



[Trouble viewing images? View online version](#)

News and Updates. November 2023 - Issue # 52

 [Visit Website](#)

 +1 (416) 736-2100
Ext 20544

Migration and resilience in urban Canada-Immigration et résilience en milieu urbain



Hello Everyone,

The partnership held a very successful meeting in Ottawa and Gatineau. On October 12, the partnership met at Université du Québec en Outaouais with sessions devoted to research highlights, partnering and partnerships, future research directions, and the housing challenges facing international migrants. Collaborating with the Ottawa Local Immigration Partnership, we spent October 13 at the 7th Biennial Immigration Forum in Ottawa. Fascinating panels discussed the impacts of shifting immigration policies at the federal and provincial levels, the OLIP Activities Report, services for temporary residents, and skills challenges facing international migrants. At this last partnership meeting, it was wonderful that the public event on Friday included several francophone speakers and simultaneous translation.

It takes a small army to organize and pull off such a wonderful event. I want to thank each of the terrific speakers, moderators, and panelists. I am very grateful to Anyck Dauphin, Florina Gaborean, Brian Ray, Henry Akanko, and Michael Johnny along with Hindia Mohamoud, Jean-Pierre Niyitanga, Deb Tunis, Moyo Aderemi and all the OLIP staff who worked tirelessly to develop the exciting program. I also want to thank the Université du Québec en Outaouais and its wonderful staff for providing space and technical support for the meeting. Finally, I want to thank Camila Bonifaz, Emily Baldesarra, and Patricia Walker who made it possible for us to collaborate so successfully with our Ottawa partners and hold the meeting out of town. They are an incredible team.

It is my pleasure to welcome Dr. Christopher Hamilton, Director of Research and Knowledge Mobilization at IRCC. Chris attended the meeting on Thursday, introducing himself by participating in an informative discussion of future research directions. It was a pleasure to meet Dr. Paola Ortiz Loaiza who represented the department on Friday.

Partnership activities continue apace. A virtual panel entitled *Going Hybrid: Lessons from Quebec and Ontario Immigrant-Serving Agencies During the Pandemic* will discuss the challenges that immigrant-serving agencies faced with technological change at the [P2P Conference](#). As you will see in the announcements,

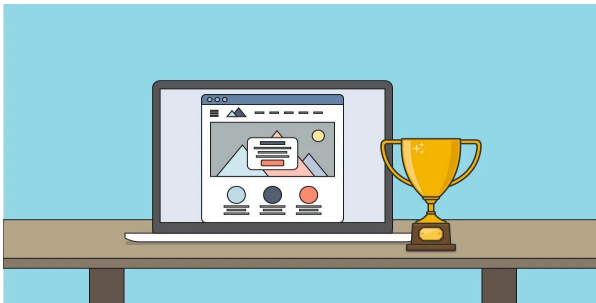
available soon.

This is a gentle reminder to please submit your CV or list of partnership activities. Emily has been busy sending out reminders and we look forward to hearing from each of you so we can include the information in the Partnerships Achievement Report. Camila and Patricia have also asked that I urge everyone to submit their claims for reimbursement as soon as possible.

All the best,

Valerie

Knowledge Mobilization News



Webinars:

1. The video recording for *Housing Challenges for International Migrants*, a hybrid panel which took place on October 12, 2023, as part of the BMRC-IRMU Final Partnership Meeting is **now available** on the BMRC-IRMU [YouTube channel](#) and [website](#).

List of Research Digests:

1. *Frontiérisation de l'assemblage non citoyen par la lisibilité migrante* par Rupaleem Bhuyan, Jill Hanley, Lindsay Larios, Delphine Nakache, Sonia Ben Soltane, Cathy Schmidt, Heather Bergen et Oula Hajjar.

Research Report:

1. **Coming Soon:** *The role of the city of Ottawa in immigrant settlement and integration* by Luisa Veronis, Daniel Boutin, and Virginie Mesana.

Presentations:

1. [Skilled Migrant Integration into Local Organizations: Focus on Small and Medium Employers](#) by Prof. Jelena Zikic, York University. A presentation for the HIO Working Group Micro-Learning event on Employer Recruitment Strategies and Diversity Management, virtual, Nov. 2, 2023.
2. [Employer Recruitment Strategies and Newcomer Employment Outcomes](#) by Sharon Broughton. A presentation for the HIO Working Group Micro-Learning event on Employer Recruitment Strategies and Diversity Management, virtual, Nov. 2, 2023.
3. [Transforming Settlement and Integration Services During a Pandemic](#) by Valerie Preston, York University, John Shields, Toronto Metropolitan University, and Jayesh D'Souza, York University. Presented by John Shields at the Prairie Political Science Association's [14th Annual Meeting](#) in September 2023.

[Conference](#), Mexico City, August 2023.

5. [The Limits of Nonprofit Sector Resilience: Evidence from Canadian Nonprofit Sector Surveys During the Pandemic](#) by John Shields (Toronto Metropolitan University), Meghan Joy (Concordia University), Siu Mee Cheng (Toronto Metropolitan University and Street Haven Shelter). A presentation for the [6th International Conference on Public Policy](#), June 27 to 29, 2023, Toronto.

Get to know our research projects and our researchers!



Villes sanctuaires au Canada: pratiques, besoins et politiques

Principal investigator: Mireille Paquet (Concordia University)

Collaborators: Meghan Joy (Concordia University), John Shields (Toronto Metropolitan University), Graham Hudson (Toronto Metropolitan University), and Idil Atak (Toronto Metropolitan University).

This project aimed to better understand the official and informal practices associated with the concept of sanctuary in Canada, with a specific focus on the needs of the actors implementing access for all immigrants in Canada.

Although the term "sanctuary city" is "highly evocative", there is no unambiguous and legal definition (Paquet, 2018, 11). In Canada, this notion refers to policies allowing access to public services without regard to immigration status (Bauder 2017, Hudson et al., 2017) or local policies that limit communication about immigration statuses with federal authorities (Hudson et al., 2017). In Canada, the concept of sanctuary city also seems to encompass other public interventions, such as welcoming city discourses and the distribution of information ([Paquet and Joy 2022](#))

The specific objectives of this project were:

1. To develop an ingrained understanding of what sanctuary practices can be in the Canadian context, based on the meaning given by the actors and on the political and institutional context.

This project involved two data collection activities. First, we conducted a content analysis based on official publications from municipal governments with relevant policies in place. Second, we conducted a pan-Canadian online survey of immigrant-serving organizations (excluding educational institutions) receiving federal, provincial, or municipal funding. We collected 300 responses covering all Canadian provinces and territories, for a response rate of 48.2%.

In terms of public action, our research found that since 2013, seven Canadian municipalities have implemented policies to support immigrants with no or precarious status: Toronto, Hamilton, Vancouver, Ajax, Montreal, Edmonton, and London. Other cities have considered or are still debating the implementation of such policies ([Paquet and Joy 2022](#)).

The policies analyzed converged around two objectives: 1) the provision of information to immigrants and organizations on access to services, and 2) the clarification of procedures on access to services within municipal departments. Our results corroborated that the implementation of these policies by municipalities is complicated by limited resources, unfamiliarity with certain institutions and the absence of formal municipal jurisdiction in the field of immigration and policing.

Immigrant-serving organizations are the front-line agents responding to residents without immigration status or living with precarious status. Although 70% of the organizations surveyed said they received requests for services from these populations, only 27% received funding to serve them. Thus, their assessment of municipal policies and their preference for new municipal interventions must be central to any evaluation of sanctuary city or fearless access policies. Organizations located in cities that have implemented sanctuary-type policies reported mixed results for their clients. The organizations argued that these policies have had little effect on the sense of belonging, fear, or perception of safety of their clients with precarious status. Nevertheless, they expressed wanting to see these policies maintained and expanded, provided they are better funded, institutionally supported, and implemented.

For more information regarding this project, please [click here](#).



We are pleased to feature **Louise Cockram**. Louise defended her PhD in Political Science at Carleton University in August 2023. As a doctoral student, Louise worked with Professors Christina Gabriel and Luisa Veronis on the Resilience and International Student Mobility Project. The Resilience and International Student Mobility Project explored the experiences and post-graduation plans of international graduate students at Carleton University and the University of Ottawa. Through her work on the project, Louise interviewed 35 international graduate students based in the National Capital Region. The interviews touched on the challenges that international students face, which include navigating cultural differences in the classroom, time spent away from family, and financial barriers to academic success.

In addition to her interviews with international students, Louise was lead author on a report published by BMRC entitled "[Structures of governance and the role of Canada's federal government in immigration and settlement](#)". The report identified the key pieces of legislation and government departments that drive Canada's federal immigration policy, along with the different pathways for temporary migration and

including employers of temporary foreign workers and private refugee sponsors, had expanded over time.

Louise currently teaches courses in Canadian Politics at Carleton University.

Highlights



Resiliency of Employers and Migrants York Region

PI: Dr. Jelena Zikic, Associate Professor, York University

Collaborators: Viktoriya Voloshyna, Marlee Mercer, and Tina Sharifi.

Much of the current settlement services as well as research studies have focused on skilled migrant job search and entry into organizations. Yet, much less is known about the migrant experiences and integration post-entry, and most importantly the employer perspective in this context is often absent. In this qualitative study we ask questions related to the role of employers in promoting migrant resilience through their policies and practices and overall, their perspective on migrant integration into local organizations.

Main respondents for this study were local HR professionals, often seen as 'local gatekeepers' and their understanding and experiences related to selecting, developing, and integrating skilled migrants into local organizations.

Given the often-noted differences in resources and the possibly more challenging context of small/medium employers (SMEs) vs. larger employers, we focused on HR professionals from SMEs to understand the potential differences in the approach/policies and practice. These findings will provide actionable advice for how SMEs may further enhance their approach to managing diversity, especially regarding integrating skilled migrants. We interviewed individuals in HR roles who can comment on the overall diversity and inclusion strategy and who have a broader understanding of issues somewhat beyond any one functional area of HR (e.g., recruitment only).

Preliminary Findings: After conducting in-depth qualitative data analysis of 35 employers, our organizations clustered in three unique groups. The groups were defined based on the type of approach, or what we define as the 'type of diversity work' they expressed towards managing diversity in the context of their organization.

The first group engaged in what was defined as 'Intuitive Diversity work'. They had no formal DEI policies or procedures, instead their understanding of diversity was more at a symbolic level and focused on providing activities such as potluck events that they believed were a good way to connect and bond employees. In addition, by intuitive logic, they also felt that the location of their office was often embedded in a very diverse neighborhood, and that as a result, they were 'naturally diverse' in terms of type of employees they would hire. In terms of more formal processes, they would voice issues such as: 'our managers are just very green in terms of dealing with HR related things'. Thus, they practice diversity more through material artefacts, such as food and/or music and intuitive logic.

employees specifically. Yet, they seemed to oscillate between deliberate and conscious monitoring of their DEI initiatives and spontaneous management of diversity.

Finally, in the third and smallest group, organizations practiced what we defined as 'Intentional Diversity work'; they seemed to be employing DEI initiatives as part of their overall business strategy. They used HR practices and tried to involve employees/migrants into a mutual conversation about HR initiatives that may help them to integrate (socializing practices for example). They actively responded to diversity challenges by showing that they are ready to modify DEI initiatives approaches according to changes and/or the needs identified in the Canadian labour market.

Community Partner



We are pleased to feature **Rodel Ramos**, Program Manager, Community Partnerships. Rodel works in the Community and Health Services department at [York Region](#).

Community Partnerships is a team that manages the Region's Local Immigration Partnership and its advisory, the Newcomer Inclusion Table of York Region, as well as administration of the [Human Services Planning Board](#), which advises Regional Council on human services matters. This helps newcomer-focused initiatives connect to other key Regional programs and plans, such as those supporting housing, seniors, and community safety and well-being.

While York Region has long collaborated with BMRC, Rodel participated in his first BMRC-IRMU partnership meeting in October 2023 in Gatineau, where he noted the balanced and integrated way in which research, policy and practices were presented.

Rodel's career has spanned the private, not-for-profit, and government sectors. Before joining York Region, Rodel was the Director of the Peel Newcomer Strategy Group, where he published a [newcomer report](#) that updated settlement research and insights to help organizations prepare for the upcoming IRCC call for proposals and co-authored a [health equity paper](#) as part of an anti-Black racism and systemic discrimination collective. He also worked in various organizations, including Diabetes Canada, Toronto Region Immigrant Employment Council (TRIEC) and the insurance industry, where he led communications and building cross-sector partnerships. As a marketing communications consultant, Rodel supported the Women's Legal Education and Action Fund, Visa Canada and Roberta Jamieson's bid for National Chief of the Assembly of First Nations. He also managed communications for CertaPay, a technology start-up that created Interac eTransfers for the Canadian banking industry.

In 2018, Rodel received his Master of Business Administration from Athabasca University. In 2023, he began teaching business writing and marketing communications in Conestoga College's School of Business.

- BMRC-IRMU is delighted to announce the release of the **video recording for Housing Challenges for International Migrants**, a hybrid panel which took place on October 12, 2023, as part of the BMRC-IRMU Final Partnership Meeting. The video can be found on the BMRC-IRMU [YouTube channel](#) and [website](#).
- **Upcoming Workshop at P2P 2023 National Conference - Conférence nationale 2023 de VVP:** "Going Hybrid: Lessons from Quebec and Ontario Immigrant-Serving Agencies During the Pandemic", November 21, 2023 at 11:45 a.m. This workshop will examine the hybrid service model combining remote and in-person service delivery that developed during the pandemic. Chair: Damaris Rose, Institut national de la recherche scientifique. Presenters: Valerie Preston, York University, John Shields, Toronto Metropolitan University, Jill Hanley, McGill University. Discussant: Stephan Reichhold, Table de concertation des organismes au service des personnes réfugiées et immigrantes. Please [click here](#) to register.
- **26th Annual Metropolis Canada Conference**, Hotel Bonaventure, Montréal, Québec, 13-15 March 2024. Our Immigration System: The Way Forward. CALL FOR PROPOSALS FOR SESSIONS. Deadline to submit: November 22nd, 2023. For more information, [click here](#). To register, [click here](#).
- **Visualizing Superdiversity in Canadian Cities**, Thursday, Nov 23, 5:00–6:00 p.m. at 220 Yonge St, Toronto, ON. Join TMCIS and CERC in Migration and Integration for this hybrid Lunch & Learn presentation by Professor Emeritus Dan Hiebert. Please [click here](#) to register.
- John Shields (Toronto Metropolitan University) was quoted in "HUMAN RESOURCES | Social Justice for Nonprofit Workers: Committing to a Living Wage - Information, research and resources for fundraisers and their leaders" an online article about the human resource crisis within the nonprofit sector. Please [click here](#) to read the full article.
- Brian Ray (University of Ottawa) was recently quoted in a CTV News article about housing conditions in Canada. Please [click here](#) to read the full article.

Coming Soon:

- Ted Richmond and John Shields are delighted to announce the upcoming launch of their book entitled *The Canadian Non-profit Sector: The Neoliberal Assault on Community* with Fernwood Publishing. The book will be released in early 2024.

In Case you Missed It...

- [Gender, Immigration and Commuting in Metropolitan Canada](#) by Valerie Preston, York University, Sara McLafferty, University of Illinois, and Monika Maciejewska, Vrije Universiteit Brussel.
- [Bordering non-citizenship assemblage through migrant legibility: A conceptual framework for tracing hidden forms of legal and bureaucratic violence](#) by Rupaleem Bhuyan, Jill Hanley, Lindsay Larios, Delphine Nakache, Sonia Ben Soltane, Cathy Schmidt, Heather Bergen, and Oula Hajjer.

[Other Important Information-Autre Information importante](#)**BMRC-IRMU Online Platforms:**[Website](#)[X](#)[Facebook](#)[YouTube](#)**For more information about this newsletter:**

York University
4700 Keele St.
Kaneff Tower, 803
Toronto, ON M3J 1P3
416-736-2100 Ext 20544
bmcirmu@yorku.ca

💡 Like this issue? [Forward it to a friend](#)



4700 Keele St, Toronto, ON M3J 1P3

<http://bmc-irmu.info.yorku.ca> | bmcirmu@yorku.ca | +1 (416) 736-2100

Copyright © 2016 Building Migration Resilience in Cities.

This email was sent to <<Email Address>>

[why did I get this?](#) [unsubscribe from this list](#) [update subscription preferences](#)

BMRC-IRMU · 4700 Keele St, Toronto, ON · North York, On M3J 1P3 · Canada