



Citizenship and
Immigration Canada

Citoyenneté et
Immigration Canada



Citizenship and Immigration Canada

Fostering an Integrated Society: An Aspiration or a Reality?

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Canada 



Overview

- Current context & drivers
- Legislation & policy frames
- Immigration system
- Settlement
- Citizenship
- How we work together
- Taking stock of outcomes
- Challenges to tackle
- CIC Strategic Plan & key actions
- FPT vision & framework
- Collective outcomes & indicators





Canada is a diverse country...

- **Three pillars of diversity:**

- Aboriginal population (3.8% of total population in 2006)
- Linguistic duality: French (22%) and English (67%)
- Increasing ethno-cultural and religious diversity

- **Increasing diversity:**

- 16.2% (5 million) are visible minorities, of whom 67% were born outside Canada
- 215 ethnic origins and increased multiple origins
 - 47% of Canadians self-identify at least partial origins other than British, French or Canadian
- One-fifth of Canadians are foreign-born
- Growth of non-Christian religions
 - Numbers of people in Canada affiliated with Islam, Buddhism, Hinduism and Sikhism doubled or nearly doubled from 1991 to 2001

- **2031 Projections**

- Between 25% and 28% of population foreign born
- Between 29% and 32% belong to visible minority group
- 14% of population expected to belong to a non-Christian religion





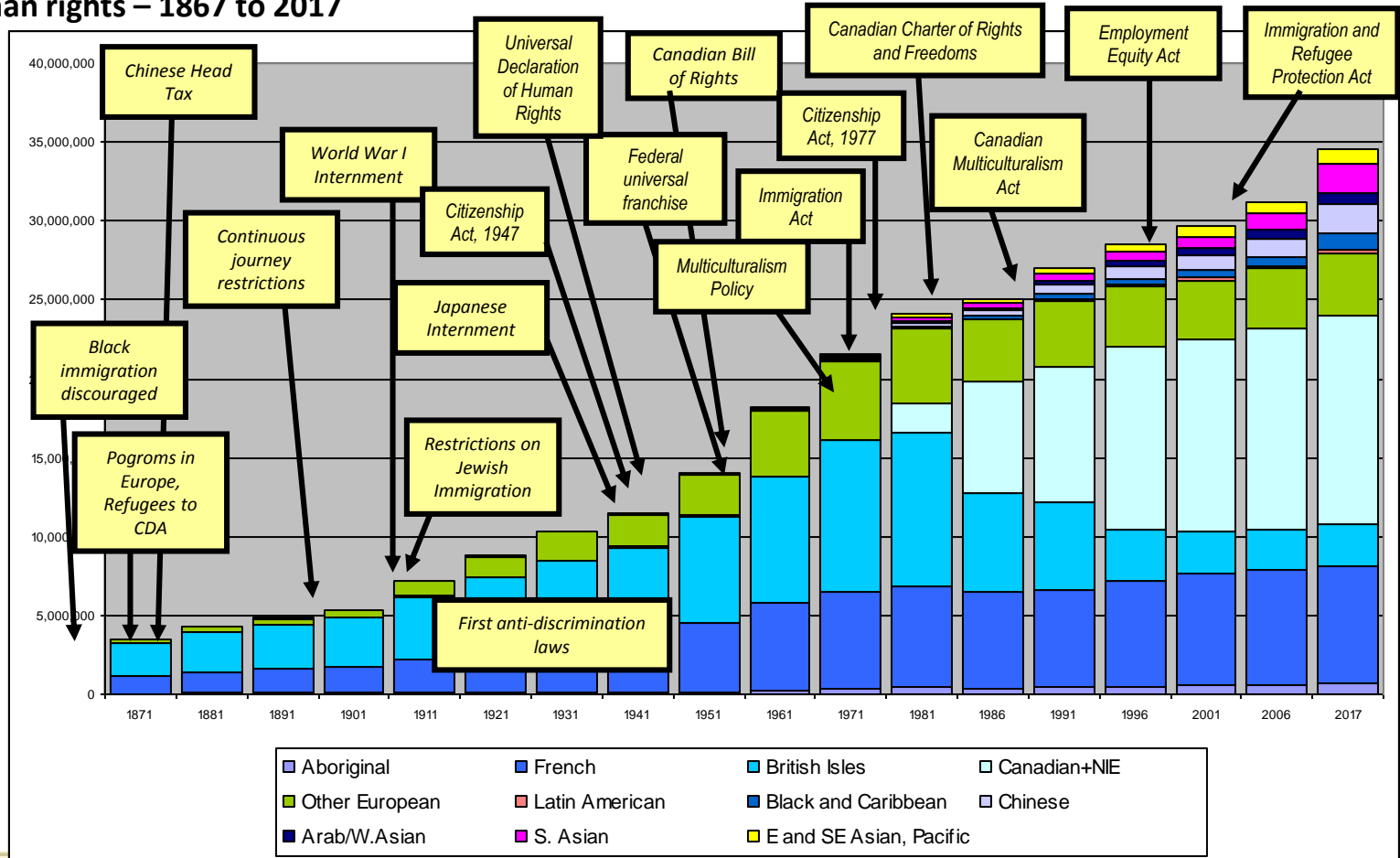
... with a history of accommodation and integration

- Canada has always been a diverse country with Aboriginal, French and British cultures
- As part of our diversity, long tradition of balance between integration and accommodation
- Examples include:
 - Aboriginal treaties: Treaties, while not always observed, illustrate history of recognition and accommodation not present in all countries
 - Quebec Act (1774): Guaranteed free practice of Catholic faith and restoration of French civil law for private matters illustrate effort to accommodate French traditions - rights Catholics in England did not enjoy at the time
- This practice of accommodation has helped frame how Canada integrated newcomers in the past and today



Legislation has reflected population shifts

Legislative change concurrent with population shifts, historical events, increased equality, democratization, and human rights – 1867 to 2017



Relevant Federal Legislative Framework

Overall Framework

1960: *Canadian Bill of Rights*

1962: First immigration regulations to eliminate racial discrimination

1971: Multiculturalism policy

1976: *Immigration Act* - Non-discrimination

1977: *Citizenship Act*

1982: *Canadian Charter of Rights and Freedoms* recognizes multicultural character of Canada

1988: *The Official Languages Act*

1988: *Canadian Multiculturalism Act*

Canadian Constitution Act (1867, 1982)

- Responsibility for immigration, including integration, is shared among the federal government and the provinces and territories.
- In the event of a conflict between federal and provincial legislation, federal legislation will prevail

Immigration and Refugee Protection Act (IRPA) (2002)

- IRPA affirms the fundamental principles of non-discrimination and universality in immigration (contained in the *Immigration Act (1976)* & provides authority for settlement programs.

Canadian Multiculturalism Act (1988):

- Recognizes the diversity of Canadians as a fundamental characteristic of Canadian society and makes a commitment to:
 - Promote the full and equitable participation of all individuals and communities of all origins;
 - Eliminate barriers to that participation;
 - Encourage and assist all Canadian institutions to be both respectful and inclusive of Canada's multicultural character; and also

Citizenship Act (1977)

- Lays out inclusive, welcoming requirements for citizenship;
- Affirms all citizens have the same rights and obligations, regardless of whether citizens by birth or naturalisation





Multiculturalism Policy and Act

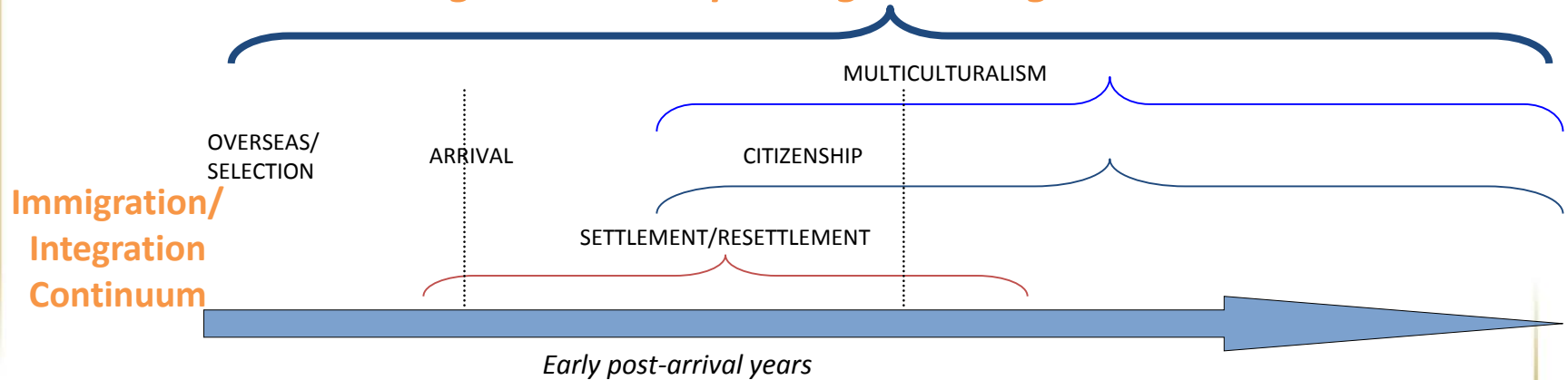
- Modern integration policies developed initially as response to Royal Commission on Bilingualism and Biculturalism (1963-1969)
 - Royal Commission responded to rising nationalist feelings in Quebec with mandate to examine state of bilingualism and cultural relations – continuation of French/English practice of accommodation
- Royal Commission led to adoption of multicultural framework (Multiculturalism Policy 1971) – later reaffirmed in legislation with adoption of *Canadian Multiculturalism Act* in 1988
- Integration always been central to Multiculturalism policy – retention and fostering ethno-cultural identity was means to encourage full participation in Canadian society
- As immigration patterns have shifted, having solid legislative framework in place (and accepted by most Canadians) has helped Canada deal with new levels and types of diversity
- Within this legislative framework, Canada's suite of programs that facilitate integration have also shifted to be more responsive to new realities





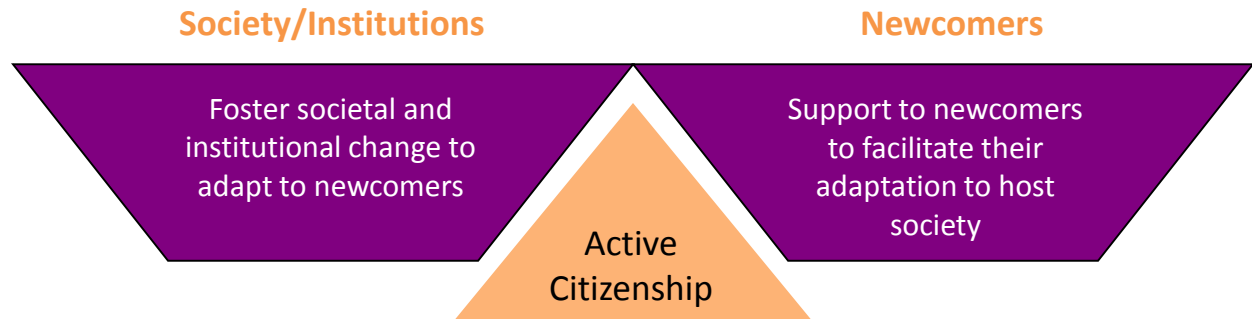
Policy Frame

Programs overlap along the integration continuum



Programs contribute to both sides to differing degrees

Two-Way Street



CIC Programs Along the Immigration Continuum

Pre-Migration

Selection:

Selecting skilled immigrants, reuniting families, protecting refugees

Early Post-Arrival Years/Settlement

Settlement/Resettlement:

Overseas orientation, credential recognition, access to information, language acquisition, community connections

Long-Term Integration Second Generation

Citizenship:

Naturalisation, citizenship promotion and basic civics

Multiculturalism:

Public Education programs (e.g., Mathieu da Costa Challenge), Grants and Contributions program (e.g., at-risk cultural youth engagement), Historical Recognition programs (e.g., Community Historical Recognition Program), Produce an annual report on the operation of the Canadian Multiculturalism Act

CIC PROGRAMS

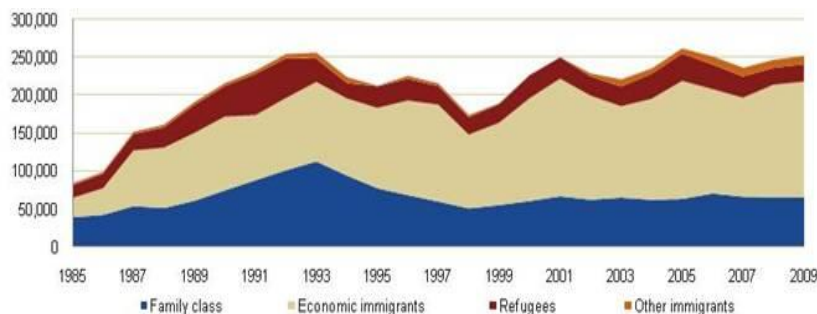


Pre-Migration: The Canadian Immigration System

Intake of Permanent Residents by Immigration Category

Category	3 year avg. (2007-2009)
Economic Class	144,604
Family Class	65,673
Refugees	24,220
Other Immigrants	10,894

Intake of Permanent Residents
by Immigration Category --1985 to 2009



Intake of Permanent Residents by Source Country

Top 10 Source Countries	3 Year Avg. (2007-2009)
China	28,466
India	25,573
Philippines	23,356
United States	10,463
United Kingdom	8,979
Pakistan	7,937
France	6,403
Korea	6,325
Iran	6,246
Morocco	4,306

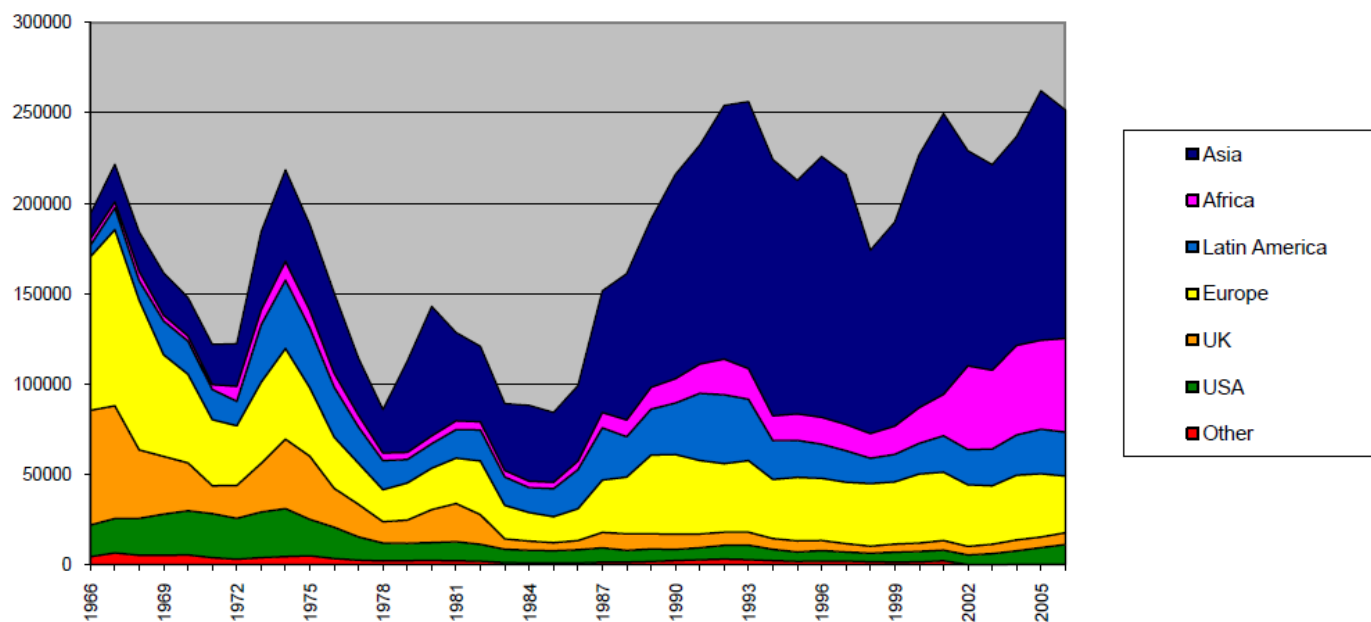
Intake of Temporary Residents by Category

Category	3 year avg. (2007-2009)
Temp. Foreign Workers	178,517
Students	79,569



Changing Scale and Source Mix

Immigrant landings, Canada, by world region, 1966-2006





Settlement: A Shared Responsibility

- CIC Settlement Programming provides support and services to newcomers to assist in their settlement and long term integration in Canada
 - help newcomers contribute to economic, social and cultural development needs of Canada
 - encourage participation by a range of players in the provision of settlement services and fostering welcoming communities for newcomers.
- Provinces provide settlement support and services in areas such as language training; labour market integration; recognition of foreign credentials; business development and youth integration.
- Challenges of Federal Provincial Territorial Collaboration: differing opinions on governance, differing socio-economic conditions, immigrant profiles and funding arrangements.





Settlement Programming in Evolution

1870-1980s

- Mostly low-skilled labourers
- European descent
- Low settlement and integration needs

- Pre – 1950s: **community and private sector assistance**
- 1950-1967: **The Settlement Service** – reception and advice; funding for not-for-profits
- 1967: The Department of Manpower and Immigration – focus on needs of employers and employees
- Precursors to current settlement programming: **ISAP (1974), RAP (1978), Host (1984)**

1990s - Present

- Shifting demographics
- Declining immigrant outcomes
- Complex settlement and integration needs

- Early 1990s: Federal Immigrant Integration Strategy (1990), **LINC** (1992), Settlement Renewal Consultations (1994-95)
- Greater federal willingness to devolve responsibility and **growing Provincial-Territorial interest** in integration leads to a **mixture of settlement delivery models**, including an explicit role for **municipalities** under the Canada Ontario Immigration Agreement
- Immigration agreements Quebec (1991), Manitoba (1996), B.C. (1998), Ontario (2005), Alberta (2007)
- From 2008: The **modernized approach** to settlement programming
 - Focus on improved newcomer outcomes
 - New policy frameworks, performance measurement strategy





Current Settlement Context

- Speech from the Throne (2010)
 - “...the best solutions to the diverse challenges confronting Canada’s communities are often found locally”.
 - “Our Government will take steps to support communities in their efforts to tackle local challenges”.
- CIC’s modernized approach to settlement programming is intended to better respond to newcomer needs in support of improved settlement and longer-term integration outcomes.
 - Focused on outcomes in the following areas: Orientation; Language and Skills; Labour Market Access; Welcoming Communities; and Policy and Program Development.
- Activities under Welcoming Communities, including the Local Immigration Partnerships (LIPs), support newcomers to form social networks and connect to Canadian society while also engaging communities and neighbourhoods to welcome newcomers and support their full participation.



Modernised Settlement Program

In 2008 moved from a suite of programs...	...to a single Program using a suite of services that can be combined to achieve outcomes	
	Expected Results	Activity Streams
Language Instruction for Newcomers to Canada (LINC)	A. Orientation Newcomers make informed decisions about their settlement and understand life in Canada B. Language/Skills Newcomers have language/skills needed to function in Canada	Needs Assessment and Referrals Determine eligibility, assess needs, and refer newcomers to other services Information and Awareness Services Provide pre- and post-arrival information
Immigrant Settlement and Adaptation Program (ISAP)	C. Labour Market Access Newcomers obtain the required assistance to find employment commensurate with their skills and education D. Community Connections Newcomers receive help to establish social and professional networks so they are engaged and feel welcomed in their communities	Language Learning and Skills Development Language and skills development training Employment-related Services Search, gain, and retain employment Community Connections Establish a social and professional network
Host Program	E. Policy and Program Development To ensure effective delivery and achieve comparable settlement outcomes across Canada	Support Services Help to access settlement services

Settlement Services Snap-Shot 2009-2010

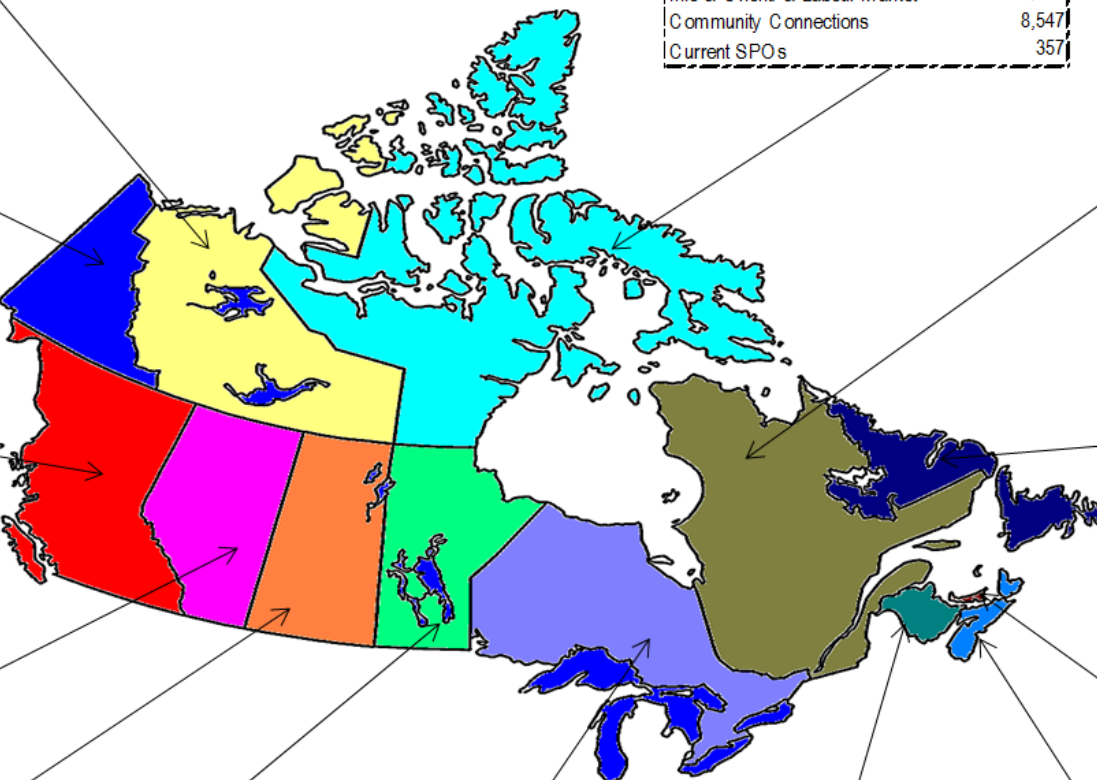
Northwest Territories	
Funding	\$612,413
Population (2009)	43,529
Immigrants (2009)	107
Refugees (2009)	2
PNP (2009)	-
# of Clients who received services:	
Language	29
Info & Orient. & Labour Market	14
Community Connections	0
Current SPOs	1

Yukon	
Funding	\$571,080
Population (2009)	34,246
Immigrants (2009)	174
Refugees (2009)	-
PNP (2009)	100
# of Clients who received services:	
Language	21
Info & Orient. & Labour Market	29
Community Connections	6
Current SPOs	1

British Columbia	
Funding	\$120,729,982
Population (2009)	4,510,900
Immigrants (2009)	41,438
Refugees (2009)	1,633
PNP (2009)	4,708
# of Clients who received services:	
Language	TBD
Info & Orient. & Labour Market	TBD
Community Connections	TBD
Current SPOs	5

Alberta	
Funding	\$58,536,986
Population (2009)	3,724,800
Immigrants (2009)	27,017
Refugees (2009)	2,237
PNP (2009)	5,325
# of Clients who received services:	
Language	14,122
Info & Orient. & Labour Market	19,936
Community Connections	1,466
Current SPOs	51

Saskatchewan	
Funding	\$8,030,275
Population (2009)	1,041,700
Immigrants (2009)	6,890
Refugees (2009)	646
PNP (2009)	5,031
# of Clients who received services:	
Language	2,234
Info & Orient. & Labour Market	2,342
Community Connections	763
Current SPOs	23



Manitoba	
Funding	\$27,941,126
Population (2009)	1,232,700
Immigrants (2009)	13,520
Refugees (2009)	1,098
PNP (2009)	10,152
# of Clients who received services:	
Language	TBD
Info & Orient. & Labour Market	TBD
Community Connections	TBD
Current SPOs	1

Ontario	
Funding	\$390,781,775
Population (2009)	13,167,900
Immigrants (2009)	106,867
Refugees (2009)	12,651
PNP (2009)	1,271
# of Clients who received services:	
Language	54,650
Info & Orient. & Labour Market	108,133
Community Connections	5,436
Current SPOs	246

Nation-Wide	
Funding	\$856,621,093
Population (2009)	34,019,000
Immigrants (2009)	252,179
Refugees (2009)	22,846
PNP (2009)	30,379
# of Clients who received services:	
Language	73,693
Info & Orient. & Labour Market	135,543
Community Connections	8,547
Current SPOs	357

Nunavut	
Funding	\$434,030
Population (2009)	32,900
Immigrants (2009)	10
Refugees (2009)	-
PNP (2009)	-
# of Clients who received services:	
Language	-
Info & Orient. & Labour Market	-
Community Connections	-
Current SPOs	-

Quebec	
Funding	\$234,200,000
Population (2009)	7,886,100
Immigrants (2009)	49,493
Refugees (2009)	4,057
PNP (2009)	80
# of Clients who received services:	
Language	TBD
Info & Orient. & Labour Market	TBD
Community Connections	TBD
Current SPOs	3

Newfoundland	
Funding	\$1,880,669
Population (2009)	510,900
Immigrants (2009)	603
Refugees (2009)	145
PNP (2009)	180
# of Clients who received services:	
Language	242
Info & Orient. & Labour Market	450
Community Connections	94
Current SPOs	2

Prince Edward Island	
Funding	\$1,915,475
Population (2009)	141,600
Immigrants (2009)	1,723
Refugees (2009)	79
PNP (2009)	1,532
# of Clients who received services:	
Language	660
Info & Orient. & Labour Market	1,067
Community Connections	144
Current SPOs	4

New Brunswick	
Funding	\$4,219,820
Population (2009)	751,300
Immigrants (2009)	1,913
Refugees (2009)	132
PNP (2009)	1,167
# of Clients who received services:	
Language	662
Info & Orient. & Labour Market	955
Community Connections	76
Current SPOs	12

Nova Scotia	
Funding	\$6,767,461
Population (2009)	940,500
Immigrants (2009)	2,424
Refugees (2009)	166
PNP (2009)	833
# of Clients who received services:	
Language	1,243
Info & Orient. & Labour Market	3,076
Community Connections	565
Current SPOs	7



Long-Term Integration: Citizenship

- Prior to 1947, Canadian nationals legally British subjects
 - The *Citizenship Act* 1947: independent nationhood
 - Five year residency period; could not hold multiple citizenship; gender discrimination; could be involuntarily revoked; unlimited citizenship by descent; citizenship ceremony
 - 1977 *Citizenship Act* : encouraging naturalization
 - Three year residency; accepted multiple citizenship; no gender discrimination; no involuntary loss of citizenship, unless fraudulently obtained; citizenship ceremony
 - 2009 amendment : integrity of status
 - Citizenship by descent allowed only if one parent was either born or naturalized in Canada. Removes possibility of citizenship being passed on to endless generations of Canadians born abroad



First official Canadian Citizenship ceremony January 3, 1947 at the Supreme Court building, Ottawa, Canada.



(Front row: l.-r.): Naif Hanna Azar from Palestine, Jerzy Wladyslaw Meier from Poland, Louis Edmon Brodbeck from Switzerland, Joachim Heinrich Hellmen from Germany, Jacko Hrushkowsky from Russia, and Anton Justinik from Yugoslavia.

(Back row: l.-r.): Zigurd Larsen from Norway, Sgt. Maurice Labrosse from Canada, Joseph Litvinchuk, Roumania, Mrs. Labrosse from Scotland, Nestor Rakowitza from Roumania and Yousuf Karsh from Armenia with Mrs. Helen Sawicka from Poland



Citizenship Objectives

- Inclusive approach to citizenship that:
 - Encourages and facilitates naturalization by permanent residents
 - Enhances the meaning of citizenship as a unifying bond
- Viewed as a tool for nation building that helps foster a shared identity and a sense of belonging





Evolution of Approaches

Period	Dominant Approach	Components of Approach	Summary Statement
1960s-1970s	National Identity and National Unity	Connecting across differences Articulating Canadian values	"National unity if it is to mean anything in the deeply personal sense, must be founded on confidence in one's own individual identity; out of this can grow respect for that of others and a willingness to share ideas, attitudes and assumptions. A vigorous policy of multiculturalism will help create this initial confidence. It can form the base of a society which is based on fair play for all" -Prime Minister Pierre Trudeau
1980s-early 1990s	National Unity	Loyalty and commitment to Canada Rights and obligations	"The federal government regards citizenship as a cornerstone of national unity and is resolved to buttress it with new legislation" -Secretary of State David Crombie
1993-2001	Social Cohesion	Values Hope Trust/ Reciprocity	"Social cohesion is the ongoing process of developing a community of shared values, shared challenges and equal opportunity in Canada based on a sense of hope, trust and reciprocity among Canadians." -Definition of social cohesion used by PRI's work in this area
2001-2003	Shared Citizenship	Contact Culture Values	The Canadian Way in the 21 st Century" - "Canada has become a post-national, multicultural society. It contains the globe within its borders, and Canadians have learned that their two international languages and their diversity are a comparative advantage and a source of continuing creativity and innovation." -Prime Minister Jean Chrétien
2003-2006	Social Inclusion Social Capital	Values Connections	"And you see the importance of national will in protecting the values that define and inspire us. Let us understand that within our Charter of Rights are enshrined our basic freedoms – and we as a nation of minorities must never allow these fundamental rights to be compromised if we are to protect our national character and our individual freedom. And let us understand that the pride we take in our diversity, our linguistic duality and our rich multicultural society, the satisfaction with which we present ourselves to the world as a country of inclusion, will ultimately erode and be lost if we are not vigilant, if we do not vigorously combat racism and exclusion, if we do not together stare into the face of hate and declare: This is not our Canada." -Prime Minister Paul Martin
2006 -	Integrated Society	Values Rights and Responsibilities Active, Connected, Productive citizens	"I want to see an integrated society based on active and engaged citizens, not a series of separated ethnocultural silos. I want Canadians, whether they've been here for a few months or all of their lives, to embrace our shared values, our shared history and institutions. I want newcomers to integrate into our proud and democratic Canadian society and I want us all to work together to invest in and help strengthen the prosperity of a country that continues to attract newcomers." -CIC Minister Jason Kenney



1860s- 1900s
fill Prairies
with farmers

Pre-1930s
low skilled
workers,
farmers

1940-1950s:
diversity of skills,
training,
occupations.

Today: higher
education and
skills levels

Source
countries

Immigration

Integration

Pre – 1950s:
community
and private
sector
assistance

1950 – 1967:
reception and
advice; funding for
not-for-profits

1967: focus on
needs of
employers and
employees.

2008: Focus on
building active
productive citizens

Multiculturalism

1971, Canada became the
first country in the world to
declare multiculturalism as
official state policy

1988:
Multiculturalism Act:

- Build an integrated society
- Improve responsiveness of institutions
- International engagement



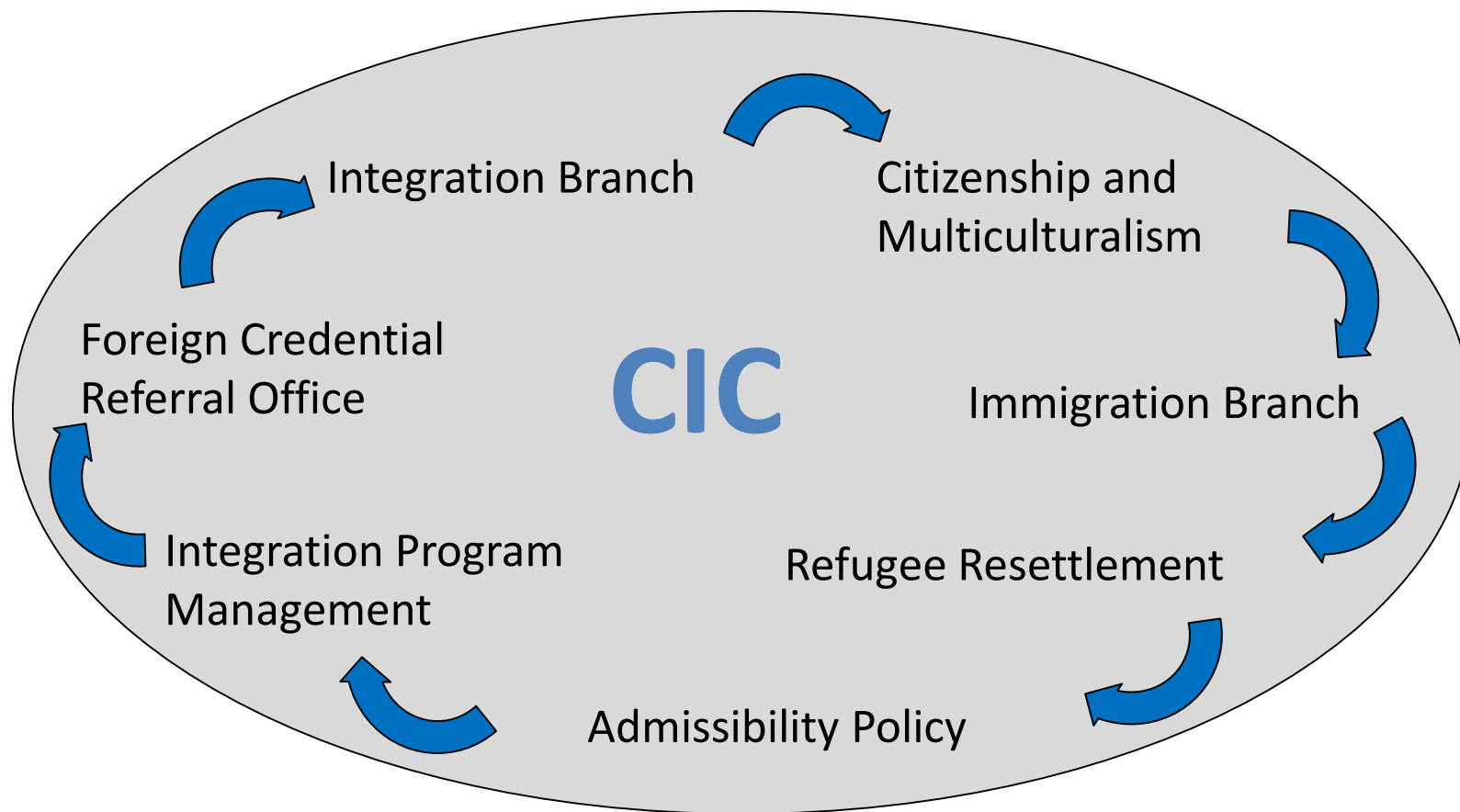
Inclusive -
encourages
newcomers to
become Citizens.

A permanent resident must:

- Reside in Canada for three years
- Pass a test demonstrating knowledge of English or French, of Canada, and of citizens' rights and responsibilities
- Cannot be a security risk or criminally prohibited



Supporting Federal Structure: Department of Citizenship and Immigration Canada





Foreign Qualifications

- **Pan-Canadian Framework for Recognition of Foreign Qualifications**
 - The FQR Framework commits federal, provincial and territorial governments to work together to eliminate barriers to credential recognition. Ten regulated occupations are targeted for implementation by December 31, 2010, and an additional six occupations by 2012.
 - Work is guided by the Framework's vision, which is to support a fair and competitive labour market environment where immigrants have the opportunity to fully use their education, skills and work experience for their benefit and for Canada's collective prosperity.
 - While the Forum of Labour Market Ministers has the lead responsibility for the FQR Framework, there is significant participation by immigration departments and ministries in its implementation. As part of the Framework implementation, CIC's Foreign Credentials Referral Office (FCRO) is taking the lead on the pre-arrival component of the Framework to provide pre-arrival support to prospective immigrants. CIC's Foreign Credential Referral Office (FCRO) is working together with HRSDC, the federal lead, and Health Canada, as well as provinces, territories and other stakeholders on the implementation of the Framework.





Citizenship Action Plan

Strengthening Canadian Citizenship— an important pillar of an integrated society

Objectives

Provide access to essential knowledge base for citizenship

Enhance respect for democratic values and status of citizen

Ensure integrity of naturalization process and promote civic responsibility

Key Initiatives

- ✳ New citizenship study guide – Discover Canada
- ✳ Changed citizenship test
- ✳ Changes to language testing
- ✳ Making citizenship ceremonies more meaningful
- ✳ Improving tools for citizenship education and promotion
- ✳ Improving client service via improved processing times
- ✳ Measures to address fraud
- ✳ Streamlined revocation process



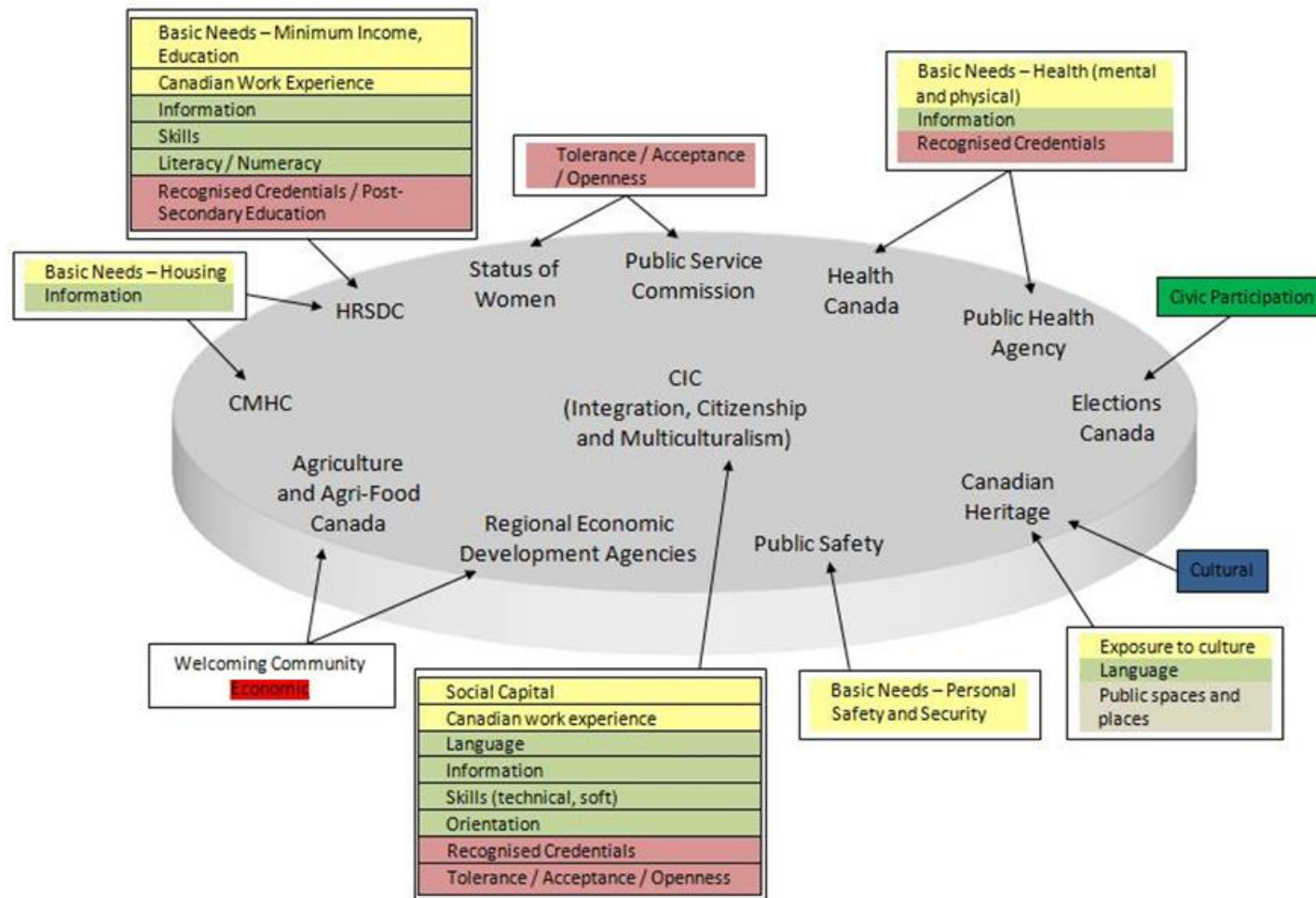


Multiculturalism

- Multiculturalism Program's new objectives
 - Build An Integrated, Socially Cohesive Society by:
 - Building bridges to promote intercultural understanding;
 - Fostering citizenship, civic memory, civic pride, and respect for core democratic values grounded in our history;
 - Promoting equal opportunity for individuals of all origins.
 - Improve the Responsiveness of Institutions to the Needs of a Diverse Population by:
 - Assisting federal and public institutions to become more responsive to diversity by integrating multiculturalism into their policy and program development and service delivery.
 - Actively Engage in Discussions on Multiculturalism and Diversity at the International Level by:
 - Promoting Canadian approaches to diversity as a successful model while contributing to an international policy dialogue on issues related to multiculturalism.
- Strategic Framework for Multiculturalism Inter-Action Grants and Contributions Program
 - Currently implementing a new streamlined approach to Multiculturalism G&C program that will support the new Program objectives
 - New approach will include a Call for Proposals process that will be announced soon
- Anti-racism framework
 - With the first five years of Canada's Action Plan Against Racism (CAPAR) coming to an end, now is an appropriate time to renew our existing approach to racism
 - Currently soliciting input from stakeholders on elements of a new approach



Federal Inter-Departmental Structure





Taking Stock: Generally Successful Integration Outcomes

- High rates of naturalization indicate a strong desire to be part of Canada
 - 85.1% of all eligible immigrants naturalize
 - 91% of recent immigrants expressed their intent to settle permanently and become Canadian citizens six month after landing
- Immigrants are just as politically active or engaged as the Canadian-born
 - Newcomers initially have lower voting rates than the Canadian-born, but participation increases with length of residence, up to 80% among those who have lived in Canada for more than 25 years.
 - Immigrants are active volunteers
- Immigrants also have a strong sense of belonging...
 - In 2003, 84% of recent immigrants who arrived since 1990 felt a sense of belonging to Canada
 - An *Ipsos Reid* survey showed that 81% of first generation Canadians and 88% of second generation Canadians expressed a strong sense of belonging, compared to 79% of the general population
- Many have a positive view of their immigration experience to Canada
 - 73% have indicated that their expectations have been exceeded, met or improved upon
 - A similar proportion (72%) believed they made the right decision to come to Canada





...and positive outcomes for second generation Canadians

- Second generation Canadians, on average, have equal or better economic outcomes than those with Canadian-born parents - a unique finding among OECD countries
 - 20% of men and 25% of women had at least an undergraduate degree. In contrast, fewer than 15% of men with both parents born in Canada had an undergraduate degree.
 - In 2000, second generation women had higher employment rates (72% vs. 69%) and earned an average of just over \$27,000, compared with less than \$25,000 for women with Canadian-born parents.
 - Second generation men had comparable employment rates to those whose parents were born in Canada (77.9% vs. 77.5%), and also tended to have slightly higher annual earnings \$41,490 vs. \$39,098 than those with Canadian-born parents.





...but there are areas of concern

- Earnings and employment rates of recent newcomers in the past decade or so have declined compared to the Canadian-born and more established immigrants
 - In 2005, immigrant men earned 63 cents for every dollar earned by a Canadian-born male worker. Twenty-five years ago the ratio was 85 cents. There was a more dramatic drop for immigrant women – 85 cents to 56 cents.
 - Incidence of low income among new immigrants was 21.4% in 2004, two times high than among non-immigrants. Higher rates for refugees and family class immigrants.
- An uneven geographical settlement pattern
 - Concentration of newcomers in large census metropolitan areas and distinct locales within cities; concerns about an uneven distribution of the benefits of immigration, and potential social isolation or socio-economic disadvantage of newcomers as a result of residential concentration,
- Challenges related to cultural adaptation
 - Cultural adaptation can be difficult when cultural norms and practices come into conflict with existing Canadian traditions and laws.
 - Some cultural practices violate equality rights or are criminal offences in Canada's laws, and do not lend themselves to accommodation.
 - Honour-based family violence, female genital mutilation, and early or forced marriages.
 - In Canada, a number of criminal cases that are allegedly motivated by the need to preserve family honour have been reported in the media.
 - The UN Population Fund estimates that at least 5,000 deaths due to perceived violations in family honour take place annually around the globe.





Question:

Integrated Society - Aspiration or Reality?

Answer:

Both – with many reasons to be optimistic and a few areas for concern.





Reasons for Optimism

- Gaps between newcomers/minorities and “mainstream”/Canadian-born are closing in many areas
- More actors are involved in creating/maintaining welcoming communities
- Immigration-driven diversity is more evident in more communities
- Solid public support, especially among younger cohorts





Reasons for Concern

- Growing concern with the possibility that some newcomers and minorities may be actively resisting integration.
- The absence of an empirical evidence-base on many of the issues covered under this category impedes an informed policy discussion.





Challenges to Tackle

- General Inclusion / Exclusion Issues
- Newcomer/Minority Specific Issues
- Evidence Based / Performance Measurement
- Collaboration/Co-ordination/Best Practices/Innovation





CIC's 5 Year Strategic Plan

- Six Strategic Goals:
 - Immigration that supports a prosperous future for Canada
 - A renewed tradition of refugee protection and support for families
 - **An integrated society with a strengthened commitment to citizenship**
 - A healthy, safe and secure Canada
 - A transformed, innovative suite of programs and services
 - Strong management excellence and accountability





An Integrated Society

- Integration challenges are addressed and appropriate policy interventions are taken to **support optimal outcomes** for newcomers and citizens.
- Promotes intercultural and interfaith dialogue, **supports enduring bonds** between all communities, and **strengthens social cohesion**.
- An cohesive approach to this policy area enables CIC to **build a Canada where everyone can participate and succeed to their full potential**.





Our Key Strategic Actions

1. **Developing a framework for settlement programming, that supports positive newcomer settlement outcomes**
2. Collaborating with partners to implement the Pan-Canadian Framework for the Assessment and Recognition of Foreign Qualifications
 - Including expansion of the overseas platform for prospective immigrants.
3. Further developing and implementing the Citizenship Action Plan
 - Placing an emphasis on the responsibilities citizenship carries and on the rights it confers
 - Developing measures to support civic literacy
 - And helping Canadians understand, value and practice their citizenship





Our Key Strategic Actions (continued)

5. Developing a policy framework for language assessment
6. Implementing the Multiculturalism Program's new objectives
7. Developing and implementing a strategic framework for the Multiculturalism Inter-Action Grants and Contributions Program
8. Continuing to advance Canada's anti-racism framework
 - including activities to combat anti-Semitism.





Vision Statement & Outcomes

“Welcoming and supporting newcomers to join in building vibrant communities and a prosperous Canada”

- Canada is a destination of choice
- Immigration contributes to increased economic growth, innovation, entrepreneurship and competitiveness
- The benefits of immigration are shared across Canada
- Communities welcome and support newcomers
- Immigrants participate to their full potential, economically and socially
- The immigration system is trusted and valued
- Social and humanitarian commitments are strengthened

Endorsed by FPT Ministers responsible for immigration, June 14-15 2010





Moving Forward

Opportunity to develop a principles-based Pan-Canadian settlement framework

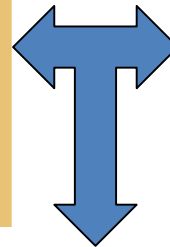
GOAL

Establish a coherent and consistent pan-Canadian approach for settlement programming

ACTIVITIES

Determining National Settlement Outcomes

- FPT agreement on desired outcomes and indicators of success (Fall 2010)
- Development of evidence base on newcomer outcomes and effectiveness of service delivery mechanisms (Fall 2011)



ACTIVITIES

Achieving Strengthened Governance and Effective Accountability

- Determination of effective federal and provincial roles
- Establishment of targets and indicators to measure performance
- Development of accountability requirements

FUTURE ARRANGEMENTS

Achieving common understanding at the Federal-Provincial-Territorial levels of settlement outcomes, governance and accountability measures



RESULTS

A clarified Federal-Provincial-Territorial settlement arrangement that supports the successful integration of newcomers into the economic, civic, social and cultural spheres of Canadian society





Current Challenges and Priorities

- Integrated Society
 - Understanding links among integration, citizenship and multiculturalism
- Pre-arrival/overseas services and in-Canada orientation
 - Expanding pre-arrival services overseas and developing consistent needs assessment approaches in Canada
- Labour market outcomes
 - Focus on improving labour market outcomes for immigrants
- Language
 - Testing before arrival and developing assessment tools to measure learners' progress
- Governance and delivery models
 - Reviewing alternate service delivery models (e.g. vouchers) and the role of municipalities
- Engagement of stakeholders
 - Building capacity of existing and new stakeholders to contribute to integration e.g. employers
- Measuring outcomes
 - Strengthening accountability, improving reporting on outcomes across Canada and informing national policy and programs





Annexes

- International Comparisons
- Taking Stock: Economic
- Taking Stock: Social
- Taking Stock: Cultural
- Taking Stock: Political / Civic



Annex: International Comparisons

	Canada	US	Australia	New Zealand	Germany	Denmark
Who has jurisdiction?	Federal government, Provinces, and Territories.	Federal government, States and Local Government.	Federal government	Central government.	Federal government, Federal states and local authorities.	National agencies and municipalities.
Program Description	Information/orientation courses; language courses; labour market courses; Welcoming communities; interpretation services.	Information/orientation courses and language courses.	Information/orientation courses; language courses; labour market courses; Living in harmony; interpretation services.	Information/orientation courses; language courses; labour market courses.	Information/orientation courses; language courses; labour market courses.	Civic orientation courses; language courses; labour market courses; on the job training.
Compulsory/Optional	Accessing settlement services is voluntary, and does not affect permanent residence status. However, a basic ability in English or French and knowledge of Canada and Canadian citizenship are compulsory requirements for citizenship.	Passing test on English and civics is mandatory for naturalization, how immigrants prepare is voluntary.	Access to settlement services is on a voluntary basis. Some employment support activities may be compulsory for some people. Failure to complete required employment support activities can result in a reduction or cessation of welfare payments.	Voluntary	Generally the integration course is voluntary. Under certain conditions foreigners can be required to attend an integration course, e.g. when they receive unemployment benefits or when they aren't able to communicate effectively in German.	Generally attendance is compulsory and has impacts on social benefits and legal status.
Annual Budget for the Integration Ministry/authorities	Total transfer payment program 2007-08 forecast spending \$732.2 million. Planned spending 2008-09 \$884.7 million	US Citizenship and Immigration Services (USCIS): ~\$2,500,000,000 FY 2008; (~\$2,569 Million CAD / March 31, 2008)* Office of Citizenship \$4,300,000	Approximately AUD 355 million in program year 2006-07. (~\$297 Million CAD / March 31, 2006)*	No information is available	The annual budget of the integration department of the Federal Office for Migration and Refugees is about 409 Million Euros (~\$664 Million CAD/ March 31, 2008)* (The budgets of other Ministries and Federal Offices are not included).	The Integration Ministry budget (2008) is approx. 58 million Euro. (~\$94 Million CAD/ March 31, 2008)*. Furthermore approx. 158 million Euro (~\$257 Million CAD/ March 31, 2008) * is used on integration, and 55 million Euro (~\$89 Million CAD/ March 31, 2008) *is used on asylum seekers.
Number of New Immigrants (2007)	236,800	1,052,400	191,900	46,800	574,800	23,500
Program Delivery	Mainly third party delivery: Non-profit organizations, public educational institutions	Public and private service providers, as well as faith based and non-profit organizations.	The program is managed by the Department of Immigration and Citizenship and delivered by 13 contracted service providers at over 250 locations throughout Australia.	Public and private service providers.	Public and private service providers.	Municipal centres, public educational institutions, private organizations.

* Bank of Canada. 10 years Currency Converter. <http://www.bankofcanada.ca/en/rates/exchform.html>

Annex: Taking Stock: Economic

Economic	What Do We Think We Know?
Annual Income	Incomes and employment rates of visible minority Canadians are consistently lower (independent of their other characteristics) (Hou and Coulombe 2010); Income for newcomers does converge with the Canadian-born after approximately twenty years (Picot, Lu and Hou 2009).
Occupation Expertise / Job Match	Newcomers often find themselves in low-income, low-skilled jobs despite high levels of qualifications (Reitz 2007). This is particularly true for immigrant women. They have comparatively high levels of education, with 18% of immigrant women having university education, compared to 14% of Canadian-born women, but are still more likely to be under or unemployed or represented heavily in manufacturing rather than in professional occupations such as education, social services, government, religion, recreation and culture (Statistics Canada 2005).
Labour Force Participation	Though below the rate of the Canadian born, the employment rates for all immigrants increased between 2001 and 2006. In fact, LSIC data suggests that within four years the employment to population ratio among the foreign-born surpassed that of the Canadian-born (Xue 2010).
Unemployment	In 2009, the unemployment rate for recent immigrants (those in Canada 5-10 years) was 13%, for very recent (less than 5 years) the rate was 15% more than double the rate of 4.9% for the Canadian-born population (Statistics Canada 2007b).
Educational Achievement	Of recent immigrants – those who immigrated between 2001 and 2006 – 51% had a university degree - more than twice the proportion of degree holders among the Canadian-born population (20%) and much higher than the proportion of 28% among immigrants who had arrived in Canada before 2001 (Statistics Canada 2008). The educational and economic outcomes of second generation Canadians (those who have at least one parent born in another country) are, on average, equal or better than those of their Canadian-born counterparts (Statistics Canada 2007).
Use of Social Services	Understandably, with long term declines in their income, recent immigrants are receiving a larger proportion of their income from government transfers than in the past. However, per capita transfers are similar to or lower than those for comparable Canadian-born individuals and families (CIC Administrative Data No Date).
Poverty Rates	According to HRSDC's Market Basket Measure (MBM), the incidence of low income, using the MBM, for all working-age economic families was 9.0%, but for recent immigrant families it was 22.3%, which was marginally higher than off-reserve Aboriginal families (22.1%), but significantly better than that for unattached 45-64 year olds (32.8%) (HRSDC 2009).
Duration of Job	In 2008, 9.7% of immigrants were working in temporary positions, slightly more than the 8.3% of Canadian-born employees. The share of immigrants who landed within the previous five years who worked in temporary positions (16%) was nearly double that of their Canadian-born counterparts. However, the share of those who landed more than 10 years earlier in temporary jobs (7.2%) was lower than that for Canadian-born employees (Statistics Canada 2009).



Annex: Taking Stock: Social

Social	What Do We Think We Know?
Associational Involvement	Initially there is a 9% gap between the Canadian and foreign-born who volunteer, but this converges over time (Vallée and Caputo 2010).
Feeling of security and belonging	First, second and further generations of Canadians feel attached to Canada and are proud to be Canadian. Indeed, the foreign-born report higher levels of attachment than the Canadian-born (Schellenberg 2004).
Intermarriage rate	4% of Canadians were in mixed unions with partners of different language, faith or racial background in 2009 (Statistics Canada 2010).
Immigrant/Host Contacts	<p>Connections among Canadians of diverse backgrounds is on the increase, even among newcomers (with length of time spent in Canada). For example according to the Ethnic Diversity Survey only 3% visible minority and Canadian-born, 3% non-visible minority and Canadian-born, 14% visible minority and foreign-born, and 6% non-visible minority and foreign-born Canadians reported that all of their friends were co-ethnics (EDS data internal analysis).</p> <p>Measures of bridging social capital suggest the negative impact of ethnic and cultural diversity on social capital found in other countries is not the case in Canada, indeed trust measures are positively correlated with diversity in Canada (Kazemipur 2009).</p>
Perceived Discrimination	<p>Perceptions of racism and discrimination emerge in multiple public opinion and statistical surveys - 20% of visible minorities and 32% of Blacks reported experiencing racism/discrimination sometimes or often in the last five years (Leger Marketing 2007, Statistics Canada 2003)</p> <p>Discrimination in employment occurs in many ways including accents and foreign-sounding names (MacDougall 2009, Oreopoulos 2009)</p> <p>Race and ethnicity account for a large part of reported hate crimes Just over half (55%) were motivated by race or ethnicity, 26% by religion and 16% by sexual orientation (Statistics Canada 2010b).</p>
Residential Concentration	<p>There is no evidence that in the aggregate newcomers and minorities are more residentially concentrated than other Canadians (Qadeer and Agrawal 2006). Between 2001 and 2006 the proportion of those of Chinese ethnicity in the Greater Toronto Area living in an ethnic enclave increased from 28% to 48.2%. However, the percentage of the enclave population NOT of Chinese origin remained almost constant shifting from 46.6% to 45%. The scale of the enclaves expanded, while the heterogeneity within the enclave remained almost identical (Qadeer, Agrawal and Lovell 2009).</p> <p>In the Canadian context study after study has concluded that Canadian cities do not yet have gettos, nor is there a racialized underclass as there is in the United States (Hiebert, Schurmann and Smith 2007).</p>
Resistance to Integration	Potential indicators include choosing not to naturalize, not voting, not contributing (economically or socially), not socializing with those unlike himself, actively withdrawing socially (living and working in an enclave; speaking only a non-official language; consuming only non-Official language media and arts/culture), maintaining close ties with country of origin, and potentially explicitly breaking ties including conflict with the law or extremist beliefs/acts.
Understanding of Canadian Institutions	<p>60% of Canadians would have failed the previous citizenship exam in comparison to 30% of the foreign-born (Ipsos Reid –Dominion Institute 2007).</p> <p>Newcomers are more likely to answer knowledge questions about the political system correctly” (Henderson 2005).</p>
Outreach Services to Newcomers	<p>CIC expends nearly \$1 billion annually on settlement services delivered by a network of more than 400 service provider organizations.</p> <p>In 2008 provincial governments reported spending in excess of \$260 million directly on the integration of newcomers (Biles 2008)</p>





Annex: Taking Stock: Cultural

Cultural	What Do We Think We Know?
Intercultural Competency	<p>Intercultural competency can be observed at both the individual and institutional level.</p> <p>Using basic public opinion data we can ascertain a significant rise in intercultural competence among younger Canadians (SOURCE).</p> <p>Similarly an ever increasing number of Canadian institutions have adopted diversity policies and have required management to undergo diversity training.</p>
Cultural participation	<p>Canadians and newcomers are generally interested in, and participate in, cultural activities of both the “mainstream” and “ethnic” cultures. Although some groups, like Italian Canadians are more likely to donate to only those cultural organizations that are focused on Italian culture (Solutions Research Group 2006).</p>
Intercultural Dialogue	<p>Given the diversity of the Canadian population, individual level intercultural dialogue happens literally everywhere a lot of the time. A quick internet search of organizations dedicated to this end yields a remarkable number of dedicated organizations.</p>
Language Proficiency	<p>The 2005 Longitudinal Survey of Immigrants to Canada (LSIC) found the two most cited difficulties for newcomers to be finding an adequate job (46%) and learning an official language (26%).</p> <p>66% of employers cited a lack of occupation-specific language proficiency as an obstacle to hiring immigrants (Lochhead & Mackenzie, 2005).</p>
Immigrant Content in Mainstream Media	<p>Immigrants adjust their media consumption habits by prioritizing and acquiring products they deem essential for life in Canada (Mahtani 2008)</p> <p>Reasonable accommodation was given a sensationalist spin in Quebec . . . “Stating that multiculturalism is no longer sends shockwaves through society” (Belkhodja 2008).</p>
Cultural Labour Force Participation	<p>While newcomers are represented within Canada’s arts labour force in rough proportion to their numbers in the labour force in general, visible minorities are 50% under-represented (Hill Strategies 2005).</p>
Level of Volunteerism	<p>Initially there is a 9% gap between the Canadian and foreign-born who volunteer, but this converges over time (Vallée and Caputo 2010).</p>
Literacy Rate	<p>The International Adult Literacy Skills Survey (IALSS), while ambiguous as to the literacy skills of newcomers, indicates that immigrants, (regardless of their length of stay in Canada) make use of written forms of English and French at levels below what is deemed essential for success in Canada’s knowledge economy. Overall, about 60% of immigrants were below Level 3 in prose literacy compared to 37% of the Canadian-born population. About 2% of the university-educated Canadian-born scored at the lowest level (Level 1) of prose literacy proficiency. In comparison, 14% of university-educated established immigrants and 18% of recent immigrants scored at this level, with a total of 47% of recent immigrants scoring below level 3 (Statistics Canada 2005b).</p>
Intercultural Events	<p>Despite critics of “song and dance multiculturalism” intercultural events like festivals serve an invaluable role in opening dialogue (Bramadat 2005). More communities seek to organize these events every year.</p>





Annex: Taking Stock: Political / Civic

Political / Civic	
Citizenship	Extremely high level of naturalization (85%) denotes a conscious effort on the part of most newcomers to join the Canadian polity (Tran, Kustec, and Chui 2005)
Voting	<p>Little evidence that newcomers in the aggregate are any less likely to try to participate in the civic/political life of Canada than the Canadian-born (Bishop 2005).</p> <p>Some evidence that some minority communities like the Chinese and Korean-origin Canadians are less likely to participate regardless of place of birth (Derouin 2004, Tossutti 2005).</p>
Political Engagement	Newcomer's political engagement converges towards the Canadian norm over fifteen to twenty years (Tossutti 2005).
Political Representation	There is a serious disparity with the representation of newcomers and minorities in elected and appointed political bodies (Andrew, Biles, Siemiatycki and Tolley 2008)
Knowledge of Rights and Responsibilities Knowledge of Canadian Politics	Newcomers are more likely to demonstrate knowledge of Canadian politics and rights and responsibilities than the Canadian-born (Henderson 2005)





Questions?

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