

Migration and Resilience in Urban Canada

Identifying Strengths and Building Capacity

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MIGRATION CONTEXT

- Diverse migration flows
- Complex institutional landscapes
- Emphasis on how migrants overcome challenges



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New Webinar – Low Risk, Big Return: Using Paid Internships to Recruit Skilled Immigrant Talent

April 16, 2014

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Internships are a cost-effective way for businesses to test out potential candidates, including skilled immigrants, for fit and expertise. This webinar will showcase how companies have accessed internationally-trained interns through the Career Edge Organization as well as a unique and innovative partnership between Career Edge, RBC Royal Bank and business clients of the bank. Join us for this free webinar and learn how paid internships can be a powerful recruitment strategy, a way to diversify your workforce and benefit the overall bottom-line of your company!



Speakers

- Mark Appleton, Director, Business Credit Process Transformation, RBC
- Naguib Gouda, President, Career Edge Organization
- Maryam Rezaie, Technical Director, C&T Steel Reinforcing Co.

Moderator

- Peter Paul, Project Leader, ALLIES, Maytree

Watch the webinar

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RESEARCH BACKGROUND

- The barriers and challenges facing migrants who enter as permanent residents are well documented and reasonably well understood
- But what about:
 - Growing number of permanent residents who live here on a temporary basis before changing status
 - The capacities that help some migrants overcome challenges
 - The impacts of migrant communities and social institutions other than publicly provided services
 - The roles of employers and the general public in fostering capacities to overcome challenges

RESILIENCE

The capacity to **prepare** for disruptions, **recover** from shocks and stresses, and **adapt** and **grow** from a disruptive experience.


#RebuildBETTER

Rockefeller Foundation



Resilience: the ability to resist, absorb, recover from or successfully adapt to adversity or a change in conditions.

-Department of Homeland Security, Risk Lexicon 2008

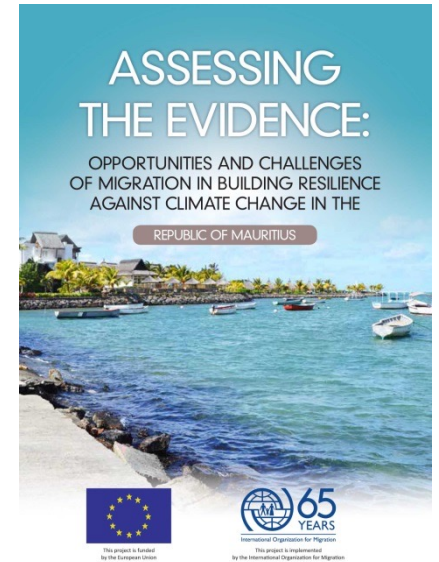


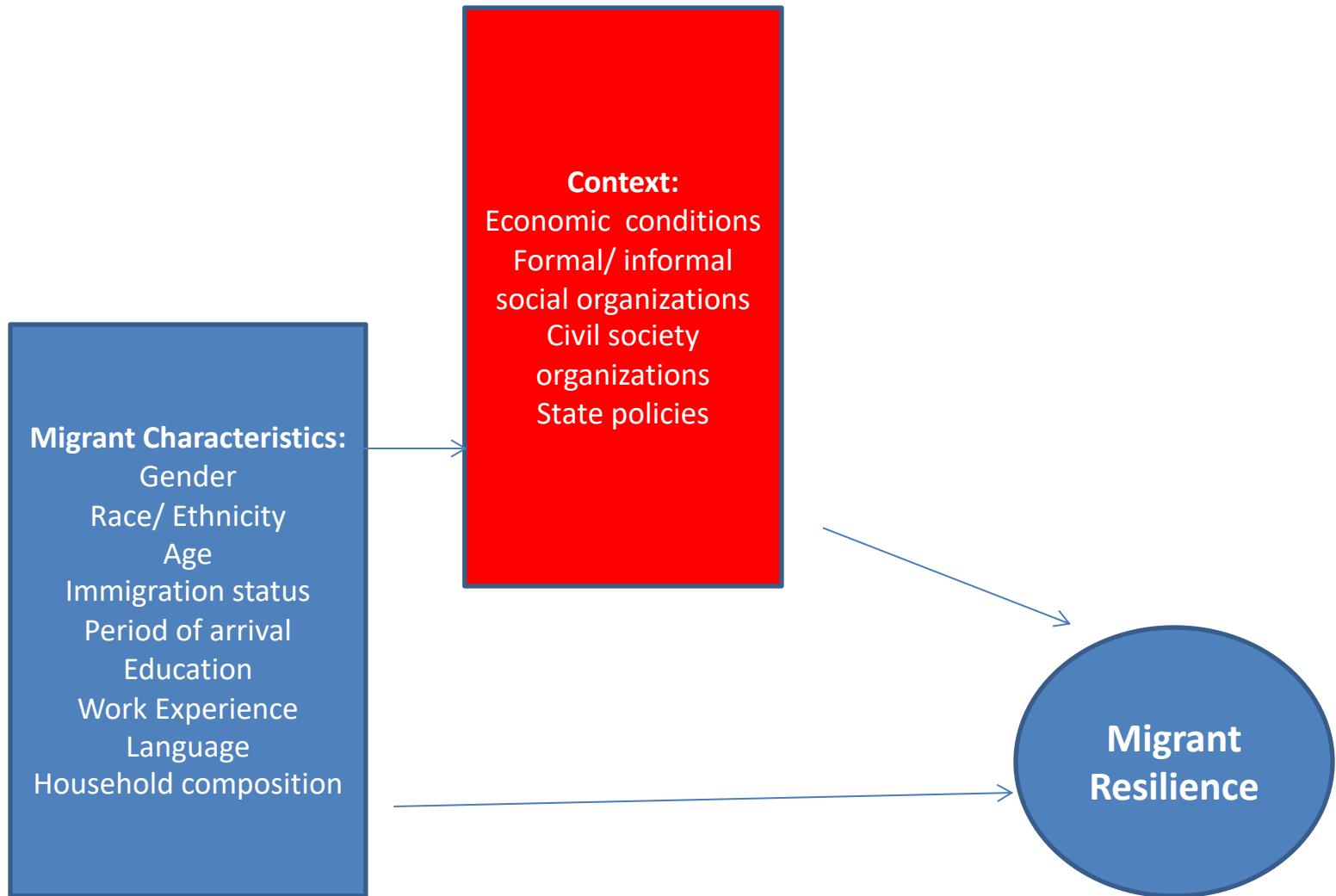
To develop our individual and collective capacity to cope and create. To balance flexibility and continuity.

McConnell Foundation

Migrant Resilience

- Studies of forced displacement due to conflict or climate change.
- Comparative studies of US cities' capacities for immigrant integration

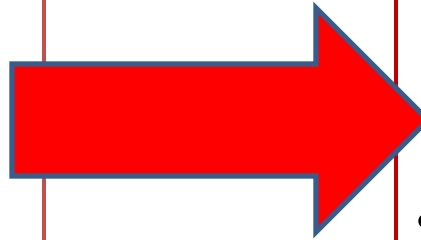




Proposed Determinants of Migrant Resilience

RESEARCH PLANS

- Examine migrant resilience
- Investigate how social institutions affect resilience
- Pilot institutional interventions to enhance resilience



- CITY NETWORKS
 - York Region
 - City of Toronto
 - Ottawa
 - Gatineau
 - Montreal
 - Kitchener-Waterloo
 - *Sherbrooke*
 - Windsor
- Academic, government, NGO, migrant communities, and employers

1st Project Goal

- **Examine migrant resilience**
- Four assumptions about migrant resilience:
 - cannot be measured directly.
 - emerges over time.
 - is relational.
 - is multifaceted:
 - Economic self-sufficiency
 - Civic engagement
 - Identification with the society

Examining Resilience: Issues

- Longitudinal or cross-sectional or both?
- Individual, household or community?
- Which measures in each aspect of daily life?
 - Economic self-sufficiency
 - Civic engagement
 - Identification and sense of belonging
- Quantitative/ qualitative or both?
- Secondary and primary data?
- What can we learn from other projects, e.g. integration indices?

2nd Project Goal

- **Examine how social institutions influence migrant resilience**
 - Explicitly urban focus
 - Diverse urban contexts
 - Variety of institutions:
 - Formal vs. informal
 - Public sector, NGO, private sector, religious, community-based
 - Interactions among institutions
 - Multiple paths of influence



Evaluating the Impacts of Institutions: Issues

1. Community mapping

- Which social institutions?
- What characteristics of institutions and their activities?
- How to characterize institutional interrelations and interactions, the institutional ecosystem?

2. Case Studies

- What time period?
- Subjective and/ or objective measures?
- How do we trace number, nature, and quality of contacts with institutions?
 - Recall
 - Longitudinal

3rd Project Goal

- **Pilot institutional strategies to enhance migrant resilience**
- Pilots are selective, only in some Ontario and Quebec urban areas.
 - How do we evaluate the impact of the pilots' specificities?
 - Should pilots always be undertaken in both provinces, in cities of different sizes and with different histories of migration?

Research Underway

- Review of recent literature about resilience and migration
- Upcoming studies of:
 - Resilience in policy discourses
 - Environmental scans of services and other amenities available to migrants
 - Survey of permanent residents about settlement experiences modelled on *Making Ontario Home*

QUESTIONS/ COMMENTS



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