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 +1 (416) 736-2100  
Ext 20544

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



Hello Everyone,

Reviewing the partnership's recent activities reminds me of how the partnership has focused on settlement and integration issues that are currently at the top of the public agenda: housing, settlement services, and pathways to permanence for temporary residents. The recording of the panel discussion in Gatineau about migrants' housing issues is [now available](#). The slides for a virtual panel discussing "Going Hybrid: Lessons from Quebec and Ontario Immigrant-Serving Agencies During the Pandemic" are also on the [website](#). We are also pleased to provide the [slides](#) and [recording](#) for Jill Hanley's recent webinar about the many factors affecting migrants' efforts to obtain permanent residence status.

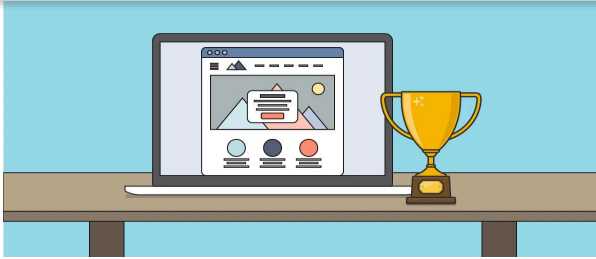
Please check the *KM News* below for information about other partnership activities including publications and media events. The extended deadlines for submission of Research Digests, Policy Previews, and Research Reports are also listed in the *KM News*.

My thanks to everyone for submitting CVs and lists of partnership activities. We are also grateful to our community partners who responded to the request from SSHRC inquiring about their experiences as a partner. Watch for additional requests for information as we prepare the partnership's Achievement Report.

All the best,

Valerie

Knowledge Mobilization News

**Webinars:**

1. The video recording for *Ups and downs in immigration status: Factors influencing transitions for precarious status migrants*, a BMRC-IRMU webinar which took place on December 7, 2023, 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. [Going Hybrid: Lessons from Ontario Immigrant-Serving Agencies During the Pandemic](#) by Jayesh D'Souza, York University, John Shields, Toronto Metropolitan University, Valerie Preston, York University, and Kelly Sung, Toronto Metropolitan University, P2P 2023 National Conference.
2. [Immigrant-serving agencies responding to COVID-19: A comparison of Quebec and Ontario](#) by Jill Hanley, McGill University and Moussa Seck, IU SHERPA, P2P 2023 National Conference.
3. [Collaboration and Advocacy During COVID19: Facilitating the Digital Transformation in Ontario Agencies](#) by John Shields, Toronto Metropolitan University, P2P 2023 National Conference.
4. [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.
5. [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.

**Important Upcoming Deadlines:**

- Research Reports: Feb. 1, 2024
- Policy Previews and Research Digests: Feb. 16, 2024

**Committees**



revenues have yet to be confirmed, the Steering Committee made two decisions:

- The Secretariat will operate until March 31, 2024. The partnership will be informed that deadlines for submission of Research Digests, Research Reports and Policy Previews have been extended.
- Subventions of \$7,000 per book were approved for the two volumes entitled *International Migration and Social Resilience in Canadian Cities: Policies, Institutions and Places* and *International Migration and Social Resilience in Canadian Cities: Individual and Collective Resistance* to be published by McGill Queens University Press and *Leaving to Learn, Mapping the Journeys of International Students in Canada* to be published by UBC Press.

The Steering Committee will review the finances of the partnership as soon as the final revenues are posted on York's accounting system.

Get to know our research projects and our researchers!



**More than Numbers: Labour Market Experiences and Immigrant Resilience in the interprovincial and bilingual context of Ottawa-Gatineau, Canada's National Capital Region**

**Principal investigators:** Christina Gabriel, Professor, Carleton University and Luisa Veronis, Professor, University of Ottawa.

#### Objectives

This small-scale qualitative project had two main objectives. First, we wanted to highlight how factors such as gender and linguistic capacity impact the labour market experiences of skilled newcomers in Ottawa-Gatineau, Canada's National Capital Region. Second, using a social resilience lens, we wished to probe the role of local settlement agencies in fostering resilience among skilled newcomers as they attempted to enter the labour market.

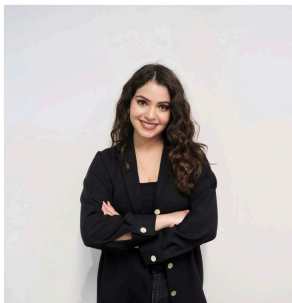
From July to August 2021, we interviewed 36 newcomers (25 English speaking and 11 French Speaking) who arrived as skilled workers or through the family class pathway. Our participants included people from Africa (North, Sub-Saharan), Asia (East, South, Southeast), Eastern Europe, Latin America, and the Caribbean. They were recruited with the help of World Skills Ottawa and SITO in Gatineau and included 21 women and 15 men. Half of the newcomers arrived before the COVID-19 pandemic.

Our findings served to document the varied experiences of skilled newcomers as they tried to access the local labour market. Many of them encountered significant structural barriers, many of which are not new. They included demands for Canadian experience, equivalences and accreditations, and official language capacity. These barriers were coupled with the impact of the COVID-19 pandemic both on the job market and to access and use settlement services. Nevertheless, participants spoke of the diverse range of resources and initiatives that helped them navigate the local labour market. Here our attention focused on the role that settlement services played – what emerges is a mixed story. In some cases, interviewees shared how services provided them with tools to pursue their job search, notably CV writing, training workshops, and networking opportunities. But in other instances, respondents expressed some measure of ambivalence indicating that employment-related services were not necessarily relevant to their specific field or occupation because they were too broad and general, and/or employment counsellors were not necessarily familiar with the specialized requirements of their profession. This may have been exacerbated by the COVID-19 pandemic which prompted organizations to limit services and go online.

Moreover, it is worth noting that a number of racialized women, in our project, participated in a targeted pilot employment program funded by Immigration, Refugees and Citizenship Canada (IRCC), which was delivered at the local level by settlement service organizations. This program was a recognition by the Canadian government that an intersectional approach was required to deal with the unique and specific labour market experiences of racialized newcomer women. Although these types of programs generate positive employment outcomes, they also come with limitations insofar as funding for pilot projects is not ongoing. In sum, our findings indicate that newcomers pursued multiple strategies – often simultaneously – in their attempts to navigate the Canadian labour markets, including settlement services, obtaining Canadian accreditation and degrees, and using a variety of networks (personal, professional, ethnic) and social media resources. Nevertheless, settlement services appeared to play a more prominent role in terms of engendering newcomer resilience.

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

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We are pleased to feature **Hya Ali**. Hya, a graduate student pursuing a master's degree in public policy and administration at Toronto Metropolitan University, collaborates with Professors John Shields and Valerie Preston as a dedicated research assistant.

Passionate about migration, Hya delves into the complexities of economic, political, societal, and cultural aspects. Her recent project focused on settlement engagement with temporary migrants, reflecting her commitment to address real-world challenges. Drawing on her extensive experience in the settlement services industry and involvement with various non-profit organizations, Hya brings a practical perspective to her work. Her hands-on approach is rooted in a genuine understanding of the hurdles faced by

## Highlights



### “Racism and economic resilience: Immigrant families’ capacity to weather a financial storm” – Chapter Highlights

**PI:** Dr. Nahid Sultana, Institute for Social Research (ISR), University of Michigan.

**Collaborators:** Dr. Jill Hanley (McGill University) and Dr. Francine Schlosser (University of Windsor).

Assets play a crucial role in establishing economic resilience, but there is a noticeable inequality in their distribution within the Canadian population. The literature on asset acquisition and asset deprivation among immigrants is limited in Canada, yet economic disparities have been observed among immigrants based on factors such as their place of birth, racialized status, race, and ethnicity (Kaida 2015; Maroto & Aylsworth 2016; Picot & Lu 2017). In this study, we employed the country of origin as an imperfect measure for race to explore the extent to which asset inequality within various immigrant groups might be attributed to racial discrimination.

The objective of our study is to gain insights into immigrant vulnerability through an asset-based lens and to identify which immigrant groups in Canada are more prone to experiencing asset inequality.

We utilized Statistics Canada's cross-sectional 2012 Survey of Financial Security (SFS) along with the Longitudinal Study of Immigrants in Canada (LSIC) conducted in 2001, 2003, and 2005. Our analysis employs a three-month buffer, represented by the stock of assets, to examine the economic situation of immigrants. This approach is chosen because it enables households or individuals to better manage economic uncertainty and hardships when they possess adequate financial resources to sustain themselves at or above the low-income cut-off (LICO) for a three-month duration (Haveman & Wolff, 2004). We consider two asset thresholds: (a) insufficient financial assets, indicating short-term financial insecurity, and (b) insufficient net worth, which signifies long-term financial insecurity.

Assets are instrumental in improving individuals' economic well-being and other opportunities that foster long-term financial security and growth (Sherraden, 2018, 2014, 1991). However, our research reveals an exceedingly low likelihood of economic resilience, which refers to the ability to avoid poverty, among certain racialized immigrant groups. Surprisingly, over half of immigrant households in Canada face financial vulnerability, lacking easily accessible financial resources. Racial discrimination acts as a substantial obstacle, preventing many immigrants from accessing equal opportunities for asset accumulation, thereby hindering the long-term financial security of their households. Furthermore, our study sheds fresh insights on the economic insecurity experienced by specific immigrant subgroups, including those who are racialized, use languages other than English or French at home, are single, young, and have children. These individuals encounter more substantial financial challenges when compared to Canadian-born citizens and other immigrant categories. The significant disparities in asset distribution among these immigrants raise concerns about the unequal allocation of economic resources in Canada.

published by McGill Queens University Press. The volume is edited by Tara Bedard, John Shields, and Valerie Preston.

## Community Partner

The following excerpt has been **written by Chris Hamilton**, Senior Director, Research and Knowledge Mobilization, Research & Data, Immigration, Refugees and Citizenship Canada to highlight the benefits of the partnership between BMRC and IRCC.

Immigration, Refugees and Citizenship Canada (IRCC) is proud to have been a partner in the Building Migrant Resilience in Cities research project.

Immigration is critical to Canada's long-term success and it is important to support research that touches on all aspects of that process, including the building of welcoming and resilient communities. The BMRC project has made novel and substantial contributions to the research in this space, but moreover it has helped to build a multifaceted partnership of experts from different areas who share the goal of successful and resilient immigration in Canada.

IRCC has benefited significantly from the BMRC's bringing together of an experienced network of scholars, practitioners from different levels of government, and representatives from service providing organizations. This type of engagement is crucial to better understanding immigration questions, and to informing the development of research, policies and programs that help to support Canadian immigration on the whole.

## Announcements

- The Strategy, Policy, & Research (SPR) team at [WES Canada](#) is currently hiring for 2 Manager, Policy and Advocacy Manager maternity leave positions (12-14 month contracts) to support ongoing research and policy advocacy work. To access the job posting, please [click here](#).
- **Graduate admission awards and research fellowships - Migrant Integration in the Mid-21st Century.** The Department of Political Science at Concordia University is pleased to offer generous admission awards and research fellowships for incoming graduate students. The deadline to apply is February 1st, 2024. [Click here](#) for more information.
- WES and Metropolis Institute have developed a course on "Immigrant Youth in Canada's Labour Market" with contributions from academics, settlement workers, and immigrant youth themselves. BMRC-IRMU affiliate, Prof. John Shields was an academic expert and contributor to the course, which explores the human aspect of immigrating and finding a job in Canada. This is a self-directed and ongoing course which offers over four modules of video interviews, interactive e-learning, and supplemental reading. [Register now for the course!](#) Space is limited, so don't miss your chance.

12, 2024. [Learn more.](#)

- BMRC-IRMU is delighted to announce the **release of the video recording for *Ups and downs in immigration status: Factors influencing transitions for precarious status migrants***, a BMRC-IRMU webinar which took place on December 7, 2023. The video can be found on the BMRC-IRMU [YouTube channel](#) and [website](#).

## Other Important Information-Autre Information Importante

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### For more information about this newsletter:

York University  
4700 Keele St.  
Kaneff Tower, 803  
Toronto, ON M3J 1P3  
416-736-2100 Ext 20544  
[bmrcirmu@yorku.ca](mailto:bmrcirmu@yorku.ca)

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4700 Keele St, Toronto, ON M3J 1P3

<http://bmrc-irmu.info.yorku.ca> | [bmrcirmu@yorku.ca](mailto:bmrcirmu@yorku.ca) | +1 (416) 736-2100

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