

2013  
March



# PATHWAYS TO PROSPERITY

Promoting Welcoming Communities in Canada

**ebulletin**

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## P2P Launches its New Website

On February 18<sup>th</sup>, the P2P Partnership launched its English network of hub and regional websites. A parallel network of French websites will become active by month's end. The websites will publish print and multi-media material in their original language of submission, either English or French, or both. The French websites will feature full navigation controls in French as well as material that has been organized to give primacy to French. A number of site areas are still being refined and will come on line as they are concluded. Research undertaken by the Welcoming Communities Initiative (WCI) appears under the Ontario Node of the P2P. Searchers of WCI material are automatically redirect to the pan-Canadian P2P site from which they can navigate to the Ontario Node. We would greatly welcome readers' comments and suggestions concerning the new websites and how they might be improved.



## Consultations on the P2P Pan-Canadian Projects



Public consultations on the seven pan-Canadian research projects proposed by the P2P elicited considerable feedback and expressions of interest from a broad array of stakeholders. Overall, the responses were very positive, and a number of researchers and partners expressed enthusiasm for collaborating on one or more projects. Direct consultations are now underway with provincial and federal ministries, as well as with settlement umbrella organizations. We anticipate that the projects will then be prioritized, and project teams developed for those that elicit the greatest interest. These teams will be tasked with elaborating the proposals and establishing the means to implement them. We welcome expressions of interest in specific projects: please email [admin@p2pcanada](mailto:admin@p2pcanada) to indicate your interest in one or more projects, and describe your potential role and contributions.

## Agency of the Future

The *Pathways to Prosperity Partnership* is collaborating with *OCASI-Ontario Council of Agencies Serving Immigrants* to initiate a new multi-faceted, multi-year, project entitled *Agency of the Future*. According to Meyer Burstein, the P2P's Director of Policy and Planning, "the project's overall strategic goal is to map the landscape of opportunities and constraints that will face settlement organizations between now and 2020 and, based on this mapping, to identify the strategies that will enable the sector to prosper." Amplifying on this, Carl Nicholson, OCASI's newly-elected President, states that the *Agency of the Future* project will help guide settlement agencies as they "... reinvent the business model they currently employ, identify the capacities they will need in the future, and think through the investments they will need to make to transition from their current state to one that is better aligned with economic, demographic and policy projections." The project will also help settlement umbrella organizations plan the capacities they will need in order to provide leadership and support to agencies as they transform themselves. "Our sector is undergoing a sea change of enormous proportions ..." says Debbie Douglas, OCASI's Executive Director, "... and we are pleased to be an initiating partner in this critically important project. Sectoral umbrella organizations have an essential role to play in rethinking and redesigning the sector to promote innovation, education and overall market development." As the *Agency of the Future* project begins to mature, OCASI and P2P will seek to broaden their partnership and to establish a national coalition and governance structure that will steer the initiative and ensure that its scope is truly pan-Canadian.

## Settlement Information Renewal Exercise

As part of Citizenship and Immigration Canada's Settlement Information Renewal Exercise, CIC's Integration Branch developed extensive settlement information content for newcomers. This content is now posted on the P2P website at: <http://p2pcanada.ca/settlement-information-renewal-exercise/>

The content is divided into 16 chapters covering key settlement topics, as well as referrals to government-funded programs and services. The content was developed with the intent of providing consistent, national-level settlement information that can be used by organizations developing settlement products such as brochures, websites, videos and information sessions. It is expected that this national-level information will be complemented by regional and local information and by service referrals, where appropriate.

As part of the development process, P2P Ontario (formerly the Welcoming Communities Initiative) tested and obtained feedback on this new material through consultation sessions with newcomers across Canada. Those who participated in these sessions responded very favorably to the content, and rated it very highly in terms of its organization, clarity, and relevance.



On December 7, Carl Nicholson, Co-Chair of the Ontario Node of the P2P (formerly the Welcoming Communities Initiative), was elected President of the OCASI Board. Carl has served as Executive Director of the Catholic Centre for Immigrants, Ottawa, since 1994. On accepting the Presidency, Carl said: "I am honoured and excited to serve in this leadership position at a time when our sector is undergoing significant change. In every change there is opportunity and we should never let a good crisis go to waste."

**Pre-Conference on Francophone  
Immigration within Francophone  
Minority Communities (FMCs)  
March 13<sup>th</sup>, 2013  
Ottawa Convention Centre  
(Room 205), Ottawa, Ontario**

In parallel with the ACS-Metropolis conference, which will be held at the Ottawa Convention Center from March 14<sup>th</sup> to March 16<sup>th</sup> 2013, the Partnership Pathways to Prosperity will hold a research forum on francophone immigration within francophone minority communities on March 13<sup>th</sup> 2013.

Main topic: Since 2008, the Canadian government has been considerably reforming the immigration system, mainly with the intent of trying to identify skilled immigrant workers able to satisfy Canada's job market demands. During this event, three different dimensions will be discussed: The selection and recruitment strategies of economic francophone immigrants, issues surrounding the job market and employers' involvement, the involvement of new partners and organizations.

### **Workshop on P2P at the Metropolis Conference**

The theme of the 2013 National Metropolis Conference is "Building an Integrated Society". The Pathways to Prosperity (P2P) Partnership is supporting this theme through a workshop entitled "Pathways to Prosperity: Charting the Course". The session's presenters will reflect on the P2P's goal of fostering welcoming and prosperous communities that promote the economic, social and civic integration of migrants and minorities across Canada. Representatives from all five regional nodes - Atlantic, Quebec, Ontario, the Prairies, and British Columbia - as well as the central hub will be present and will update attendees on project activities and comportment. The session will be chaired by Paul Bramadat, University of Victoria, BC Node co-leader, with support from session organizer Julie Drolet, Thompson Rivers University, BC Node co-leader. Two key outcomes are sought. First, participants will have a better understanding of the P2P project, its goals and structures; second, participants will learn how to get involved in the project by speaking with node leaders and other key stakeholders about both national and regional issues that the project would like to address in its initial years. The 2013 National Metropolis Conference will take place at the Ottawa Convention Centre from March 14-16. The workshop is on Saturday, March 16, 2013 from 11:00 am - 12:15 pm. For conference details, go to [www.metropolis2013.net](http://www.metropolis2013.net).

## FactSheets on Immigrants – A New Feature of Our eBulletin

In this issue of our eBulletin, we are introducing short FactSheets that will describe the place of immigrants in Canadian society, authored by Ray Bollman, formerly of Statistics Canada.

The initial FactSheets will focus on monthly data published by the Statistics Canada Labour Force Survey. The initial FactSheets will focus on the employment rate (i.e., the percent of the population in a given age group that is employed), which is a strong indicator of the 'economic integration' of immigrants into Canadian society. The FactSheet in the current eBulletin shows that sex is a major contributor to the difference in employment rates between landed immigrants and the Canadian born. The gap in the employment rate of women, 25 to 54 years of age, is much higher than the corresponding gap in the employment rate for men.

Subsequent FactSheets based on the Labour Force Survey will present the differences in employment rate due to place of residence in Canada, differences due to the number of years that an individual has been a landed immigrant in Canada and differences due to the country or region of birth.

One annual feature will be the identification of the census division (a group of neighbouring municipalities that form counties in some provinces)<sup>1</sup> that "welcomed" the most immigrants, on a per capita basis, in the previous year. Hint: in the year from July 1, 2011 to June 30, 2012, the "winner" was Queen's County, Prince Edward Island (i.e. Charlottetown).

<sup>1</sup> A census division is a group of neighbouring municipalities joined together for the purposes of regional planning and managing common services (such as police or ambulance services). These groupings are established under laws in effect in certain provinces of Canada. For example, a census division might correspond to a county, to a *municipalité régionale de comté* or a regional district. In other provinces and the territories where laws do not provide for such areas, Statistics Canada defines equivalent areas for statistical reporting purposes in cooperation with these provinces and territories. Census divisions are intermediate geographic areas between the province/territory level and the municipality (census subdivision) (<http://www12.statcan.gc.ca/census-recensement/2011/ref/dict/geo008-eng.cfm>).

### Biographical Sketch: Ray D. Bollman

Ray Bollman recently retired as Chief, Rural Research Group, Statistics Canada where, as Editor of Statistics Canada's ***Rural and Small Town Canada Analysis Bulletins***, he edited over 60 bulletins available on the Statistics Canada website (<http://www.statcan.gc.ca/bsolc/olc-cel/olc-cel?catno=21-006-X&CHROPG=1&lang=eng>).

He was a visiting professor of agricultural economics at the University of Manitoba, 1985 - 1986 and the Stanley Knowles Visiting Professor at Brandon University in 1996.



He edited two volumes on rural research: ***Rural and Small Town Canada*** (Toronto: Thompson Educational Publishing, 1992) and (with John M. Bryden) ***Rural Employment: An International Perspective*** (Wallingford: CAB International, 1997).

# Employment Rate of Immigrants by Sex, Canada, 2006-2012

## Highlights

- ♦ For the 12 months ending December, 2012, 76.5% of landed immigrants (25 to 54 years of age) were employed.
- ♦ This is 6.8 percentage points lower than the employment rate for the Canadian born.
- ♦ The gap in the employment rate widened, but only slightly, during the economic downturn.
- ♦ Most of the overall gap is due to a higher gap for women than for men.

## Why employment rates?

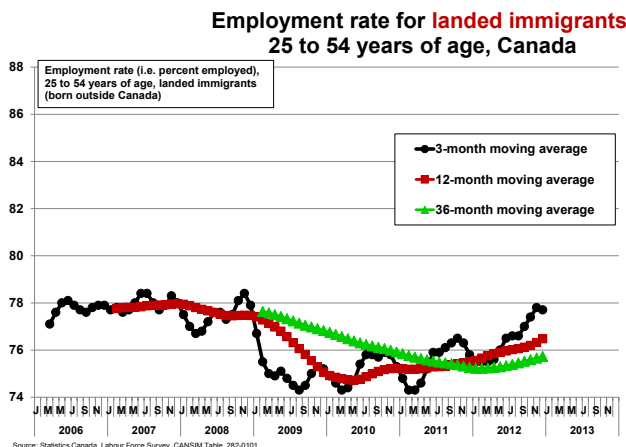
One objective of policy, and of immigrants themselves, is to get a job. Having a job facilitates economic integration which, arguably, is the first step to social integration into Canadian society.

## Findings

In December, 2012, 76.5% of landed immigrants were employed (Figure 1). Here we focus on the 12-month moving average (12-MMA) which is simply the average of the previous 12 months calculated for each month over time. Similarly, the 36-MMA is the average for the previous 36 months and is calculated for each month in the time series.

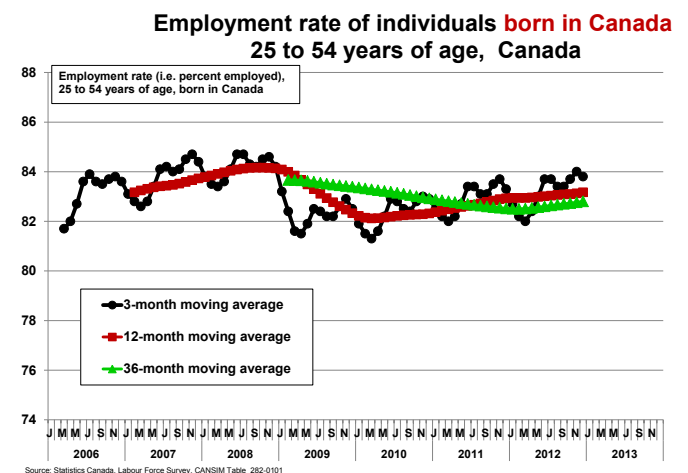
The 12-MMA has ranged from about 74% in 2009, in the midst of the economic downturn, up to the present level that is about 2 percentage points below the level that prevailed before the downturn.

**Figure 1**



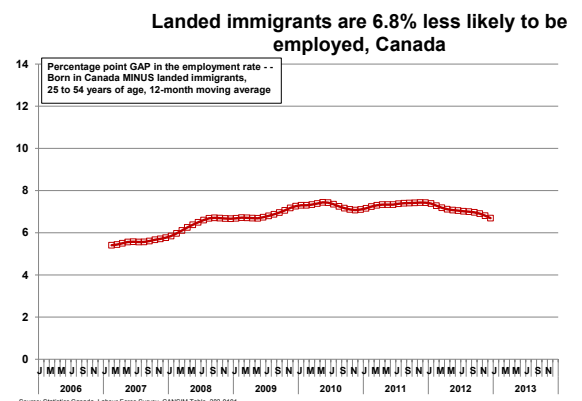
Among the Canadian born, 83.2% were employed in December, 2012 (using a 12-MMA; see Figure 2). This rate has increased from about 82% at the end of 2009 to the present level, but remains about 1 percentage point lower than before the 2009 downturn.

**Figure 2**



The employment rate gap is now 6.8% -- comparing landed immigrants to those born in Canada, using a 12-MMA (Figure 3).

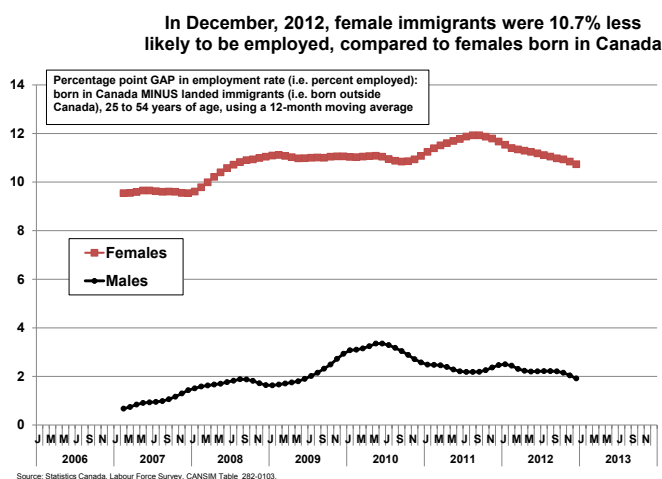
**Figure 3**





The overall employment rate gap between the Canadian-born and immigrants is largely due to the higher female employment rate gap (10.7 percentage points in December, 2012) as compared to the male employment rate gap (only 2 percentage points) (Figure 4).

**Figure 4**



## Discussion

The employment rate gap has persisted over the past 5 years. There was a marginal increase in the gap up to the beginning of 2009 as the Canadian born were (marginally) more likely to obtain jobs than landed immigrants.

This gap increased further during the economic downturn as immigrants were (marginally) more likely to lose a job.

During 2012, the employment rate gap finally began to close, marginally, falling back to the 2008 levels that prevailed before the downturn.

## Appendix: Definitions

**Employment rate** is the percent of the population in a given age group that was employed (either full-time or part-time) in the survey week of the Labour Force Survey. We show the employment rate for individuals in the core working age (i.e. 25 to 54 years of age). Typically, the published numbers refer to the population 15 years of age and over which is a long-standing international definition of the available workforce. However, in Canada, some individuals under 25 years of age may choose not to be employed while attending school and some individuals 55 years of age and older will choose to retire and no longer be in the workforce. Thus, a focus on the core working age would seem to provide a better indicator of the functioning of the labour market (i.e. are there jobs for individuals available for work?). As noted, if we focussed on the total population 15 years of age and over, more of the observed individuals who are not employed would have chosen not to be employed.

**Landed immigrant:** In January 2006, there were five questions added to the Labour Force Survey to identify the immigrant population. More specifically, questions were added to identify the country of birth of the respondent, whether or not the respondent was a "landed immigrant", the month and year he/she became a landed immigrant, and the country where the respondent received his/her highest level of education. These questions are comparable to those used in the Census questionnaire. Labour market data for the immigrant population has been available since the fall of 2007.

## Appendix: References

Statistics Canada. (2012) Guide to the Labour Force Survey: 2012. (Ottawa: Statistics Canada, Catalogue no. 71-543) (<http://www.statcan.gc.ca/pub/71-543-q/71-543-q2011001-eng.pdf>). Note that there are 251 studies relating to immigrants on the Statistics Canada website. Go to [www.statcan.gc.ca](http://www.statcan.gc.ca), click on "analysts and researchers" in the upper left-hand box and search on "immigrants." Regarding labour market issues, there are 6 publications in The Immigrant Labour Force Analysis Series (<http://www5.statcan.gc.ca/bso/c/olc-cel/olc-cel?catno=71-606-X&chropg=1&lang=eng>).

## Appendix: Data Access

Data for this bulletin were downloaded from the Statistics Canada CANSIM database. Go to [www.statcan.gc.ca](http://www.statcan.gc.ca), click on "analysts and researchers" in the upper left-hand box, then click on "CANSIM" in the upper left-hand box and search on "immigrant" (or search directly for 282-0101 and 282-0103, which are the numbers of the CANSIM tables used in this bulletin).

By

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## What is Happening in Quebec?

*By Michèle Vatz Laaroussi, P2P Quebec node*

The Quebec P2P node was scheduled to hold its first meeting in December 2012. Unfortunately, a snow storm led to the meeting being delayed until March 2013. Despite this, in light of the many changes taking place at the regional level and in research, researchers and partners have been hard at work. Many researchers and partners of the Quebec node were active in the Quebec Metropolis Centre, working in the field of welcoming newcomers. A volume co-edited by Vatz Laaroussi, Bernier and Guilbert, along with 26 researchers, students, community partners and policy-makers is about to emerge from this collaboration. The book will be published in 2013. The volume, entitled « Les collectivités locales au cœur de l'intégration des immigrants : questions identitaires et stratégies régionales », speaks to the research projects and practices of the researchers that form the Quebec team. The work focuses on different regions and on rural and mid-sized communities in Quebec. It examines the integration processes used by immigrants and the integration and welcoming structures implemented by local stakeholders and institutions. This includes work on school-related issues as they pertain to young Allophones living in the regions (Lenoir, Steinbach), as well as, research examining municipal and regional policies and programs pertaining to regionalization and retention (Vatz Laaroussi, Bernier, Arsenault, Reimer). Other projects focus on families, youth, and immigrants who are returning to school, as well as on the degree of openness of the local populace to diversity (Gallant, Guilbert). In addition, a number of researchers and partners are interested in the management of diversity in businesses settings (Cardu), while others focus on issues related to specific groups, such as refugees or temporary foreign workers, or on specific communities, such as Anglophone minorities living in Quebec (O'Donnell).

In terms of projected activity, many changes are foreseen. Since the fall 2012 elections, the Parti Québécois has reiterated the government's interest in the regionalization of immigration. To this end, a large meeting was held in December, initiated by the Ministry of Immigration and Cultural Communities, which brought together community stakeholders working on the ground, close to local community actors and immigrants. New measures and orientations will be coming into force soon and these will affect financing, functioning and planning in the sector. Consultation and coordination among local, regional and provincial levels are critical for the implementation of measures adapted to local economic and demographic needs, to immigrants' aspirations and to local collectivities. La Table de concertation des organismes pour les réfugiés et immigrants (TCRI), a partner of the Quebec node, is at the centre of these discussions and will undoubtedly feed into research projects taking this new state of affairs into account. Finally, researchers and partners have also expressed their interest in several P2P pan-Canadian research projects. The forthcoming meeting will determine which projects members of the Quebec Node would like to participate in. It can already be foreseen that the competencies and resources of the Node would be an asset for proposal 1 (on the many dimensions of integration) and proposal 2 (on comparisons of place-based partnership models), as well as proposal 6 (on delivering services in new destination communities). Some work has already been done with researchers from other regional nodes on related questions, and researchers and partners could use this work to build future collaborative projects.

## Simcoe County Local Immigration Partnership

The County of Simcoe is approximately the size of Prince Edward Island, and is the largest county in the province of Ontario in terms of population, and second largest in terms of its physical size. It consists of 16 municipalities and the cities of Barrie and Orillia.

The Simcoe County Local Immigration Partnership, established in April 2011, is funded by Citizenship and Immigration Canada. Following a year of extensive community research, the County of Simcoe launched the Local Immigration Partnership Community Settlement Strategy in October 2012. The strategy highlights four themes:

- ◆ **Readiness:** Strengthen basic public services to promote retention
- ◆ **Opportunity:** Promote employment and business opportunities
- ◆ **Celebrate:** Demonstrate a supportive environment and celebrate diversity
- ◆ **Inspire:** Empower newcomers to contribute to local leadership capacity

The Community Settlement Strategy guides the initiatives of the Local Immigration Partnership and serves as an advocacy tool to garner greater community support. In 2013/2014, the Simcoe County Local Immigration Partnership Council will focus on engaging the 18 municipalities and referencing actions from the Strategy for their local planning. Some of the ideas embedded in the Community Settlement Strategy are further expanded in a public education framework, a tool designed to guide communications that contribute to the development of a "Welcoming Community."

The Partnership Council is supported by six sub councils: welcoming communities, business development, employment, education, settlement and human services. Each of these groups is chaired by a member of the Partnership Council, and each works on plans that are specific to the group's area of community involvement.

The County of Simcoe is growing and its demography is changing. In 2011, the population of Simcoe County was 446,063. This is projected to increase to 667,000 by 2031<sup>1</sup>. The major part of this increase will be attained through intraprovincial migration. Immigrants frequently relocate to Simcoe County from Greater Toronto Area or other large urban areas. Between July 2011 and June 2012, the County of Simcoe experienced the third largest population increase, of any census division in Ontario, in absolute numbers from intraprovincial migration<sup>2</sup>.

Dedicated newcomer services and resources, outside the City of Barrie, are limited in Simcoe County. As a result, advancing the recommendations contained in the Community Settlement Strategy may take longer than it would in urban areas of the province. Newcomers to Simcoe County may not need the same level of settlement support as those newly arrived to Canada; however, initiatives that support employment, integration, and retention are imperative to achieve positive outcomes for newcomers in Simcoe County.

In terms of accomplishments to date, community stakeholders have been moving forward various initiatives outlined in the Settlement Strategy; as well, the Simcoe Muskoka Workforce Development Board has funded the development of two important resources: "Hiring Immigrants Makes Good Business Sen\$e" and an immigrant resource guide that will be completed in March 2013. The County of Simcoe has also secured funding from the provincial government for an immigration portal which will be completed shortly. Our community has taken some important initial steps in preparing to be more welcoming to newcomers.

<sup>1</sup> Draft Official Plan June 2012, County of Simcoe (p.12)

<sup>2</sup> <http://www.statcan.gc.ca/pub/91-214-x/2011000/t045-fra.htm>



## Projects that Received Seed Funding from the WCI (now the Ontario Node of the P2P)

### ***Policing as a Career Option among Newcomer and Aboriginal Youth***

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*William Shaffir, McMaster University, [shaffir@mcmaster.ca](mailto:shaffir@mcmaster.ca)*

#### **Project Goals**

Despite the widespread recognition that police organizations need to recruit more diverse cohorts into policing, police forces face challenges to recruitment within some immigrant, racialized and aboriginal communities. Police organizations recognize that a major barrier to recruitment within these communities stems from a lack of trust in police. In turn, the lack of trust is seen to derive from pre-arrival immigrant cultures and negative experiences with police in countries of origin.

This pilot project investigated how second-generation newcomer and Aboriginal youth define policing as a career option, and whether their understandings of the sources of the lack of trust in police are congruent with police understandings.

#### **Project Activities**

The pilot project focused on two communities: Hamilton and Thunder Bay. About a quarter of the population of Hamilton are first generation immigrants while Thunder Bay experiences significant in-migration from reserve communities in northern Ontario. Both forces are committed to creating a more diverse workforce. Six interviews with police stakeholders were conducted in Hamilton and Thunder Bay. Interviewees included Aboriginal, minority and non-minority officers variously responsible for diversity, community liaison, recruitment and youth. Members of the research team also participated in two community events dealing with Aboriginal-police relations. Ten key informant interviews were conducted with organizations that provide support services to aboriginal youth, and with first and second-generation immigrant youth.

#### **Preliminary Findings**

Our project confirms that police organizations continue to define lack of trust in police as a major barrier to the recruitment of aboriginal and immigrant youth. Though aboriginal and immigrant youth also identify the lack of trust in police as a barrier to thinking of policing as a career option, their perspective on the reasons for the lack of trust are somewhat at variance with police understandings. Though some immigrant youth see the lack of trust in police as stemming from their parents' negative experiences and perceptions of police in their countries of origin, youth themselves have more complex understandings of the sources of the lack of trust. Two additional sources of the lack of trust were identified in our pilot study: 1) negative experiences with police in Canada; 2) negative understandings of policing as a career, independent of any first hand experience or contact with police.

#### **Implications for policy and practice**

There appears to be an incongruence between police and aboriginal and immigrant youth understandings of the sources of the lack of trust in police. Clearly, a more detailed examination is needed to better understand these differences.

Our project also found evidence of changing perceptions of police within immigrant and

aboriginal communities. Views of policing as a career option within immigrant families change as newcomers settle into life in Canada. These views are also subject to negotiation between generations within families. Some interviewees spoke of changing family perceptions of police based on positive interactions with police in Canada. Other youth spoke of policing as a high status, respected and well paid occupation that was more about 'helping people' as opposed to the traditional perspectives of policing as maintaining order.

### **Follow up work**

This pilot project has identified two directions for future research. First, by providing information about the experiences of newcomer and Aboriginal youth in two cities, the pilot has helped inform a broader study of the factors that shape minority youth interactions with police across the province. This has led us to plan a fuller project that examines how intergenerational negotiations around policing occur within families, and how attitudes towards policing as a career option change.

Second, the pilot project has suggested that there is value in examining the experiences of minority police officers who have overcome barriers and are making a career for themselves in policing: their paths of entry into the profession, the challenges they face and the tensions they experience, both in relation to their communities and co-workers, and their effectiveness as role models.

We are currently exploring various funding opportunities for these research foci.

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### ***Museum-making: 'New' Canadians Re-imagine Heritage and Citizenship***

*Susan Ashley, Trent University, [susanlashley@trentu.ca](mailto:susanlashley@trentu.ca)*

The project was undertaken to launch a larger study of museums and public cultural/history exhibitions developed by immigrant communities in Ontario and across Canada. It looked at museum-making as a process through which ethnic communities and newcomers make sense of and reconfigure their ideas about heritage, identity and belonging.

A sample of museum and heritage sites and projects were visited in Ontario from October 2011 to January 2012, including St. Catharines, Ottawa, Southwestern Ontario, Sudbury, Toronto and the Greater Toronto Area (Markham, Vaughan and Mississauga). Exhibits were photographed, descriptive materials collected, and observations were made of the use of the sites. These included Italian cultural centres, such as those in Toronto and Ottawa, including the Piazza Dante memorial; Jewish heritage exhibits, such the youth library in Ottawa and community centres in Toronto; Windsor's Serbian Heritage Museum; Museo Solidaridad, active in several GTA sites; Black history sites in Buxton, St Catharines and Niagara Falls; Jordan's Mennonite museum; the Finnish Anderson Farm museum near Sudbury; the BAPS temple in Mississauga; the Markham Museum and planned museums like the Vietnamese Boat People museum and the Aga Kahn museum. Descriptive data about the sites were used to construct an initial typology of such heritage activities by immigrant groups and to explore the potential for more detailed case studies.

This project was undertaken while the researcher was a postdoctoral fellow at the Frost Centre for Canadian Studies and Indigenous Studies. In February 2012, an Insight Development Grant proposal was submitted to SSHRC to build on the initial work. The proposal was recommended but not supported for lack of funds.

## Immigration in the News - Top Stories of the Past Month

Below are links to top stories that the P2P is following. These stories and other material can be accessed through the Media Corner of the P2P's website. The Corner provides links to articles appearing in the national and local media, including newspapers, magazines, and newsletters. Some international content is also included. Articles are refreshed regularly and archived.

- ♦ **Today's Trucking – February 24, 2013:** *B.C. Drivers Say: "Immigrant Drivers? Bring 'Em!":* The British Columbia Trucking Association (BCTA) has just been awarded a \$196,000 grant to help fleets find and hire immigrant drivers more efficiently.... The BCTA will be developing a driver vocational-assessment tool aimed at immigrant applicants as well as an employer licensing and training resource.
- ♦ **La Presse – 22 février 2013:** *Les demandes d'asile ont diminué de 70% au Canada* L'impact du projet de loi controversé C-31 sur l'immigration dépasse les attentes du gouvernement. Des statistiques obtenues par La Presse indiquent que les demandes d'asile ont diminué de 70% depuis l'entrée en vigueur des nouvelles mesures en décembre. C'est surtout vrai pour les demandeurs de la Hongrie,...
- ♦ **HQ Prince George – February 22, 2013:** *IMSS Gets Funding for Immigrant Retention:* Provincial funding will allow Prince George's Immigrant and Multicultural Services Society to entice more immigrants to come to the city. \$200,000 will ... help raise awareness about the ethnic cultures in Prince George. ... [T]he funding will ... help raise the community's profile to encourage immigrants to move to the city.
- ♦ **Québec Hebdo – 21 février 2013:** *Réédition d'un outil pratique pour faciliter l'immigration au Québec:* Immigrant Québec lance la 5<sup>e</sup> édition du guide Immigrer au Québec, qui contient plus de 350 pages d'informations et de ressources pour préparer un projet d'immigration et réussir son intégration au Québec. Cette nouvelle édition ... s'adresse à tous les résidents permanents, travailleurs temporaires et étudiants étrangers au Québec, ainsi qu'à tous ceux qui ont le projet d'immigrer dans la Belle Province.
- ♦ **Le Soleil – 21 février 2013:** *Travailleurs immigrants: une autre opération charme:* Bien qu'il restera toujours des poches de résistance parmi les employeurs, Marianne Dionne, présidente de l'agence de recrutement de personnel Référence Capital Humain, note «plus d'ouverture» de la part des dirigeants d'entreprise à l'égard de l'embauche de travailleurs immigrants.
- ♦ **Radio-Canada – 21 février 2013:** *Comblent des postes vacants en faisant appel aux immigrants diplômés:* À l'instar de plusieurs régions, la Capitale nationale éprouve des difficultés à recruter de la main-d'œuvre spécialisée. La Chambre de commerce et d'industrie de Québec s'attaque à ce problème en organisant des rencontres éclair avec des employeurs. Une quarantaine d'immigrants ont participé ... à cet événement dans l'espoir d'obtenir un emploi dans les secteurs financiers, notamment. Une vingtaine d'employeurs participaient à l'événement. La recherche d'emploi est parfois ardue pour ces diplômés avec un taux de chômage qui atteint 16 % chez les immigrants à Québec.
- ♦ **Toronto Star – February 15, 2013:** *How a Decade of Policy Change Has Transformed the Immigration Landscape:* Looking back on Canada's last decade of immigration, two trends are obvious: One is the exponential growth of temporary foreign workers. Tens of thousands of migrant workers fill the endless labour shortage in jobs and places of which Canadians typically have no interest. Second is the federal government's stepped-up effort on border control, from a crackdown on fraudulent marriages to fake visa students, illegitimate citizens and bogus refugees...
- ♦ **CIC News Release – February 12, 2013:** *Overseas Orientation Program Celebrates 20,000 Graduates:* More than 20,000 people are arriving in Canada better prepared for the labour market, thanks to the Canadian Immigrant Integration Program ... The Program, funded by Citizenship and Immigration Canada (CIC) is managed by the Association of Community Colleges and serves newcomers through offices located in the Philippines, China, India, and the UK. It prepares Federal Skilled Workers and Provincial Nominees for the Canadian labour market while they are still in their home country.
- ♦ **Journal Pioneer – February 8, 2013:** *PEI Must Turn Toward Immigration for Skilled Workers ....:* As the Island workforce continues to diminish, if the province wishes to maintain its current level of services, it has no choice but to immediately turn towards immigration to compensate for skilled worker shortages, suggests former UPEI president Wade MacLauchlan.

## Recent and Upcoming Conference Presentations

Edge, D., J.C. Kulig, A. Pujadas Botey, I. Townshend, B. Shepard, O. Awosaga, W. Reimer, N. Lightfoot, R. Ross, J. Mellott, B. McFarlane, and A. Coghlan. 2012. "Dealing with Wildfires: Understanding Community Resiliency in Slave Lake, Alberta." Paper presentation at the CRHRS Conference, Rural and Remote Health Research: Creative Approaches, October 25-27, Lévis, QC.

Ferrer, Ana. "Canada's Immigration Policy and Labour Shortages." Presentation at Population Change and Lifecourse Strategic Knowledge Cluster, March 27, Ottawa, ON.

Ferrer, Ana. 2013. "Labour Market Decisions of Immigrant Household: An Examination of the Family Investment Hypothesis in Canada." Presentation at CREAM Conference on Immigration, April 10, London, UK.

Ferrer, Ana. 2013. "Labour Force Participation of Canadian Immigrant Families." Presentation at Prentice speaker series, April 19, Lethbridge, AB.

Pruegger, V.J. 2012. Diversity and Leadership. A series of workshops for Making Health Happens health care providers, September – November, Calgary, AB.

Pruegger, V.J. 2012. "Stakeholder Engagement (Module 3)." Policy workshop for the Alberta Government, November, Edmonton, AB.

Pruegger, V.J. 2013. "Cultural Competency: A Critical Analysis of Natural Reactions in Dealing with Cultural Differences." Workshop at Western Canada In-School Settlement Conference, February, Calgary, AB.

Reimer, Bill. 2013. "Rural-Urban Interdependence: Understanding our Common Interests" Pp 91-109 in *Social Transformation in Rural Canada: Community, Cultures, and Collective Action*, edited by John R. Parkins and Maureen G. Reed. Vancouver, BC: UBC Press.

Rogers, Jaqueline McLeod. 2012. "The Material Messages of an Ethereal Project: Storying the Canadian Museum for Human Rights" (with T. Whalen). Presentation at Languages and Cultures of Conflicts and Atrocities Interdisciplinary and International Conference, October 11-13, Winnipeg, MB.

Rogers, Jaqueline McLeod. 2012. "Developing a Social Co-op for Female Ex-offenders: Learning Multi-Literacies" (with J. Harris). Presentation at Western States Rhetoric and Literacy Conference: Transnational Rhetorics and Literacies, October 19-20, Winnipeg, MB.

Rogers, Jaqueline McLeod. 2012. "Barriers and Opportunities to Establishing a Social Co-op for Women Transitioning from Prison." Presentation at Search Conference: Sharing Communities: Social Enterprise, Literacy, and Justice, December 6-7, University of Winnipeg, Winnipeg, MB.

Roth, W. 2012. "Crossing Racial and Ethnic Boundaries." Keynote Address at the British Columbia Nurses' Union Annual Human Rights Conference, December, Vancouver, BC.

Roth, W. 2013. "Latinos and the Cultural Transformation of Race." Invited Presentation at Stanford University Migration, Ethnicity, Race and Nation Workshop, February, Palo Alto, CA.

Shooshtari, S., D.H. Harvey, E. Ferguson, and T. Heinonen. 2012. "Effects of Remittance Behaviour on Housing and Living Conditions by Filipino Immigrants to Canada." Presentation at Financial Forum IV, September, Winnipeg, MB.

**For your conference presentation to be included in the next e-bulletin, please submit a list of your recent (last 4 months) and upcoming presentations (next 2 months) to Sonali Advani at [communications@p2pcanada.ca](mailto:communications@p2pcanada.ca).**

**Presentations received before the 10<sup>th</sup> of any particular month will be included in that month's publication. Please send your submissions in the following format:** Last Name of Presenter(s), First Initial. (Year, Month). Title of Presentation. Type of Presentation (e.g., keynote address, presentation, workshop, paper presentation, etc.) [at] Name of Conference. City, Province/State, Country.

## Thank You

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

