Research revealed that there is a high proportion of refugees and youth, and pointed out the additional challenges facing these newcomers- such as psychological trauma, language barriers and social isolation- which compound the general challenges that immigrants face, such as unemployment and low income. Waterloo has a myriad of programs aimed at addressing the problem of immigrant unemployment, but no intensive assessments have been made, though progress has been noted. These programs can be categorized as proactive, reactive, and concerning general settlement issues. This article concludes that investing in services and policies that tailor to the needs of specific immigrant groups is vital to their success.

TIEC. (2008). Working with immigrants and employers: Presentation from Toronto Immigrant Employment Council to NIEC. (powerpoint presentation).

This presentation, which the Niagara Immigrant Employment Council has been using to guide its mentorship program, is presented by a Toronto immigrant employment council with other support organizations as its prime target audience. This program addresses the challenge of improving employer awareness about immigrant employment, retention and promotion practices, and human resource capacities. To reduce these barriers, they use professional mentoring as a tool to help employers' awareness, knowledge of practical ways to best attract and work with immigrants. The program includes teaching promising practices, teleseminars, e-tips, workshops, and provide an 'employer toolbox'. Immigrant participants have been shown to gain confidence, understanding of Canadian field, and ability to find meaningful employment. This presentation calls for intergovernmental coordination, using immigrant networks, stakeholder engagement, increasing access to programs that have actual results, and building employer capacity while raising public awareness about barriers and the benefits of mentorship.

Wachsmuth, D. (2008). Housing for immigrants in Ontario's medium-sized cities. Canadian Policy Research Report.

This source is a research report published by Canadian Policy Research Networks, it is written by an academic Masters student for the purpose of making policy recommendations and is intended for an academic audience. Its purpose is to discuss how medium-sized cities in Ontario, including Kitchener, provide affordable housing for new Canadians – the challenges that immigrants, governments, housing providers and settlement agencies face, and the strategic policies which can be used to overcome those challenges. Several recommendations follow from this research. Some suggestions are that asset mapping and immigration have a prominent role in housing policy, initial settlement services should be intensified- particularly for refugees, and that third-tier municipalities should prepare for an influx now. The research also showed that immigrants are more economically and socially successful in medium-sized cities in the long run, but experience greater difficulties when first settling. Better housing policy would result in improving the quality of life for immigrants while garnering financial gain in the form of program savings as a result of less necessary public support.

Walton-Roberts, M. (2008). Immigration, the university, and the tolerant second-tier city, CERIS Working Paper: 69.

Changing trends such as immigrants settling outside major cities is of interest to policy makers, practitioners, and researchers alike. This academic research paper explores recent immigration to Kitchener-Waterloo through the perspective of the creative community and the role of the university. It investigates this role, and the links between social diversity, the creative city, and economic development, and also applies it to medium-sized cities. Interviews with European and racialized immigrants resulted in calls for greater research into the specific qualities and resources available in medium sized cities, and suggestions that the tailored role played by universities should be highlighted. The author recommends that policy makers expand the reach of universities and colleges in medium-sized cities; develop further means to integrate international students into the immigrant regionalization model; and critically examine the use of international students as a talent pool.

Walton-Roberts, M. (2007). Exploring the links between universities, immigration, and immigrant settlement in Kitchener-Waterloo. Kitchener: CERIS.

This source provides an overview of academic research in the form of multiple interview sessions and study groups conducted by a professor. It is framed as a presentation for a stakeholder or policy maker interested in how issues surrounding immigration interact with Richard Florida's creative class theories. While studies into why immigrants settle in the community exist, this study looks specifically into the role that the University of waterloo and Laurier have in influencing immigrants to move to the region. It was found that over three quarters of interviewees mentioned the universities' pull factors, and identified major themes in the Kitchener-Waterloo region, which include the attraction of university, the university as locus for cultural change, joint immigration/education programs, safe space of the university, and the distinction of Waterloo over Kitchener because of its universities. It was also found that the experiences of racism depended greatly on status, (immigrant versus refugee) and space (type of housing and location). Based on these results the author suggests possible theoretical modifications to the creative class model regarding the importance of context and complexity, and also makes policy suggestions for the Kitchener-Waterloo area such as integrating the university into the immigration debate, and extending the university's influence over Kitchener.

Walton-Roberts, M. *Immigration to Kitchener-Waterloo: Taking the Long View 9th National Metropolis Conference*. Toronto: March 2007.

This source is an archived presentation from a discussion at the National Metropolis Conference tailored for an audience of policy researchers investigating immigrant-related issues and needs in communities around the world. It examines uses of regionalization as a new immigration strategy that can reduce the segregated and dense settlement communities of immigrants for the benefit of outlying and rural areas. It notes that place-specific internal diversities of social, economic, and networking evolution affect settlement patterns and success. Increasingly, immigrants are choosing to settle outside of major cities in Canada and Kitchener-Waterloo has a long history of acceptance towards European immigrants and refugees, as well as a buoyant regional economy. This contributes to its success in attracting relatively high amounts of new Canadians. Experiences of immigrants in an area are very much dependent on class, religion, and gender and how those factors relate to various consequences in a spatially differentiated manner.

Waterloo Region Immigrant Employment Network (2009). *A Strategic Business   Decision: Hiring Internationally Trained Individuals*. Retrieved from: http://www.wrien.com/main2.cfm?id=672D858C-B6A7-8AA0-   63F1F606B1192E3F Accessed December 5th, 2009.

This is a report made to address the problem of immigrant professionals underemployment, and the systemic barriers that they face. It was designed to encourage employers to include internationally trained individuals in their recruitment, training, and selection strategies. The report discusses the benefits of hiring new Canadian professionals such as their knowledge, expertise, and skill sets, and valuable insights into global business practices

and markets. Their ability to be flexible, take risks, engage in lifelong learning, and adapt to change is also noted. Additionally, information about how to attract the internationally trained, where in the community one can gain access to them, how to address potential challenges and needs of immigrant workers, and how to promote inclusivity is included. A point is also made to highlight other newcomers groups such as refugees, temporary foreign workers, and international students.This resource also includes examples of both successful immigrants and employers, addressing both benefits to the companies and the practices they currently utilize.

Waterloo Region Immigrant Employment Network (producer). (2009). Best Practices Video [motion picture]. (Available from: http://www.wrien.com/documents/wrien.html. Accessed December 4th, 2009).

This video was created by community organization as a resource for area employers. It was produced to address the issue of a lack of information available on specific strategies and initiatives- being successfully implemented already- that employers can use when interested in attracting a more diverse range of employees. The information is also region-specific and includes input from a diverse range of sectors. Ways to attract internationally trained professionals included encouraging flexible hours suited to cultural needs, extended leaves to allow travel to home country, allowing for advancement of position based on merit and continuing experience, promoting diversity initiatives such as committees, diversity training for majority employees, and a fostering a commitment to creating a culture of open-mindeness. Cited benefits included improved success in a globalized economy based on employee reflection of international suppliers and consumers, access to much larger labour pool since internationally trained individuals represent different populations, increased education on different cultural needs, better relations with local community and ability to provide appropriate services. Interviewees discuss resources that facilitate immigrant hiring, which can be used by other employers.

Quebec

By: Nika Farahani

GEOG 2245H/TCCBE/PPCII
Literature Review
Nika Farahani
January 8

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Glossary of Terms

By: Christina Franklin

Glossary
Immigrant Integration Literature Review
Submitted by: Christina Franklin

Ancestry-based settlers: Foreigners admitted by a country other than their own because of their historical, ethnic or other ties with that country, who, by virtue of those ties, are immediately granted the right of long-term residence in that country or who, having the right to citizenship in that country, become citizens within a short period after admission.

Asylum: Protection granted by a state to refugees. (Source: *Webster's Dictionary*)

Asylum-seekers: Persons who file an application for asylum in a country other than their own. They remain in the status of asylum-seeker until their application is considered and adjudicated. See also *foreigners seeking asylum.*

Border workers: Persons commuting between their country of usual residence (which is usually their country of citizenship as well) and their place of employment abroad.

Brain Drain: The emigration of a large number of a country's highly skilled and educated population to other countries that offer superior economic and social opportunities (Source: Population Reference Bureau).

Citizens deported from abroad: Citizens returning to their country as a result of deportation procedures against them in another country.

Citizens in transit: Persons who arrive in their own country but do not enter it formally because they are on their way to another destination.

Citizenship: The country in which a person is born or naturalized and in which that person has rights and responsibilities (Source: United States Immigration and Naturalization Service).

Contract migrant workers: Persons working in a country other than their own under contractual arrangements that set limits on the period of employment and on the specific job held by the migrant (that is to say, contract migrant workers cannot change jobs without permission granted by the authorities of the receiving State).

Country of usual residence: The country in which a person lives, that is to say, the country in which he or she has a place to live where he or she normally spends the daily period of rest. Temporary travel abroad for purposes of recreation, holiday, visits to friends or relatives, business, medical treatment or religious pilgrimage does not change a person's country of usual residence.

Dependants: Immediate relatives of the principal migrant who are normally admitted in the same migration category as that person. Although the definition of immediate relative varies from country to country, the spouse and minor children of a principal migrant usually qualify as dependants.

Diplomats and consular personnel: Foreigners working under diplomatic permits for foreign embassies or consulates established in the receiving country. Also, citizens traveling under diplomatic passports in order to work in their country's embassies or consulates abroad or in order to return from a posting abroad.

Domestic employees: Foreign persons admitted for the specific purpose of providing personal services to the foreign diplomatic and consular personnel in the country.

Employment: See *foreign migrant workers*.

Employment-based settlers: Foreigners selected for long-term settlement because of their qualifications and prospects in the receiving country's labor market. However, they are not admitted expressly to exercise a particular economic activity.

Entrepreneurs and investors (as settlers): Foreigners granted the right to long-term settlement in a country on condition that they invest a minimum sum of money or create new productive activities in the receiving country.

Excursionists (also called "same-day visitors"): Persons who do not reside in the country of arrival and stay for just a day without spending the night in a collective or private accommodation within the country visited. This category includes cruise passengers who arrive in a country on a cruise ship and return to the ship each night to sleep on board as well as crew members who do not spend the night in the country. It also includes residents of border areas who visit the neighboring country during the day to shop, visit friends or relatives, seek medical treatment, or participate in leisure activities.

Family-based settlers: Foreigners selected for long-term settlement because of the family ties they have with citizens or foreigners already residing in the receiving country.

Foreign border workers: Foreign persons granted the permission to be employed on a continuous basis in the receiving country provided they depart at regular and short intervals (daily or weekly) from that country.

Foreign-born population of a country: All persons who have that country as the country of usual residence and whose place of birth is located in another country.

Foreign business travelers: Foreign persons granted the permission to engage in business or professional activities that are not remunerated from within the country of arrival. Their length of stay is restricted and cannot surpass 12 months.

Foreign diplomatic and consular personnel: Foreigners admitted under diplomatic visas or permits.

Foreigners admitted for family formation or reunification: Foreigners admitted because they are the immediate relatives of citizens or foreigners already residing in the receiving country or

because they are the foreign fiancŽ(e)s or the foreign adopted children of citizens. The definition of immediate relatives varies from country to country but it generally includes the spouse and minor children of the person concerned.

Foreigners admitted for humanitarian reasons (other than asylum proper or temporary protection): Foreigners who are not granted full refugee status but are nevertheless admitted for humanitarian reasons because they find themselves in refugee-like situations. See also asylum-seekers, refugees and foreigners granted temporary protected status.

Foreigners admitted for settlement: Foreign persons granted the permission to reside in the receiving country without limitations regarding duration of stay or exercise of an economic activity. Their dependants, if admitted, are also included in this category.

Foreigners granted temporary protected status: Foreigners who are allowed to stay for a temporary though possibly indefinite period because their life would be in danger if they were to return to their country of citizenship. See also foreigners seeking asylum.

Foreigners have the right to free establishment: Foreigners who have the right to enter, stay and work within the territory of a country other than their own by virtue of an agreement or treaty concluded between their country of citizenship and the country they enter.

Foreigners in transit: Persons who arrive in the receiving country but do not enter it formally because they are on their way to another destination.

Foreigners seeking asylum: A category that encompasses both persons who are eventually allowed to file an application for asylum (asylum-seekers proper) and those who do not enter the asylum adjudication system formally but are nevertheless granted the permission to stay until they can return safely to their countries of origin (that is to say, they become foreigners granted temporary protected status).

Foreigners whose entry or stay is not sanctioned: This category includes foreigners who violate the rules of admission and stay of the receiving country and are deportable, as well as foreign persons attempting to seek asylum but who are not allowed to file an application and are not permitted to stay in the receiving country on any other grounds.

Foreigners whose status is regularized: Foreigners whose entry or stay has not been sanctioned by the receiving State or who have violated the terms of their admission but who are nevertheless allowed to regularize their status. Although most persons regularizing their status have already been present in the receiving country for some time, their regularization may be taken to represent the time of their official admission as international migrants.

Foreign excursionists (also called "same-day visitors"): Foreign persons who visit the receiving country for a day without spending the night in a collective or private accommodation within the country visited. This category includes cruise passengers who arrive in a country on a cruise ship and return to the ship each night to sleep on board as well as crew members who do not spend the night in the country. It also includes residents of border areas who visit the neighboring

country during the day to shop, visit friends or relatives, seek medical treatment, or participate in leisure activities.

Foreign migrant workers: Foreigners admitted by the receiving State for the specific purpose of exercising an economic activity remunerated from within the receiving country. Their length of stay is usually restricted as is the type of employment they can hold.

Foreign military personnel: Foreign military servicemen, officials and advisers stationed in the country. Their dependants and domestic employees are sometimes allowed to accompany them.

Foreign population of a country: All persons who have that country as country of usual residence and who are the citizens of another country.

Foreign retirees (as settlers): Persons beyond retirement age who are granted the right to stay over a long period or indefinitely in the territory of a State other than their own provided that they have sufficient independent income and do not become a charge to that State.

Foreign settlers: See *migrants for settlement*.

Foreign students: Persons admitted by a country other than their own, usually under special permits or visas, for the specific purpose of following a particular course of study in an accredited institution of the receiving country.

Foreign tourists: Foreign persons admitted under tourist visas (if required) for purposes of leisure, recreation, holiday, visits to friends or relatives, health or medical treatment, or religious pilgrimage. They must spend at least a night in a collective or private accommodation in the receiving country and their duration of stay must not surpass 12 months.

Foreign trainees: Persons admitted by a country other than their own to acquire particular skills through on-the-job training. Foreign trainees are therefore allowed to work only in the specific institution or establishment providing the training and their length of stay is usually restricted.

Internally Displaced Persons (IDPs): Persons or groups of persons who have been forced or obliged to flee or to leave their homes or places of habitual residence, in particular as a result of or in order to avoid the effects of armed conflict, situations of generalized violence, violations of human rights or natural or man-made disasters, and who have not crossed an internationally recognized State border. (Source: "Guiding Principles on Internal Displacements" issued by the Special Representative of the UN Secretary General in 1998)

International civil servants: Persons working for international organizations located in a country other than their own. They usually reside in that country under special visas or permits. Their dependants and domestic employees are generally allowed to accompany or join them.

Jus Sanguinis: Literally meaning right of blood, it makes descent from a family member the primary determinant of citizenship. (Source: United States Immigration and Naturalization Service).

Jus Solis: States that a person is granted citizenship through place of birth. (Source: United States Immigration and Naturalization Service).

Long-term migrant: A person who moves to a country other than that of his or her usual residence for a period of at least a year (12 months), so that the country of destination effectively becomes his or her new country of usual residence. From the perspective of the country of departure, the person will be a long-term emigrant and from that of the country of arrival, the person will be a long-term immigrant.

Migrants for settlement: Foreigners granted the permission to stay for a lengthy or unlimited period, who are subject to virtually no limitations regarding the exercise of an economic activity.

Migrants having the right to free establishment or movement: See *foreigners having the right to free establishment*.

Migrant workers: See *foreign migrant workers*.

Migration for employment: See *foreign migrant workers*.

Nomads: Persons without a fixed place of usual residence who move from one site to another, usually according to well-established patterns of geographical mobility. When their trajectory involves crossing current international boundaries, they become part of the international flows of people. Some nomads may be stateless persons because, lacking a fixed place of residence, they may not be recognized as citizens by any of the countries through which they pass.

Principal migrant: Within a family group, the person who is considered by immigration authorities to be the head of the family and upon whose admission depends that of the other members of the family.

Project-tied migrant workers: Migrant workers admitted by the country of employment for a defined period to work solely on a specific project carried out in that country by the migrant workers' employer.

Refugee: Any person who, owing to a well-founded fear of being persecuted for reasons of race, religion, nationality, membership of a particular social group or political opinion, is outside the country of his nationality and is unable or, owing to such fear, is unwilling to avail himself of the protection of that country; or who, not having a nationality and being outside of the country of his former habitual residence as a result of such events, is unable or, owing to such fear, unwilling to return to it. (Source:UN Convention Related to the Status of Refugees and the 1967 Protocol) (See *refugees*)

Refugees: Foreign persons granted refugee status either at the time of admission or before admission. This category therefore includes foreign persons granted refugee status while abroad and entering to be resettled in the receiving country as well as persons granted refugee status on a group basis upon arrival in the country. In some cases, refugee status may be granted when the

persons involved are still in their country of origin through "in-country processing" of requests for asylum. Refugee status may be granted on the basis of the 1951 Convention relating to the Status of Refugees and its 1967 Protocol or pertinent regional instruments.

Remittances: Monies earned or acquired by migrants that are transmitted back to their country of origin (Source: United Nations Population Information Network).

Repatriating asylum-seekers: Citizens returning after having attempted to seek asylum abroad. In principle, this category includes persons who return after their asylum cases have been decided negatively as well as persons who may not have been able to apply for asylum but who stayed abroad under temporary protection for some time.

Repatriating refugees: Citizens returning after having enjoyed asylum abroad. Both refugees returning under internationally assisted repatriation programs and those returning spontaneously are included in this category.

Replacement Population: The population that is necessary to offset declines in the general population, the population of working age, as well as to make up for the ageing of a population. (Source: United Nations Development Program).

Resettlement: Permanent relocation of refugees, internally displaced persons or others that have been displaced to a new place that allows them to establish residence. Refers to both international and internal relocations. (Source: United States Immigration and Naturalization Service).

Returning citizens: See *returning migrants*.

Returning migrants: Persons returning to their country of citizenship after having been international migrants (whether short-term or long-term) in another country and who are intending to stay in their own country for at least a year.

Same-day visitors: See *excursionists and foreign excursionists*.

Seasonal migrant workers: Persons employed by a country other than their own for only part of a year because the work they perform depends on seasonal conditions. They are a subcategory of foreign migrant workers.

Settlement: See *migrants for settlement*.

Settlers: See *migrants for settlement*.

Short-term migrant: A person who moves to a country other than that of his or her usual residence for a period of at least three months but less than a year (12 months) except in cases where the movement to that country is for purposes of recreation, holiday, visits to friends or relatives, business, medical treatment or religious image. For purposes of international migration statistics, the country of usual residence of short-term migrants is considered to be the country of

destination during the period they spend in it.

Stateless persons: Persons who are not recognized as citizens of any State.

Students: See *foreign students*.

Total Fertility Rate (TFR): The average number of children women are having today. Also, the average number of children that a woman would have during her lifetime given age-specific fertility rates for a particular year. (Source: Population Reference Bureau).

Tourists: Persons who do not reside in the country of arrival and are admitted to that country under tourist visas (if required) for purposes of leisure, recreation, holidays, visits to friends or relatives, health or medical treatment or religious pilgrimage. They must spend at least a night in a collective or private accommodation in the receiving country and their duration of stay must not surpass 12 months.

Trafficking: When a migrant is illegally recruited, coerced and/or forcibly moved within national or across national borders. Traffickers are those who transport migrants and profit economically or otherwise from their relocation. (Source: International Organization for Migration).

Trainees: See *foreign trainees*.

Usual residence: See *country of usual residence*.

Visitors (from abroad to the country): Persons who do not reside in the country of arrival and who are admitted for short stays for purposes of leisure, recreation, holidays; visits to friends or relatives; business or professional activities not remunerated from within the receiving country; health treatment; or religious pilgrimages. Visitors include excursionists, tourists and business travelers.

Xenophobia: An unreasonable fear or hatred of foreigners or strangers or of that which is foreign or strange. (Source: Webster's Dictionary).