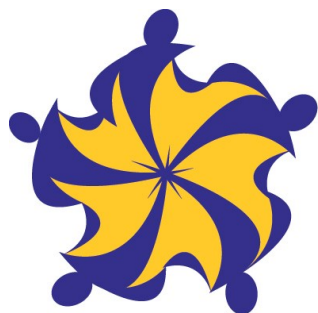


2016
May



PATHWAYS TO
PROSPERITY

Promoting Welcoming Communities in Canada

ebulletin

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Call for Proposals for Projects Related to the Pathways to Prosperity's National Themes

Pathways to Prosperity invites proposals for funding of up to \$8,000 per project for research projects related to the following P2P national research themes:

- ◆ At-Risk Populations of Immigrants in Canada
- ◆ Role of the Settlement Sector and Not-for-Profits in Canada
- ◆ Social and Cultural Integration of Immigrants in Canada
- ◆ Economic Integration of Immigrants in Canada
- ◆ Health and Well-being of Immigrants in Canada
- ◆ Location Decisions of Immigrants to Canada

For more information on these themes, [please see here](#).

Up to six proposals will be funded in this round. Funding must be used for primary research related to one of the themes and should represent the first step in a larger, cross-regional project for which outside funding will be sought. As a Pathways to Prosperity project, the research must have a policy or practice component.

Proposals should be submitted by individuals or teams that are led by P2P collaborators or partners, and may be submitted in either English or French. Graduate students may be members, but not leads, of these teams.

Applications should be submitted to p2p@uwo.ca by July 8, 2016. Decisions will be made by August 1, 2016, with projects expected to be completed by July 31, 2017. A report based on the research will be required for posting on the P2P website, as well as an article to appear in the P2P eBulletin.

Applications should be a maximum of 6 pages, and include:

- ◆ Rationale (including policy and practice concerns) and relation to a P2P theme
- ◆ Proposed methodology
- ◆ Description of the research team
- ◆ Deliverables
- ◆ Details of plans for extending the research to a cross-regional project, and sources of outside funding to which subsequent applications will be made
- ◆ Timeline
- ◆ Detailed budget

NEW REPORT

A Pathways to Prosperity Funded Project

The Study-Migration Pathway: Understanding the Factors that Influence the Employment and Retention of Students as Regulated Health Professionals in Canada

**By Christine L. Covell, Elena Neiterman, Jelena Atanackovic,
Yaw Owusu, and Ivy Lynn Bourgeault**

Retaining international students is increasingly being seen as a promising immigration strategy for addressing gaps in the labour market. International students are desirable because they possess the attributes required to be highly employable since they are educated to Canadian standards, have advanced English and/or French language skills, and bring social and cultural diversity to Canadian society. International students in the health professions are a particularly unique group in that many encompass these attributes and thus are likely to be attractive to Canadian employers. Yet little is known about the study-migration pathway of international students in the health professions.

For this pilot study we explored the study-migration pathway for international students in the health profession by conducting secondary data analyses and stakeholder interviews. We used data from the National Graduate Survey to identify the attributes of international students from dentistry, medicine, nursing and pharmacy programs in Canada. We interviewed stakeholders to explore which educational and social programs and policies can assist international students who want to become landed immigrants and pursue full-time employment in Canada.

We found that international students are not particularly prevalent in the health professions. Most of the international students in dentistry, medicine, nursing and pharmacy programs who responded to the survey had elected to immigrate to Canada and to become permanent residents and citizens. The majority of this group spoke English and were employed full-time; however, not all were working in their fields of study. Findings from the interviews revealed that international students do not figure prominently in dialogues regarding health workforce shortages, although stakeholders did perceive international students as being a particularly attractive alternative for filling gaps in the labour market because they are familiar with the cultural and social landscape of Canadian society. They also believed that because international students were educated in Canada, they would be able to bypass the often lengthy and cumbersome credential verification and assessment process required of internationally educated health professionals, making them practice-ready more quickly.

Future research will involve acquiring a more comprehensive understanding of the international student population in the health professions, the factors that encourage international students to remain and settle in Canada, and the barriers they face. We will also expand the number and range of stakeholders interviewed in order to provide a broader picture of the types of strategies that could assist international students to secure employment in their field and to settle and become Canadian citizens.

[Click here for the report.](#)

NEW REPORT

A Pathways to Prosperity Funded Project

Overview of Secondary Migration of Immigrants to Canada

By Michael Haan and Elena Prokopenko

This report sheds light on the relocation patterns of permanent residents to Canada, following their arrival. Using data from the Longitudinal Immigrant Database, an administrative dataset stored at Statistics Canada, the report covers the timing of secondary migration, the destinations of secondary migrants, and over-time immigrant retention in provinces, cities, and census subdivisions.

Most inter- and intra-provincial secondary migration occurs soon after newcomers obtain permanent residence, often in the first three years. There is some provincial variation, but a constant rate of outmigration is always evident.

Ontario is the destination of a large proportion of immigrants who leave other provinces. Nearly half of all emigrants from Prince Edward Island, Nova Scotia, New Brunswick, and British Columbia, and more than half of Quebec's outmigrants, head to Ontario. Alberta is the most popular destination for immigrants who initially settled in Ontario, Manitoba, and Saskatchewan.

The lowest retention rates are found in Eastern Canada, with steady improvement over time, although the 3-year retention rate does not surpass 80%. The best provincial retention is seen in Ontario, Alberta, and British Columbia, with each retaining over 90% of their original cohort at the 3-year mark and at least 85% of the cohort still filing taxes in each province after 5 years. Alberta and Ontario both retained over 80% of their initial 2001 cohort in 2011. These high retention rates show little variation between cohorts.

In terms of cities, larger metropolises tend to have higher retention rates than smaller cities and rural regions. Most second-tier municipalities have 3-year retention rates in the 70-80% range, compared to the 80-90% range found in the largest cities. Ottawa, Winnipeg, Halifax, and St. John's show the most dramatic over-time improvements in retention.

Comparing secondary migration within the province to migration between provinces, the study again reveals many differences across the country. Most secondary migrations of immigrants in the Atlantic Provinces, Manitoba, and earlier cohorts in Saskatchewan are interprovincial, whereas secondary migrations of immigrants in Quebec, Ontario, Alberta, and British Columbia are much more within the province than outside.

[Click here for the report.](#)

Graduate Student – Faculty Workshop on Migration-Related Research

Wednesday, June 1, 1:45 – 5 PM, Calgary AB

The Pathways to Prosperity Partnership's (P2P) Standing Committee on Student Engagement and the Student Concerns Subcommittee of the Canadian Sociological Association are hosting a half-day workshop during the 85th meeting of the Congress of the Humanities and Social Sciences in Calgary, AB. Scheduled for Wednesday June 1, from 1:45 pm – 5:00 pm, this workshop will provide a select group of graduate students with the opportunity to receive oral and written feedback on an unpublished piece of migration-related research from an expert in the field.

The organizing committee received and reviewed 23 abstracts and was pleased to invite six students from universities across Canada to participate in the workshop. Funding for presenters will be allocated based on need. Students were asked to submit a final version of their paper by late April so the organizing committee could distribute each paper to a faculty member expert ahead of the workshop.

If you are a faculty member who might be interested in participating in this workshop, please contact the organizing committee at scse@p2pcanada.ca with information about your research interests as they relate to migration. Faculty member experts will be asked to attend the workshop and provide written and oral feedback on the papers they review.

Each paper will be discussed for 30 minutes at the workshop. Students will have 10 minutes to present a brief description of their work, 10 minutes to receive oral feedback from the faculty member expert who reviewed the paper prior to the session, and 5-8 minutes for an open discussion about their work.

Graduate students with migration-related research interests who would like to learn more about writing and review processes are invited to attend the workshop and participate in providing feedback to their peers. Workshop attendees are required to register for Congress and are responsible for arranging Congress registration, accommodation, and travel.

We look forward to seeing you in Calgary. If you have any questions about the session, please contact us at scse@p2pcanada.ca.

SCSE Workshop Organizers,

Mabel Ho
Guliz Akkaymak

Heather Holroyd
Claudia Prévost

Josh McKeown
Sara Vieira

Immigrant Taxfilers Reporting Wage Earnings by Sex and by Year of Landing

Ray D. Bollman (RayD.Bollman@sasktel.net)

Highlights

- ◆ *Male immigrant taxfilers show a higher incidence of wage and salary employment than females.*
- ◆ *Recent arrival cohorts of males have a higher share with wage and salary jobs in 2012 compared to earlier cohorts, but female immigrant taxfilers who are recent arrivals do not show a higher share compared to females in earlier arrival cohorts.*
- ◆ *For both male and female immigrants, the year-of-arrival exerts an on-going influence (generally) on the relative incidence of wage and salary jobs over time.*

Why: Percent reporting wage and salary earnings?

For many immigrants, obtaining a job is one step towards integration into Canadian society.

The previous FactSheet¹ noted that, for immigrants with some wage and salary (W&S) earnings, the year-of-landing appears to predict the level and trajectory of median earnings. An earlier FactSheet² showed that the year of arrival of an immigrant appears to predict the level and trajectory of the percent reporting W&S earnings.

The objective of this FactSheet is to review the differences between male and female immigrant taxfilers in terms of the percent who report W&S earnings.

Our statistics are obtained from Statistics Canada's Longitudinal Immigration Database which, over time, follows the information reported by immigrants on their income tax forms³. We focus on the percent of immigrant taxfilers who report W&S earnings. We acknowledge that, in this FactSheet, we are not considering the employment experiences of immigrants who are self-employed.

Findings

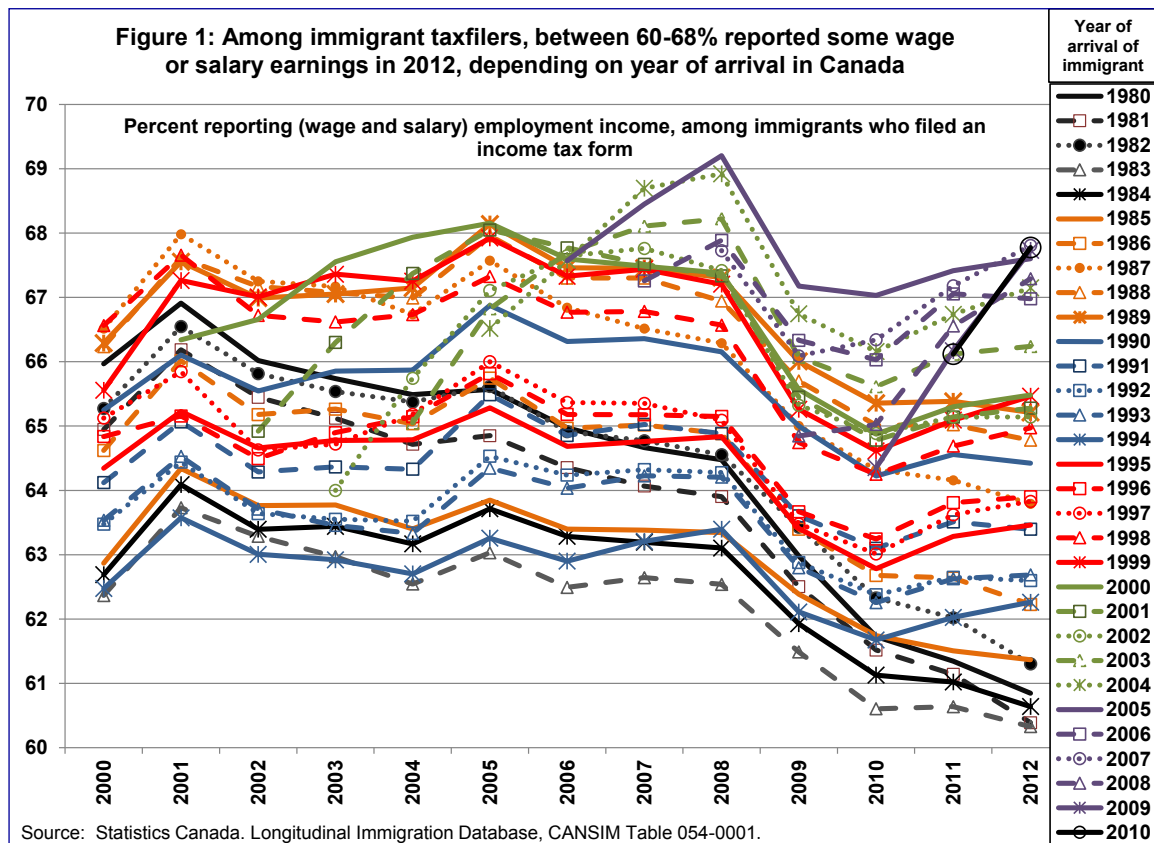
The earlier FactSheet² showed the percent of immigrants reporting W&S earnings for each year of arrival in Canada. Regardless of year of arrival, there was a common pattern of increases and decreases in the employment rate, following the business cycle. Also, the employment rate for immigrants from any arrival year tended to keep the same pattern relative to the employment rate of immigrants from any other arrival year. Thus, year of arrival, which determines year of entry into the labour force, seems to determine the employment rate trajectory for immigrant cohorts and maintains a separation from the employment rate trajectories of immigrants who arrived in other years.

Among all (male and female) taxfilers, the range in the percent reporting W&S earnings in 2012

1. See Bollman, Ray D. (2016) "[Factsheet: Immigrant Earnings by Year of Landing](#)." Pathways to Prosperity Bulletin (London, Ontario: University of Western Ontario, Pan-Canadian Project on "Pathways to Prosperity: Promoting Welcoming Communities in Canada", February, pp. 12-14)

2. See Bollman, Ray D. (2014) "[Factsheet: Immigrant Employment Experience by Year of Arrival in Canada](#)." Pathways to Prosperity Bulletin (London, Ontario: University of Western Ontario, Pan-Canadian Project on "Pathways to Prosperity: Promoting Welcoming Communities in Canada", September, pp. 18-21)

3. Dryburgh, Heather. (2004) [The Longitudinal Administrative Databank and the Longitudinal Immigration Database \(IMDB\): Building the LAD-IMDB - A technical paper](#) (Ottawa: Statistics Canada, Cat. no. 89-612-XIE)



was from a low of 60.3% (for immigrants who arrived in 1981 and in 1983) to a high of 67.8% (for arrivals in 2005, 2007 and 2010) (Figure 1 and Table 1)⁴.

In general, male immigrant taxfilers have a higher percent reporting W&S earnings in 2012 compared to female immigrant taxfilers.

Among male immigrant taxfilers, the share in 2012 with some W&S earnings ranged from 64.1% (for the 1983 arrival cohort) to a high of 75.9% for the 2010 arrival cohort (Figure 2 and Table 1).

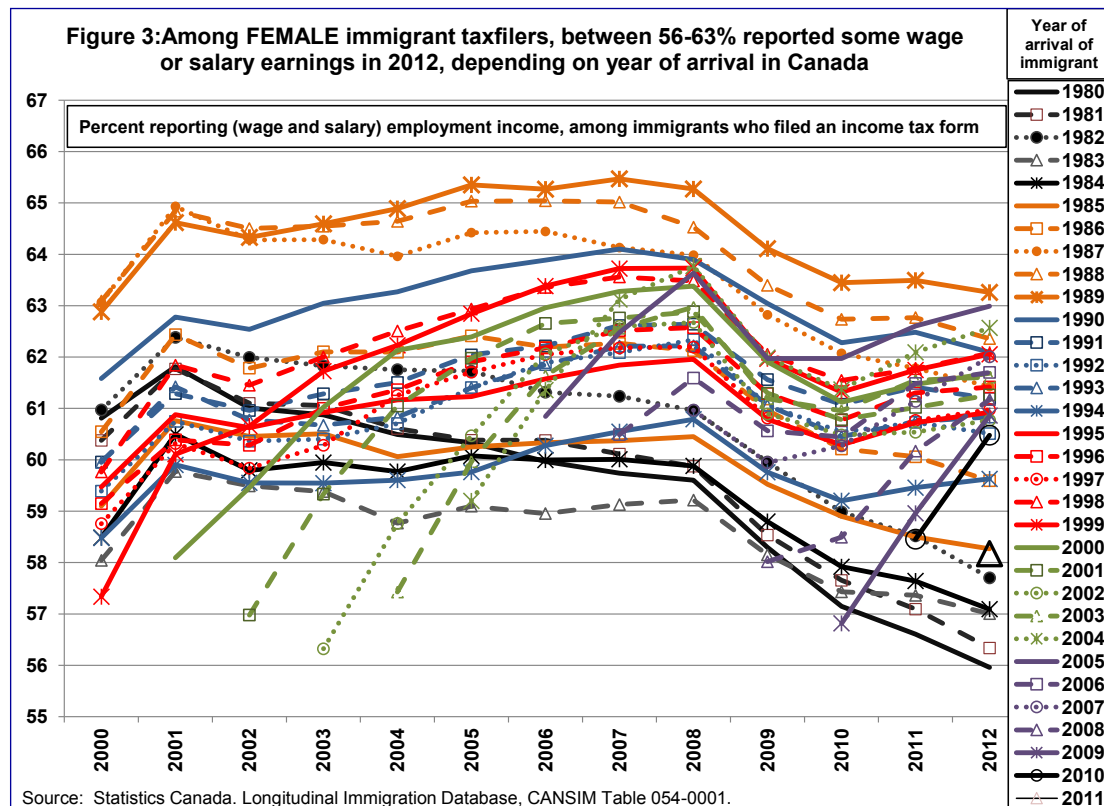
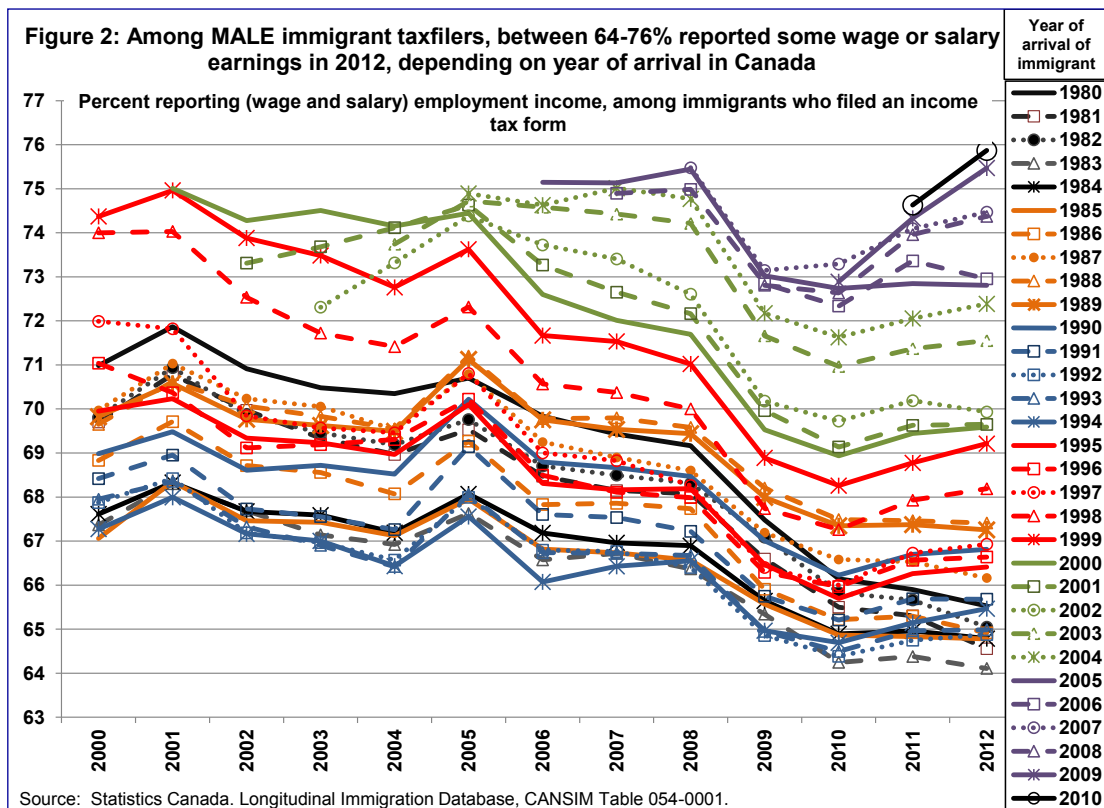
Among female immigrant taxfilers, the share in 2012 with W&S earnings ranged from 56.0% (for the 1980 arrival cohort) to a high of 63.2% for the 1989 arrival cohort (Figure 3 and Table 1).

Table 1: Incidence of reporting earnings in 2012 by immigrant taxfilers: range across all periods of arrival as well as showing the arrival years producing the highest and lowest level of earnings in 2012

	Percent of immigrant taxfilers reporting wage and salary earnings in 2012	Highest / lowest percent reporting wage and salary earnings in 2012	
		Highest	Lowest
		Period of immigrant arrival:	
Average (males and females)	60% to 68%		
Males only	64% to 76%	2005 to 2011	1980 to 1986
Females only	56% to 63%	1988-90, 1998-99, 2004-05	1980 to 1984

Source: Statistics Canada. Longitudinal Immigration Database, CANSIM Table 054-0001.

4. The colour coding in the figures is black for the early 1980s, orange for the late 1980s, blue for the early 1990s, red for the late 1990s, green for the early 2000s and purple for the late 2000s.



The data presented in Figures 1, 2 and 3 show the information for the 2000 to 2012 period. Thus, for arrivals before 2000, we are showing their experience for the most recent 12 years. For arrivals since 2000, we are showing their information for their first years of residing in Canada.

Table 2: Percent of immigrant taxfilers with wage and salary earnings in 2012 by decade of arrival in Canada			
	For immigrants who arrived in the 1980s	For immigrants who arrived in the 1990s	For immigrants who arrived in the 2000s
	Percent of immigrant taxfilers reporting wage and salary earnings in 2012		
Average (males and females)	60% to 65%	62% to 66%	65% to 68%
Males only	64% to 67%	65% to 69%	70% to 76%
Females only	56% to 63%	60% to 62%	60% to 63%

Source: Statistics Canada. Longitudinal Immigration Database, CANSIM Table 054-0001.

Interestingly, for male arrivals since 2000, the percent employed in their first year of residing in Canada (note the starting point for the green and purple lines in Figure 2) is at a level that is (generally) consistent with the subsequent level (relative to other arrival cohorts) of the incidence of being employed.

However, for female arrivals since 2000, the percent employed after their first year of residing in Canada (i.e. the early years for the green and purple lines in Figure 2) show significant year-to-year increases in the employment rate for the first number of years before converging within a narrow band of 60% to 63% being employed in 2012.

Note that the pattern of reporting W&S earnings follows the business cycle (Figures 1, 2 and 3). Thus, the percent reporting W&S earnings declined from 2001 to 2002 for most arrival cohorts, for both males and females; similarly, from 2008 to 2009 every arrival cohort, for both males and females, experienced a decline in the share reporting W&S earnings.

By 2012, both male and female immigrant taxfilers in the earlier arrival cohorts were less likely to be reporting W&S earnings due, in part, to their being older and thus a larger share would have retired (Table 2). Interestingly, among females, the share with W&S employment in 2012 was not much higher for recent arrival cohorts (ranging from 60% to 63% for arrivals in the 2000s), compared to a similar range (60% to 62%) for arrivals in the 1990s. However, among male immigrant taxfilers, arrivals in the 2000s were more likely to report earnings in 2012 (70% to 76%) compared to arrivals in the 1990s (65% to 69%).

Also, note the strong tendency (shown in each chart) for each line to maintain the same relative position to other lines over time – suggesting that the year-of-arrival of immigrants is a good predictor of the relative trajectory of employment rates (i.e. percent reporting W&S earnings) over time⁵.

Summary

For both male and female immigrants, the year-of-arrival of an immigrant exerts an on-going influence on the relative level of reporting a wage and salary job over time – re-enforcing the finding of the earlier² observation that year-of-arrival tends to predict the relative level and trajectory over time of participation in wage and salary employment.

5. The significant increase in employment rates for females in their early years of residence in Canada makes this conclusion less obvious in Figure 3. However, when Figure 3 is shown for each decade of arrival in Canada, then the pattern is clearer. These charts are available from the author upon request.



10th Day of Reflection on Francophone Immigration: Time for a Review of Achievements and a Glance at the Coming Decade

Governments' role, community capacities, newcomers inclusion: the 10th Day of Reflection on Francophone Immigration, held March 2nd in Toronto, was a good opportunity to reflect on the last ten years, to review the issues and challenges, and to sketch the next decade of collective action on these matters. The event also helped to establish a first, positive contact with the Minister of Immigration, Refugees, and Citizenship, John McCallum.

The Day of Reflection, organized by the Fédération des communautés francophones et acadienne (FCFA) du Canada, gathered together about 130 researchers, community stakeholders and government representatives. More than 170 Internet users followed the discussions via live webcast.

During four panels, participants paid particular attention to the essential role played by territorial and provincial governments in Francophone immigration in relation to federal policies, and the need to focus on long-term planning and projects. Participants also agreed on the importance of developing tools for the promotion of minority Francophone communities in order to recruit more efficiently. Finally, all agreed that it was time to stop the discourse on instrumentalizing immigration and to establish a real partnership between newcomers and host communities in order to make Francophone immigration a truly collective project.

Minister McCallum declared, in his remarks to the participants, that he has heard the message that Francophone immigration is not just a question of service delivery but, truly, of community capacity-building. He also confirmed that he was working on re-establishing the program *Avantage significatif francophone*. Two weeks after the Day of Reflection, the Ministry announced the creation of a Francophone component to the international mobility program.

The Day also offered a series of workshops during which the participants could discuss several specific themes in greater depth, such as welcoming refugees, international students and language training.

"The Day of Reflection allowed the participants to experience a sense of collective awareness by better understanding that Francophone immigration goes beyond figures and targets and is about co-building and enriching communities" said Jacinthe Lemire, coordinator of the Réseau en immigration francophone of Prince Edward Island.

The videos and the report on the Day of Reflection will soon be available on the Francophone immigration portal www.immigrationfrancophone.ca

New Book: Dynamiques familiales, socio-juridiques et citoyennes dans la migration : Regard entrelacés "Nord-Sud" sur les réseaux transnationaux

Edited by Michèle Vatz Laaroussi

Leveraging the collective and transnational work on an intercultural and intergenerational network that brings together 15 researchers, this book focuses on transnational migration networks, investigating family reconfigurations, legal contexts and identity processes differentiated according to the actors' situations and trajectories. It covers themes as varied as divorce, unintentional family separations, temporary work, social citizenship, life at borders, trafficking, and forced displacement. Relying on a variety of multidisciplinary research, the overlapping views of the North and South provide original perspectives on relations between actors and the legal, social, economic, national and international structures that influence them. The book offers unique information about territories, borders, border crossing, and related investments, with examples drawn from countries in the North and South, the Maghreb, South America, Europe and Canada. Transnational networks, sometimes perceived as spaces of control, are also discussed in terms of their potential for change at micro- and macro-social levels, their social policies, access to rights and citizenship processes.

Designed so diverse migrant voices would be heard and to feed a transnational reflection, the book is intended for large audiences, including academics, engaged citizens, professional stakeholders, policy-makers, and program managers in migration-related fields.

Creating Inclusive Classrooms: Supporting Students who have Experienced Trauma

A recently completed study by Amea Wilbur explores the assumptions and understandings that English as an Additional Language (EAL) teachers bring to teaching students who they believe have experienced trauma. The instructors interviewed for the study taught in the Canadian federally funded program called Language Instruction for Newcomers to Canada (LINC). The research was informed by the critical literacy work of Paulo Freire, particularly his critique of the banking model of education and his work on dialogue and praxis.

The research drew on participatory action research. Two interviews and a focus group with LINC instructors were conducted. The study illustrated the complex and contradictory understanding that instructors have of trauma and the dilemmas they face in supporting students affected by trauma in a government-funded EAL program. First, the project described the multiple barriers students and instructors face in trying to create inclusive classrooms. Second, it demonstrated that instructors bring a variety of experiences, techniques and processes to support students who have experienced trauma. Third, it showed that for EAL programs to be responsive to the whole student requires a shift away from neo-liberal policy and practice.

The study showed that what is needed is a rethinking of current Professional Development (PD) practices, and active engagement through communities of practice to enable EAL instructors to create more inclusive EAL education, particularly for students who have experienced trauma. For further information on the findings, [please click here](#).

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. Some international content is also included. Articles are updated weekly.

- ♦ **Reuters – May 20, 2016 – [EU Ministers Make it Easier to Suspend Visa-Free Travel Amid Immigration Worries](#)**: European Union ministers have backed making it easier and faster to suspend visa waivers with third countries and have indicated that relaxing travel rules for more states was not imminent amid deepening public concern about immigration into the bloc.
- ♦ **CBC – May 19, 2016 – [New Manitoba Government Faces Immigration Questions, Reis Pagtakhan Writes](#)**: Manitoba's immigration minister is expected to face questions about whether Manitoba's immigration program should focus on businesses, entrepreneurs and employers, or family reunification. Immigration is a key driver of Manitoba's population growth
- ♦ **Radio Canada International – May 16, 2016 – [Temporary Foreign Worker Program Under Review](#)**: The federal government is launching a review of the temporary foreign worker program in an effort to make improvements for the workers. Workers testifying at a Parliamentary Committee advocated for permanent immigration status, open work permits and comprehensive reforms.
- ♦ **The Globe and Mail – May 16, 2016 – [Ontario Halts Residence Program for International Students Amid Backlog](#)**: Ontario has stopped accepting applications for residence by international students in order to reduce a backlog of thousands of applications. This follows an earlier shutdown of the provincial nominee program for Master's and Doctoral graduates at Ontario universities.
- ♦ **La Presse – 12 mai 2016 – [Les réfugiés syriens parrainés par l'État ont presque tous trouvé un logement](#)** : Le ministre de l'Immigration John McCallum a affirmé que 98% des réfugiés syriens parrainés par l'État ont trouvé un logement permanent. M. McCallum a indiqué à un comité des Communes que les 2% restants devraient avoir trouvé un logement d'ici la mi-juin.
- ♦ **Radio-Canada – 7 mai 2016 – [Opération séduction pour attirer des immigrants dans les milieux agricoles au Centre-du-Québec](#)** : Les municipalités au Centre-du-Québec ont accueilli une trentaine de nouveaux arrivants dans le but de les convaincre de s'y installer et de travailler dans les fermes du territoire où il y a de grands besoins de main-d'œuvre. Les immigrants qui participent à l'opération séduction sont familiers avec la vie à la ferme.
- ♦ **Journal de Montréal – 6 mai 2016 – [Beaucoup de réfugiés syriens ont besoin des banques alimentaires](#)** : Une forte proportion des 25 000 réfugiés syriens, arrivés au Canada depuis décembre, dépendraient des banques alimentaires et cette situation met une pression additionnelle sur plusieurs groupes d'aide. Les banques alimentaires d'Ottawa disent que la demande s'est accrue.

Recent Grants

Salami, B., Hegadoren, K., Bautista, L., Ben-Shlomo, Y., Diaz, E., Rammohan, A., Meherali, S., Nsaliwa, C., Chiu, Y. & Ellison, G. (2016 - 2017). **Relationship between lifestyle behaviours, social determinants of health, and mental health in Canadian immigrants across the life course.** Alberta Center for Child, Family, and Community Research Grant. \$40,000

Recent and Upcoming Presentations

Akkaymak, G. (2016, June). [A Bourdieuan analysis of job search experiences of immigrants to Canada](#). Paper accepted for presentation at the 2016 Annual Canadian Sociological Association Conference, Calgary, AB.

Akkaymak, G. (2016, June). [Experiences of immigrants inside Canadian workplaces](#). Paper accepted for presentation at the 2016 Annual Canadian Sociological Association Conference, Calgary, AB.

Guo, Y. (2016, January). Teaching English Language Learners (ELLs). Invited workshop for the Faculty of Arts as part of Teaching and Learning Workshops, University of Calgary, Calgary, AB.

Guo, Y. (2016, February). Critical multiculturalism and strategies to work with international students. Invited presentation for English Language Foundations, SAIT Polytechnic, Calgary, AB.

Guo, S., & Guo, Y. (2016, March). Changes in education under China's market economy. Invited presentation for the Faculty of Education, University of British Columbia, Vancouver, BC.

Guo, S., & Guo, Y. (2016, March). Changes in education under China's market economy. Book Launch Symposium at the 60th Annual Conference of the Comparative and International Education Society (CIES), Six Decades of Comparative and International Education: Taking Stock and Looking Forward, Vancouver, BC.

Lewis, I., Vatz Laroussi, M., Burton, C., Viel, J., Cyr, L-A., & Lemoine, J. (2016, March). Le titre de la table ronde était: S'établir hors des centres urbains: défis et stratégies d'intégration économique des nouveaux arrivants francophones dans les petites collectivités et les régions au 18e conférence nationale de Metropolis, Toronto, ON.

Mata, F. (2015, December). Neighbourly environments of the Canadian and foreign-born. Paper presented at CES conference, Ottawa, ON.

Steinbach, M. (2016, mai). L'intégration des élèves issus de l'immigration: Perspectives des jeunes Québécois. Document présenté à la CEETUM, Montréal, QC.

People on the Move

Yasmina Boubezari-Kotevski has been appointed as Manager – Immigration at the Fédération des communautés francophones et acadienne du Canada. Prior to joining FCFA Canada, she worked as the Provincial Coordinator of the Réseau en immigration francophone du Manitoba for two years. Yasmina holds a Bachelor's Degree in Rural Economics and a Master's Degree in Economics Development.

Steinbach, M., Moldoveanu, M., & Potvin, M. (2016, May). Socialization practices for immigrant and First Nations primary students: An international comparison. Paper accepted for presentation at the Comparative and International Education Society of Canada (CIESC), Canadian Society for Studies in Education (CSSE), Calgary, AB.

Zou, P. (2015, September). Canada's Food Guide & healthy eating. Oral PowerPoint presentation at the Immigrant Salon: Healthy Eating in Canada Event for New Immigrants, Centre for Immigrant and Community Services, Scarborough, ON.

Zou, P. (2016, January). Nursing education and nursing practice in Canada. Invited oral presentation at the Annual Meeting of Chinese Canadian Nursing Association, Toronto, ON.

Zou, P. (2016, March). Postpartum depression: Experiences of new mothers in a new country. Poster and oral presentation at the International Health Program 18th Annual Global Health and Human Rights Conference, Toronto, ON.

Zou, P., Parry, M., Dennis, C. L., & Lee, R. (2015, October). Dietary approach to stop hypertension with sodium reduction for Chinese Canadians (DASHNa-CC): Research design and findings. Oral PowerPoint presentation at the Canadian Council of Cardiovascular Nurses Annual Conference, Toronto, ON.

Zou, P., Parry, M., Dennis, C. L., & Lee, R. (2015, October). Incorporation of tradition Chinese medicine into hypertension control for Chinese Canadians: Experiences of the DAHSNa-CC study. Oral PowerPoint presentation at the Emerging Scholar Forum, University of Toronto, Toronto, ON.

Zou, P., Parry, M., Dennis, C. L., & Lee, R. (2015, December). Experiences from DASHNa-CC Pilot Study: Working with Chinese Canadian community. Poster and oral presentation at the Pathways to Prosperity 2015 National Conference, Toronto, ON.

Recent and Upcoming Publications

Akkaymak, G. (2016). [Social network development experiences of immigrants from Turkey to Canada](#). *Journal of Ethnic and Migration Studies*, 42(7), 1-18.

Guo, S., & Guo, Y. (Eds.) (2016). *Spotlight on China: Changes in education under China's market economy*. Rotterdam, the Netherlands: Sense Publishers.

Salami, B., Duggleby, W. & Rajani, F. (2016). [The perspective of employers / families and care recipients of migrant live-in caregivers: A scoping review](#). *Health and Social Care in the Community*. 24 (3).

Salami, B., Meherali, S., & Salami, A. A. (2016). [The health of temporary foreign workers in Canada: A scoping review](#). *Canadian Journal of Public Health*, 106(8), e546-e554.

Zou, P. (2015). [Experiences of immigrant women with postpartum depression: An interpretive review](#). Journal of Nursing and Care, 5(1), 325-328.

Zou, P., Parry, M., Dennis, C. L., & Lee, R. (2015). The dietary approach to stop hypertension with sodium reduction for Chinese Canadians (DASHNa-CC): A pilot RCT (abstract). Canadian Journal of Cardiology, 31(10), s316-317.

Zou, P. (2016). [Relational practice in nursing: A case analysis](#). Nursing and Health Care, 1(1), 1-5.

Tony Fang Appointed as a Co-investigator to the Pathways to Prosperity Partnership



Tony Fang

Tony Fang has been appointed as a Co-investigator of the Pathways to Prosperity Partnership. He is currently the Stephen Jarislowsky Chair in Economic and Cultural Transformation at Memorial University of Newfoundland and an adjunct Professor with the University of Toronto. He also holds the J. Robert Beyster Faculty Fellowship at Rutgers University and sits on a World Bank's Expert Advisory Committee on Migration and Development. Prior to joining Memorial, Tony had academic appointments at numerous, prestigious institutions in Australia, the United States, China, Hong Kong, and Macau. He has served as the President of the Chinese Economists Society (2012-13) and as a Domain Leader at CERIS, the Ontario Metropolis Centre (2009-12).

Professor Fang has a Ph.D. in Industrial Relations and Human Resource Management from the University of Toronto. His research interests encompass immigration, diversity, cultural change, high performance workplace practices, pensions, retirement policy and the ageing workforce, minimum wages and youth employment, union impact on wages, innovation and firm growth, pay equity and employment equity. He has published extensively on these topics in key domestic and international journals in Canada, the United States, the UK, China and elsewhere. He has also received numerous research grants and awards from a variety of institutional sources, including SSHRC, federal and provincial ministries, and private donors.

Thank You

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