

Webinar Notes from Understanding Newcomer Experiences of Inclusion

Slide 1: Good afternoon, everyone, and welcome to our webinar on our preliminary findings of our Newcomer Experiences of Inclusion Research Project in Alberta. Thank you for taking the time to join us today.

In this webinar, we'll be talking about the research that we've been doing for this project so far. The webinar will be 60 minutes long, with a 45 minute presentation, and 15 minutes for Q&A at the end.

Slide 2: This project is funded by the Government of Alberta, Alberta Labour, and it is being carried out by the Centre for Race and Culture, or CFRAC for short. We will be using the acronym CFRAC throughout this presentation. In addition, we would also like to thank REACH Edmonton for their generous support in hosting this webinar with us.

Slide 3: Even though we might not be gathered in the same physical space together for this presentation, I think it's important to acknowledge the land that I myself am occupying today, and acknowledge the land that CFRAC operates on. We would like to begin by acknowledging that the land on which we gather today is Treaty 6 Territory, traditional homelands for many Indigenous peoples including Nehiyaw, Saulteaux, Niitsitapi, Metis, Dene and Nakota. With this acknowledgement, we pay our respects to the ancestors past and present who call this land home, and remind all of us gathered here today of the responsibilities we have as Treaty people to understand our shared colonial history, and work together towards a just future that includes and enriches all peoples.

I also wanted to take this time to acknowledge that the reason we're doing this presentation as a webinar due to COVID, and talk about how the COVID-19 virus disproportionately affects Indigenous peoples. Dallas Hunt and Gina Starblanket co-wrote a Globe and Mail article entitled "Indigenous Communities and Covid-19: The virus doesn't discriminate, but responses to it do" which I would highly recommend. I would also highly recommend the article that we have on the slide entitled, Indigenous Communities and Bad Covid Data by Courtney Skye which can be found on the Yellowhead Institute's webpage. I'll talk about this article in particular later on in the presentation and how this is related to some of the challenges that we had as well.

Slide 4: In this webinar, we will cover the following points:

First, we'll introduce ourselves, and tell you a bit about our work at the Centre for Race and Culture. Next, we will introduce a little bit of general data on newcomers to Canada and Alberta, as well as some current trends in research to provide the context for our project.

We will then provide information on the background of the project, discuss some of our preliminary findings, and finish off with the next steps that we're hoping to achieve. If you have any questions throughout this webinar, please write them down as we go along, and we'll answer them in the Question & Answer portion. We have set aside about 15 minutes for this at the end of the presentation.

Throughout this webinar, we will conduct two very brief polls (they should take no longer than 1 minute each) to get a better understanding who today's participants are, and at the end of the webinar we will ask for your feedback. We'll send out a link to a feedback form, which will help us tailor our final presentation and webinar to your interests.

We would like to point out that the findings we will discuss in this webinar are based on the data we have collected to far, and due to the relatively short timeframe we had to conduct our research, these results are not as in-depth and fully developed as they will be in the final analysis and report. There are still many open questions arising from our data which we will seek to address and answer. At the same time, our preliminary findings have flagged a number of interesting areas and correlations which will guide us in the second stage of our data collection that we're excited to share with you.

Slide 5: On this slide we have listed some of the amazing organizations and agencies that have helped us conduct our research. We would not be able to do our research without our connections in the community. We would like to take this opportunity to thank them specifically. Without your enthusiasm and support we would not be able to undertake our research. And of course, we would also like to say a big heartfelt thank you to our research participants who took the time to complete our online survey – sometimes even without claiming their gift card. And last but not least we would like to thank those who freely shared their experiences with us in interviews and focus groups.

Slide 6: A few words about the Centre for Race and Culture or CFRAC:

CFRAC was established in 1993, and it was formerly known as Northern Alberta Alliance for Race Relations. CFRAC promotes and supports individual, collective and systemic change to address discrimination and racism, and encourage intercultural understanding.

Taking an intersectional approach, our expertise spans workplace development, community building, research, and education.

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Myriam Gerber: I am the research coordinator for this project since August 2019. My background is in education and I am currently in completing my PhD program at Concordia

University, Montreal. I came to Canada 20 years ago, and I am a settler here on treaty 6 territory.

Rose-Eva Forgues-Jenkins: I've been with the Centre for Race and Culture since March 2018. I previously worked on the podcast project, and I've been working on this project as a research assistant since May 2019 and I'm a settler here on treaty 6 territory.

Elli Dehnavi, CFRAC's executive director, oversaw the project as the project manager. We would also like to take this opportunity to thank CFRAC's former executive director Vanessa deKoninck, who developed the original project proposal, and who kindly agreed to work with us on this preliminary data analysis.

Slide 8: We will now conduct our first brief poll, and would like to ask you to answer our questions to help us better understand our audience. This should take no longer than 3 minutes.

After this, we will move on to provide some general information about newcomers to Canada and to Alberta.

Slide 9: We are now moving on to the first part of our presentation where we will situate our current research project in the wider context of Canadian and Albertan immigration.

Slide 10: Canada is an extremely appealing immigration destination, and immigration numbers have been increasing for the past two decades. In 2017, the Canadian government announced its aim to significantly increase the number of permanent residents to Canada in order to combat an aging workforce and the decline of working-age adults.

The division of gender is almost half and half, with slightly more female immigrants.

Most immigrants in 2019 to Canada were from India, followed by China, Philippines and USA. Immigrants have high rates of education, thereby increasing the Canadian talent pool. Almost 50% of all immigrants have a BA degree or higher compared to less than 25% of the Canadian born population. Children of immigrants have higher university completion rates than children of Canadians – 41 % vs 24%. Closing the immigrant wage gap would boost Canada's annual GDP by as much as 2.5 per cent, or about \$50 billion.

Slide 11: Alberta has the third largest number of newcomers, after Ontario and Quebec; in 2017, in the urban centres Edmonton and Calgary, 31% of the working population were born outside of Canada and this number is expected to increase to 43% by 2036; in contrast, in more rural areas, 12% of the workers were foreign born in 2017, and that number is expected to increase to 18% in 2036. The Alberta government plans to settle 40,000 newcomers in rural communities by 2024.

Slide 12: What are some of the specific challenges faced by newcomers to Canada?

Newcomers face high rates of unemployment as well as underemployment, in spite of their high levels of education and often decades of experience in their field, which is mainly due to the lack of recognition of foreign credentials and experience, or high barriers to re-certify or re-train in Canada. As a result, newcomers often find that they are forced to work in jobs for which they are overqualified for a very low wage. Working in these entry level positions may provide them with Canadian work experience, but it may not qualify them to work in their field of expertise.

Newcomers face language and communication barriers; while many newcomers have a high proficiency of English, other communication barriers can limit their integration, such as intercultural communication, and cultural differences in terms of work culture.

Newcomers face sometimes open, sometimes hidden discrimination and racism, at times – depending on their other identity markers – also from their own community.

Unless they join family or friends in Canada, many newcomers encounter many levels of isolation, in terms of their social contacts, common cultural traditions and celebrations, shared experiences, etc.

Finding appropriate housing can be very challenging for many newcomers, due to a lack of Canadian references, costs (for example, many landlords will ask for additional months' rent as a security), source of income, or due to scammers.

Transportation can be a challenge for newcomers, depending on their location. It can be very difficult for newcomers to purchase their own vehicle, due to a lack of Canadian credit history, source of income, and cost.

Childcare can often be very costly, but without childcare, it is often not possible for newcomers to work. At the same time, since many newcomers find themselves working in low-wage jobs, they may struggle to pay for childcare.

Different cultures have different medical systems, and the Canadian Western medical system may be intimidating or inappropriate for some newcomers. This may apply, for example, to the Western concept of mental health, or to women's health.

Other specific challenges faced by newcomers: lack of understanding how Canadian system works, disconnected services, some newcomers may not fit into specific categories and they may not receive the services they need.

Slide 13: While many advocates in Canada are calling for a clearer picture of who is contracting COVID-19 and how it affects them, the Public Health Agency of Canada is currently still considering the possibility of collecting more demographic data related to the disease.

We know, for example, from public health officials in the United States that black communities are disproportionately affected by COVID-19.

Advocates say that the situation here in Canada will be very similar, albeit on a smaller scale. Additional demographic data would allow for a better response and help those people at higher risk. At this point, Canada only gathers data about people who test positive for the disease, including age and gender. At the same time, it is evident that race does play a factor in the development and social impact of the COVID-19 epidemic: first, specific minorities, such as the black and indigenous communities are at higher risk due to a range of factors, and second, we have seen a concerning increase of anti-Asian racism in Canada.

Slide 14: Recently, there is a notable shift in the focus of research on newcomers and newcomer's experiences settling in Canada. We can see an increase of interest in the impact of newcomer settlement experiences on their well-being and mental health, as well as a shift toward providing better support specific newcomer groups, such as, for example, the integration of refugee children into the Canadian school system, or to provide medical care to newcomers who may be illiterate in their own language and therefore face specific barriers when communicating with medical staff.

One of the limitations of the current body of research is that only roughly about half of all newcomers use service providers during their settlement process, and much of the current research and knowledge we have on newcomers stems from research conducted with newcomers who do access services. So we don't really know a lot about the other half of newcomers, or why they do not access services.

Slide 15: *Understanding Newcomer Experiences of Inclusion* is a two-year community-based research project funded by the government of Alberta through the Settlement, Integration and Language Projects Grants program. This project seeks to examine newcomers' experiences of settlement, integration, and inclusion and how these impact newcomer well-being. The intent is to find solutions to challenges faced by newcomers to Canada regarding settlement and integration.

Existing knowledge on newcomer settlement experiences and well-being is mostly from the perspective of service providers and little research has captured the perspectives of newcomers. The *Understanding Newcomer Experiences of Inclusion* research project aims to fill this gap by creating new qualitative and quantitative knowledge of newcomer settlement experiences and personal well-being in Alberta.

Remember the article I was describing earlier during the land acknowledgement about bad Covid data? In this article they talked about how it was hard to track how COVID has specifically been affecting Indigenous communities and how there is a lot of underreporting. And this happens because many institutions don't want to ask about race, because it's an awkward

issue. A quote from the article is that it's quote "almost impossible for any racialized community to seek accountability for poorer outcomes or service based on racial discrimination." We've also encountered this problem when administering the survey— how do you ask participants about their race in a way that feels appropriate? Asking someone to categorize themselves and fit their identity in a box might be very uncomfortable, but at the same time it's important. The way that we approached this question was to ask survey participants if they identified as a member of a visible or racial minority. This way, we could separate our data into racialized individuals and non-racialized individuals and analyze the data this way.

Slide 16: Since the beginning of this project in the summer of 2019, we have been very busy: after initially conducting a review of academic and grey literature on newcomers and well-being, we created the online survey, and reached out to organizations and agencies who work with newcomers in various capacities. In November 2019, our survey was posted online, and we added translated survey versions in languages such as Cantonese, Punjabi, French and Spanish. We began to conduct interviews and focus groups in 2020.

Unfortunately, the current COVID-19 pandemic has had considerable impact on our data collection. We have considered our options and will move our qualitative data collection (focus groups and interviews) online. Our goal is to complete our data collection by the end of September 2020, but depending on the uptake of the survey and the focus groups, we may extend it by an extra month. After our data analysis in the fall, we will write the report and make it publically available and also host a webinar in early 2021.

Slide 17: Here's a look at the number in terms of who is completing our survey. At first, we were very disappointed when we began receiving spam surveys that weren't legit. Out of all 1038 surveys completed, 52% of surveys were legitimate. However, this is actually not a bad number when you look at other online surveys because the average online survey response rate is 33%. We have also completed 4 focus groups in total so far, as well as several individual interviews with persons – these individuals had requested interviews for confidentiality reasons.

Slide 18: In our outreach to as many diverse newcomers across Alberta as possible, we are encountering specific challenges. In order to have data which is representative of all newcomer communities, including small communities, it is vital to us to also reach individuals who may be difficult to reach for a number of reasons, including marginalization, visibility, concerns about protection of privacy, language barriers etc. To connect with such communities and individuals is time-consuming and challenging, and usually occurs through word-of-mouth references.

Unfortunately, due to these barriers and obstacles, many of the newcomers we hope to connect with are still underrepresented in our project, but we hope that we will be able close some of the gaps as we move ahead with our research.

In the next section of this webinar, we will look specifically at the preliminary findings based on the data we have collected so far. We will provide an overview on who our participants are and some of the demographic data they have provided. Next, we will look at the connection between specific external life circumstances and personal wellbeing as well as stress.

In addition, we will briefly discuss what we have heard so far in our focus groups and interviews and how that correlates with our data findings.

Slide 19: Corresponding with other data on newcomer demographics, the majority of participants in our project are comparatively young: 18% are between the ages of 18 to 24 years, while 35% are between the ages of 25 to 34, and 34% are between 35 to 44 years old. The majority of our participants are female with 57%, while 42% are male, and 1% identifies as non-binary or Third Gender. A little less than half – 45% - of our participants self-identify as part of a visible or racial minority.

Slide 20: The largest number of our participants indicate that they came to Canada as a family member of a principal immigrant, The other common categories are, of course, individual principal immigrants, followed by student visa. The majority of our participants have been in Canada between 0 to one year, closely followed by one to three years. For the purpose of our study, we define as 'newcomer' anybody who has been new to Canada for up to 10 years. Corresponding with other demographic data available on newcomers, the majority of our participants are of Asian origin, followed by Africa and North America.

Slide 21: As we already know from other data sources, the majority of newcomers to Canada have above-average levels of higher education: we know from Canadian census data, that almost 50% of immigrants have at least a Bachelor's degree. Of our participants, 27% hold a Bachelor's degree, while 19% hold an advanced graduate degree, such as a Master's or a Doctorate. In comparison, less than 25% of Canadian-born citizens have a BA, and only 5% have an advanced degree.

In comparison, 31% of our participants earn less than \$25,000/year while a total of 43% earn less than \$34,000 a year. 43% of our participants earn between \$35 to \$99,000 a year with 11% of those earning over \$75,000/year.

In 2015, Canada's poverty line for a family of two adults and two children was at \$37,542 (across Canada or \$40,777 in Alberta) – according to our data, **35% of newcomers live below the poverty line in comparison to 9.5% of the Canadian population live below the poverty line**

In 2019, Alberta was still one of the provinces with the highest median after-tax income of **\$53,251** – counting both individuals and families. The Canadian median income at that time was **\$52,600 per year**

Slide 22: Existing literature clearly indicates that wealth and income is divided along racial lines. Building on this, we looked specifically at any notable differences between individuals who self-identified as racialized persons and non-racialized individuals. As you can see from these two charts, there are interesting differences between racialized/non-racialized individuals and employment. The left chart indicates that more non-racialized individuals are employed, and also, more non-racialized individuals are students. On the chart to the right, we can see that more racialized individuals are actively looking for work while employed full-time, part-time and working part-time in multiple jobs than non-racialized individuals. These findings suggest that the issue of race plays a significant role in the workplace, both in respect of employment as well as in terms of how satisfied a worker is with their place or type of employment.

Slide 23: Here, we will conduct a second poll: this poll will be 40 seconds long, and it is a multiple-choice question.

Slide 24: In order to go beyond simply looking at differences in experiences, we connect demographic data of our participants with indicators of personal well-being and stress to measure the direct impact specific circumstances and experiences have on a person's life. What is personal wellbeing, why is it significant and how do we measure personal wellbeing in this study?

There are, of course, a wide range of specific definitions of personal wellbeing, some of which include spiritual aspects, but in general, subjective well being refers to diverse and interconnected dimensions of physical, mental and social wellbeing that extent beyond the traditional definition of health, and can relate to aspects such as social satisfaction, a sense of accomplishment or personal fulfillment.

In this study, we are working with the Adult Personal Wellbeing Index which has been developed as a standardized tool by an international team of researchers over many years, and has been subjected to rigorous international testing, cross-validation, and peer review to ensure that the test has comparability and validity. It measures an individuals' satisfaction in 7 life domains: Standard of living, Health, Life achievements, Personal relationships, Personal safety, Community connectedness and Future security.

We have used this tool in a previous study, the Red Deer Welcoming and Inclusive Communities Needs Assessment from 2016, and we are using this index in the context of this research to examine and illustrate the direct subjective impact of life experiences and circumstances beyond simply statistical data.

Slide 25: This is an example of what a PWI chart reveals: this chart represents all answers of all study participants with respect to their personal well-being. The blue line in the middle indicates the mean personal well-being index, which, on average, is usually slightly above 70 points. In this chart, we can see how in some aspects, the PWI is higher, such as with respect to health, personal relationships and safety, which indicates that individuals experience higher levels of satisfaction in these areas of their lives. Considering that our participants are newcomers and their specific contexts from which they emigrated to Canada, it is perhaps understandable that health and safety would be experienced as positive in Canada. In comparison, in the domains of standard of living, achievements in life, community, and future security, our participants rate well below the average PWI. What does this suggest? If we consider the economic set-back and disappointments of many newcomers, who came to Canada for better opportunities, as well as their lack of isolation, it is not surprising that these are the domains in which our participants experience the lowest levels of satisfaction. In Western countries, such as Western Europe and the UK or North America, the PWI a normal range score for the PWI is usually in the mid 70s, and a 3 point variance is considered a normal fluctuation.

Slide 26: First, let's do a very straightforward analysis of how external circumstances are reflected in an individual's PWI: here, we are looking at how an individual's financial needs are directly linked to their PWI. Clearly, individuals who feel that they are earning enough to meet their financial needs, experience an above average personal well-being, while those who struggle financially experience a considerably lower level of personal well-being.

Slide 27: Let's use the PWI to understand how levels of income directly impact our personal well-being. Not surprisingly, those with high levels of income – above \$100,000/year and above – have very high levels of PWI, and individuals with very low levels of income – less than \$25,000/year – experiences low levels of PWI. Interestingly, while those with income levels between \$25,000 up to \$75,000/year have very similar and average PWI levels, there is a notable dip in the PWI of those who earn between \$75,000 to \$99,000/year. This, for example, is one of the findings in our preliminary data analysis which deserves further investigation in order to examine other potentially contributing factors.

Slide 28: Now let's look at another PWI chart, this one by age groups. As we can see from this chart, the age groups of 18 to 24 and 65 to 74 have the highest PWI rate, while the age groups 25 to 34, 35 to 44, 45 to 54 and 55 to 64 have considerably lower rates, although, respectively, they appear to respectively improve with age. The potential reasons for this distribution could be that the youngest age group is economically and in terms of social connections perhaps a

group that has not been established in their place of origin, and therefore may find that they have greater economic prospects in Canada. The oldest age group are seniors, who may be financially secure, who may have a social network of an extended family and who may no longer face the challenges of the workplace. The age groups of 25 to 34 and 35 to 44 years of age are likely those with the heaviest burdens, in terms of economic setbacks, unrecognized credentials or previous experiences, family responsibilities toward children and/or elderly family members, while also having to make the cultural adjustments.

Slide 29: Another standardized tool we use in our survey is to measure levels and sources of stress in individuals. We would expect to see a direct link between PWI levels and stress levels, as is represented in this chart: individuals who experience very low levels of stress have very high levels of PWI, while those with high and extremely high levels of stress experience very low levels of PWI. At the same time, individuals who experience an average degree of stress experience an average degree of personal well-being.

Slide 30: Building on this point, let's have a look at the sources of stress experienced by our participants: not surprisingly, the most significant source of stress is employment status directly followed by the work situation. Two other points, which are perhaps also not surprising, but nevertheless point to the significance of these aspects in the lives of newcomers are the role of loneliness, lack of family or community support, as well as discrimination.

Slide 31: What is the relationship between gender and stress? In this chart, we are looking at specific life stressors, and the difference in stress experienced by men and women (men are indicated in the red columns while women are blue). First, it is notable that in almost all areas, women experience considerably higher levels of stress in comparison to men. The areas in which men appear to experience slightly higher levels of stress are with respect to personal and family safety (including family abroad) and personal relationships. Interestingly, discrimination is experienced very similarly by both genders, while an individual's own health problems or conditions are a level of higher concern for women.

Slide 32: We were interested in differences in stress levels between racialized individuals and non-racialized individuals. In this chart, the red column represents racialized individuals, while the beige column indicates non-racialized individuals. What is immediately notable is that very and extremely high levels of stress are experienced more by racialized individuals. This is also reflected in the PWI scores, which clearly indicate that the PWI scores are higher among those individuals who report no or low levels of stress, and lower PWI scores among more stressed individuals.

Slide 33: Here, we would like to return to our previous discussion on the PWI. We had established that among Western nations a PWI score in the mid-70s is considered an average score, while scores in the lower 60s or even 50s are considered to be strong indicators for very low levels of personal well-being. We were particularly interested in learning more about our participants who had particularly low PWI scores, and in which areas of their lives they indicated to have particularly high levels of stress. In this analysis, we can see that some areas are specifically notable: the blue column indicates the results of the entire group of participants, while the red columns represent only those individuals with a very low PWI score. Here, we noted three areas of stress in particular: personal or family safety (including abroad), loneliness, lack of family or community support, and discrimination. While discrimination is indicated as a stressor by some of our participants, among those with very low PWI scores, the score of discrimination as a stress is almost twice as high as that of the average participant.

Slide 34: Let's have a look at the results of our questions about the use of services by our participants. We know from existing research that less than half of all newcomers to Canada use services aimed at newcomers, but we know little about the reasons why they are not accessing services. This is one of the reasons why we are trying to connect with newcomer communities who have not used any services to better understand how their needs can be met. The burgundy color in this chart indicates the answer "have never used this service", and the results in this chart indicate indeed that the only services which have been used with some frequency by our participants are services for immigrants and refugees as well as for children. Other services, such as specifically for LGBTQ2S+ individuals or seniors, have been very rarely used.

Slide 35: When we look at other services which are available in the community which are available to the general public, but are also used by newcomers, we can see the significant role of public libraries along with public transportation. Notable is also the somewhat frequent use of emergency help, which includes food and shelter or protection from family violence. These results in our questions around service use are very intriguing, and we do not yet understand enough what aspects contribute to whether or not individuals use which services, or chose not to use them. We have learned from our focus groups and interviews that there appears to be a lack of knowledge about available services, as well as lack of understanding regarding which services provide specific programs. Another aspect we learned from our participants is the potential barrier of transportation, specifically for individuals who live outside of the city centre. It can also be particularly challenging for newcomers to access services if they have to look after small children. But, as we have said, there are still many unknown factors in relation to service usage which we hope to explore in more detail in our future interviews and groups.

Slide 36: Canada is keen to attract more newcomers, largely to sustain our workforce. Yet, the current system which draws newcomers to Canada is not providing a smooth connection between newcomers and jobs. The skilled worker program accepts newcomers based on their experience and their credentials. Yet, once they arrive in the country, their credentials and experiences are not recognized, and they might find themselves in economically, emotionally and psychologically very difficult circumstances.

In addition to disillusionment, isolation and loneliness, newcomers may potentially face financial hardship, difficulty finding appropriate housing, language and communication barriers, discrimination and racism. We're not saying that all newcomers have this experience, but a very concerning number of them do.

In correspondence with census data, our data indicates that the newcomer population in Alberta is made up of young, highly educated people, but close to half of them (43%) currently survive on an income that is below the poverty line. Our data indicates and confirms an existing divide between racialized and non-racialized individuals in terms of levels of employment, types of employment (e.g. full time, part-time, multiple part-time jobs) and satisfaction with their current workplace.

Our PWI and Stress analysis clearly indicates the considerably lower levels of personal well-being and higher levels of stress. Our data also indicates that racialized individuals experience considerably higher levels of stress over non-racialized newcomers. And among those who have particularly low PWI scores, their own work situation and discrimination feature as specifically high stressors.

Another connection that we've found through both our data and in focus groups is that many newcomers experience a "double minority factor". For example, newcomers who are part of a gender or sexual minority population may face hardships in the wider Albertan context for being a newcomer. And while other newcomer may turn to their own ethnocultural communities for support, these newcomers may face discrimination because of their sexual or gender minority status within their own ethnocultural communities. This is why we're particularly interested in having more focus groups with newcomers who face additional barriers so that we can know more about how this double minority status affects their wellbeing.

While our preliminary findings raise many important and interesting questions, we do not yet have all the answers available at this time, and many of our findings make a careful analysis and correlation with other data necessary before we can draw conclusions. But what is very clear from our data is the link between low levels of personal well-being and high levels of stress and employment as well as related financial stressors. Thus, lack of fulfilling employment

opportunities for newcomers is not only an economic concern, but it has considerable impact on the wellbeing of these individuals.

At the same time, at this point, we do not yet fully understand which services are frequented by which newcomers, or reasons which prevent specific newcomers from seeking out services.

These are the questions we hope to answer through our qualitative data collection in our interviews and focus groups.

Slide 37: Our data collection is planned to continue until the end of September 2020.

Our goal is to collect at least another 1000 surveys and to conduct another 5 focus groups and/or 15 to 20 interviews. It is specifically important to us to speak with as many diverse newcomers as possible, to reflect the highly diverse experiences of immigrants, refugees and migrants.

While it is very difficult to reach some of these populations, we would like to hear about the experiences from minorities such as the LGBTQ2S+ community, those who live with HIV, undocumented or newcomers experiencing homelessness. If you personally know anybody we would be very grateful if you could please let them know of our interest.

We have undergone a stringent ethics review, and have put in place strict guidelines to protect our participants' privacy and anonymity. We will only use an online platform which will fully protect our participants' privacy.

Slide 38: We would like to ask you to help us to further increase the numbers of our project participants, simply because the more participants we will have, the more reflective this data will be of the experiences of all newcomers in Alberta.

With strong data, we can also offer more significant insights and provide recommendations.

We ask you to please promote our online survey: if you have not previously been involved with our project, here are the criteria for survey participants: read off slide.

In order to promote our survey via newsletters or via social media, we have put together a short note with the details, which we will email to you after the webinar. We would be very grateful if you could please share this information with your newcomer community.

RE: Slide 39: We are also looking for participants in our focus groups and interviews. Due to the current crisis, we will conduct all groups and interviews online. The groups or interviews take somewhere between 60 to 90 minutes, depending on the number of participants. This form of data collection allows us to go into more depth about the individual experiences of newcomers. Every participant will receive a \$25 gift certificate and we also offer a financial incentive for individuals who are willing to organize a group, as well as for persons who are willing to be a translator.

We're very flexible in doing our best to accommodate folks who want to put together a focus group. So if you want to have a group get together and need catering, we could try and provide a skip the dishes gift card, etc. Just let us know what you would need and we'll see what we can do!

Slide 40: In this webinar, we looked at some general data on newcomers to Canada and Alberta to contextualize our project. We provide information on the intent of the project, and how our research fits into the wider body of research which is currently conducted on newcomers. We looked at the work we have done so far, as well as what we have learned from the data we have collected up to this point.

We discussed what our next steps will be, and how we will move forward.

Slide 41: We now have 15 minutes for questions and answers. At the same time, we would also like to ask you to complete a short feedback form on this webinar for us. This will help us to prepare for future webinars and will also provide valuable information for us with respect to our final data dissemination.

Slide 42: Q&A and feedback form

Slide 43: We have now reached the end of our webinar on our project. Thank you so much for taking the time to participate in today's webinar and for your interest. We will keep you informed on the progress of our project, and we would be very grateful if you would continue to provide information about our online survey and focus groups or interviews your newcomer community. If you have any questions or concerns, please do not hesitate to contact us! We hope you will have a lovely and safe rest of the day!