

DIEPPE 2020-2024
IMMIGRATION
STRATEGY

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Introduction

Since Canada's founding, immigration has always had a significant impact on the country's economic and social landscape. Each year, Parliament determines the number of immigrants who can be accepted into Canada.

The globalization of trade causes more and more new and significant impacts on municipalities.

Indeed, the relocation of companies, the mobility of international labour to fill shortages, the establishment of companies of international scope are examples of phenomena that produce population, worker and entrepreneur movements that represent new challenges for many municipalities.

The City of Dieppe in the southeastern region of New Brunswick is not to be outdone in this trend. It is expected to play a greater role in attracting, welcoming and retaining immigrant populations that settle thereby improving its offer in various fields such as sports, culture, leisure and community services, to name just a few of them.

Dieppe's 2020-2024 Immigration Strategy is based on the priorities of City Council, the Dieppe Expansion Board of Directors and the Local Immigration Partnership.

1. Local, regional and national contexts

1.1. CONTEXT

Demographic challenges

The aging population and youth outmigration are growing and critical threats to the long-term sustainability of many communities in the country.

Bilingual municipalities must deal with a demographic decline that may jeopardize their ability to maintain in the long term or develop services and institutions in many areas crucial to their vitality (education, health, social services, etc.), whereas they had to work relentlessly to obtain them in the past.

This is all the more worrying as this demographic decline coincides with an increasing transfer of responsibilities from higher levels of government to municipalities, a transfer that is rarely accompanied by the revenues that should be associated with it. Whether it is to support the presence of institutions and services or to ensure their viability and vitality, municipalities and their stakeholders realize that they have an increasing interest in playing a proactive role in population growth and in positioning themselves favourably to attract new families. For these reasons, immigration represents a demographic growth vector.

Economic issues

The negative effects of labour and skills shortages, often associated with increasing population decline, are among the issues of greatest concern to companies currently in Canada. Demographers point out that this phenomenon will not be reduced in a predictable way without a substantial contribution from new people coming from immigration, and this despite the efforts that could be made to support the birth rate, repatriate displaced persons or retain young people. In this context, implementing plans and measures to support immigration is becoming an essential way for municipalities to contribute to local economic development and thereby ensure support for the viability of the collectivity.

1.2. STATE OF PLAY (STATISTICS CANADA 2016)

The Dieppe population represents **18% of the population of the Dieppe-Moncton-Riverview census metropolitan area. 15% of all immigrants with permanent status and 16% with non-permanent status** who arrived in the Dieppe-Moncton-Riverview region between 2011 and 2016 settled in Dieppe.

FIGURE 1 | Distribution of the population of the Dieppe-Moncton-Riverview census metropolitan area

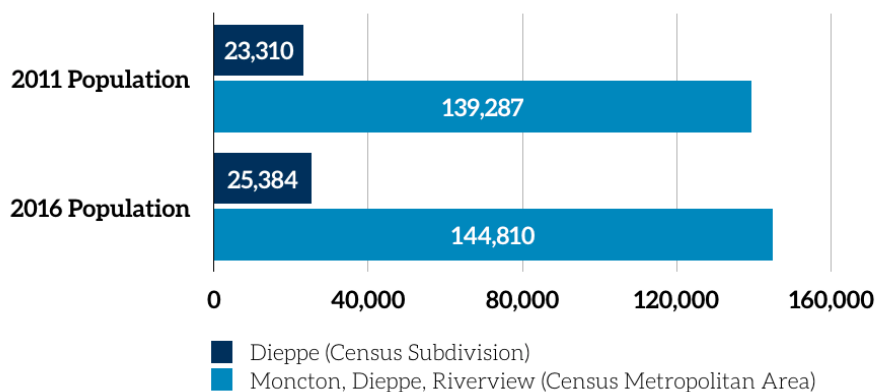
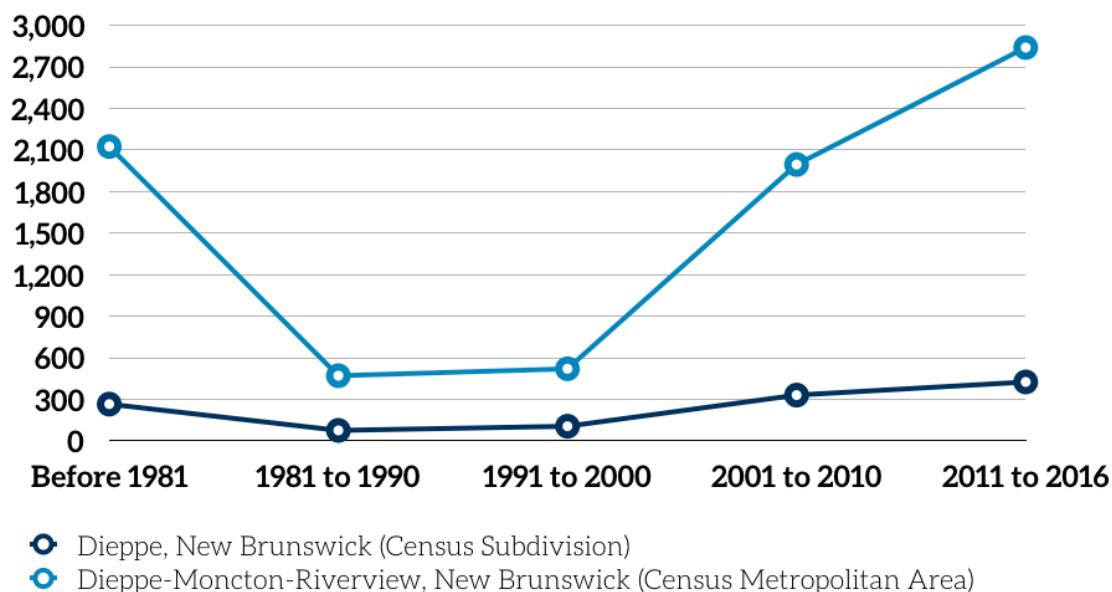


FIGURE 2 | Evolution of the number of permanent residents in the census metropolitan area Dieppe-Moncton-Riverview between 1980 and 2016



Immigrants based in the metropolitan area

FIGURE 3 | Source of immigrants in the census metropolitan area Dieppe-Moncton-Riverview in 2016

	Dieppe New Brunswick (Census Subdivision)	Dieppe-Moncton-Riverview New Brunswick (Census Metropolitan Area)
Africa	170	1 125
Americas	340	1 785
Asia	360	2 735
Europe	340	2 285
Oceania	0	20

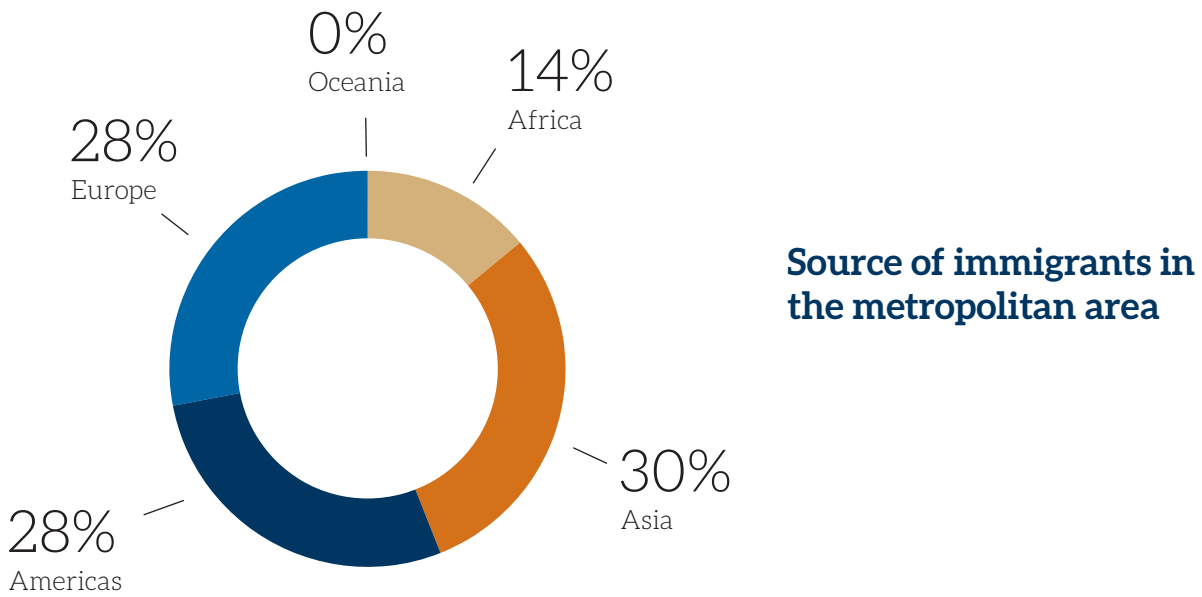
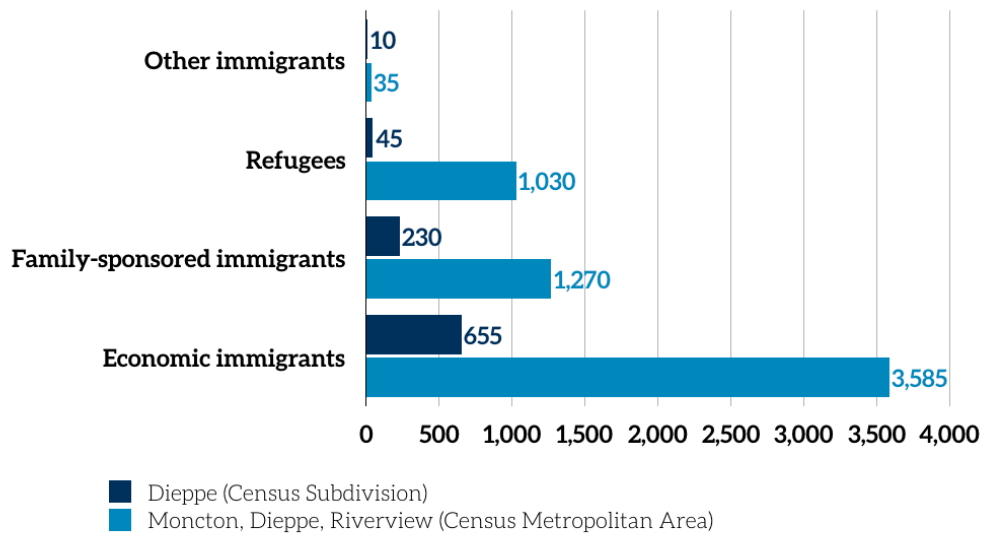
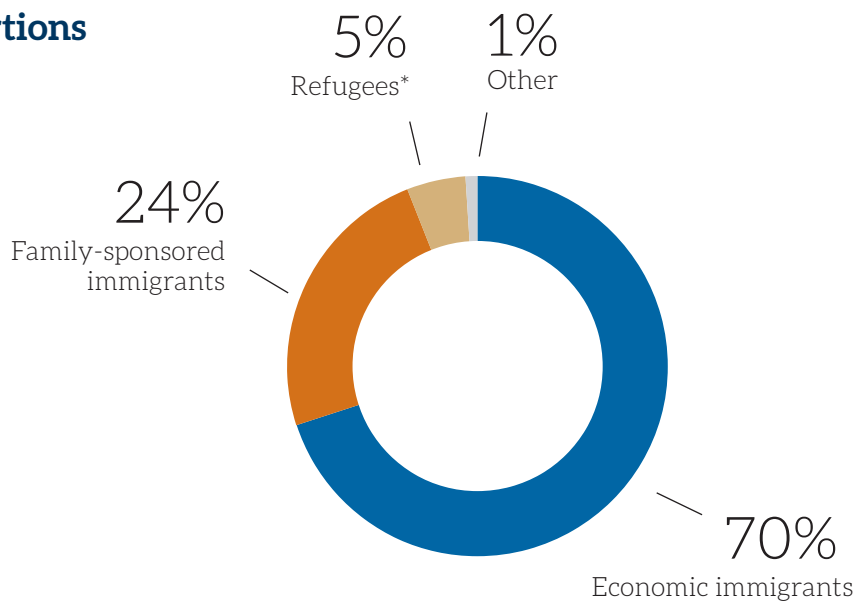


FIGURE 4 | Census Metropolitan Area Immigration Categories Dieppe-Moncton-Riverview between 1980 and 2016¹



¹ For definitions of the different categories, please consult Statistics Canada's website at www.statcan.gc.ca

Dieppe's immigrant in proportions



*4% of all refugees in Dieppe-Moncton-Riverview

1.3. SETTLEMENT SECTOR

Two local organizations, the Multicultural Association of the Greater Moncton Area (MAGMA) and the *Centre d'accueil et d'accompagnement francophone des immigrants du sud-est du Nouveau-Brunswick* (CAFI) ensure the smooth settlement of newcomers in the region. Staff from the City's various departments and Expansion Dieppe may work with these organizations by helping them and referring newcomers to their services.

The City and Expansion Dieppe are actively involved in the activities of the Local Immigration Partnership (LIP). The LIP is composed of immigration stakeholders, immigrants, businesspeople and municipal government partners. It supports immigrants and various community partners to facilitate the strategic alignment of services across the region and the development of effective interventions to attract immigrants and help them settle and include themselves in the community.

The IP's main goal is to maximize the contribution of the region's immigrants to the region's economic and social development. The LIP and its partners launched the Immigration Strategy in 2014 and published its update in 2019.

The Dieppe Immigration Strategy, developed in parallel with the regional strategy, is designed to harmonize itself and contribute to community efforts in place. To consult the Immigration Strategy 2019-2024 and all of the recommended strategic objectives and actions, visit www.immigrationgreatermoncton.ca



2

The steps
of the process

The reflection leading to the strategy for Dieppe was built on the process of developing the regional strategy. It aimed to identify certain elements of Dieppe's positioning in the immigration ecosystem of the region, the province and the country.

The services of the firm Diversis were retained to prepare and facilitate a first consultation session with ethnocultural communities and associations, newcomers, international students and employers from Dieppe (32 participants). A second consultation session was organized with the municipal council and directors of the City of Dieppe as well as the board of directors of Expansion Dieppe (22 participants).

2.1. CHALLENGES

- Immigration is relatively recent and growing
- The lack of housing adapted to the needs of immigrants
- Gaps in the public transit system
- The presence of several languages and cultures which is not always obvious to manage
- Communications and exchanges with the immigrant population
- The presence of several service providers
- Links between international students and the community (off campus)
- Retention of postgraduate students
- Economic integration of immigrants (jobs that match skills and support for entrepreneurship)
- Dieppe's attraction and visibility in the Dieppe-Moncton-Riverview area
- Access to adapted health care, particularly in relation to mental health
- The needs of a culturally diverse population (including public safety)

2.2. OPPORTUNITIES

- Attracting and retaining international students
- Dieppe's Francophonie and bilingualism
- The presence of cultural and linguistic diversity
- Economic growth
- Labour shortage
- The fact that Dieppe is a globalized rural city
- Security and low crime rates



3

The objectives

3.1. THE RATIONALE FOR THE STRATEGY

Immigration is a shared responsibility among levels of government and community stakeholders. The role of municipalities can be articulated around the following pivots:

- Cultural adaptation of municipal services to the needs of newcomers
- The valorization of the contributions of cultural diversity
- The promotion and support of community intercultural dialogue
- Consultation and mobilization of the community, particularly through a LIP and an internal steering committee

3.2. THE OBJECTIVES

In 2014, the LIP adopted an immigration strategy. The implementation of this strategy has been successful. Indeed, the region, which attracted very few immigrants ten years ago, has become one of the main urban centres of attraction in eastern Canada.

Based on this success, the process of developing a new regional immigration strategy was initiated in February 2019.

In accordance with the recommendations resulting from the work of the new 2019-2024 regional strategy, the City and Expansion Dieppe wish to adopt a municipal-level strategy to carry out their priority immigration projects for the period in question.

More specifically, the Dieppe 2020-2024 Immigration Strategy aims to:

- Help fill labour or skills shortages in local businesses
- Ensure the stability of companies in certain vulnerable sectors
- Ensure linguistic balance in the region
- Adapt municipal services to cultural diversity
- Enhance cultural diversity
- Promote and support community intercultural dialogue
- Implement policies or strategies for the management of cultural diversity
- Adopt measures to prevent racism and discrimination



4

Vision and mandate

4.1. MISSION OF THE CITY OF DIEPPE

The City of Dieppe's mission, defined in the context of a reflection exercise bringing together both elected officials and senior executives of the City in 2019, is articulated as follows:

THE CITY'S MISSION

“ TO SHINE AS AN INCLUSIVE, MODERN AND DYNAMIC FRANCOPHONE CITY,
PROUD OF ITS ACADIAN ROOTS, OFFERING FIRST-RATE SERVICES AND INFRASTRUCTURE
IN HARMONY WITH THE ENVIRONMENT. ”

Dieppe bases its mission on the interaction and the inseparable nature of the environmental, cultural, social and economic dimensions of its development.

The concepts of Francophone Acadian culture, sustainable development and the provision of high-quality services imply adherence to values that will be at the heart of the management philosophy that guides all decisions and actions of the City of Dieppe.

4.2. MANDATE

The City of Dieppe's 2020-2024 Immigration Strategy is an initiative that is consistent with the strategic priorities of the Council's mandate. It is based, in particular, on issue 3 and strategy 3.4 of the municipality's strategic plan:

Issue 3: Economic development and prosperity

Strategy 3.4: Become a destination of choice for Francophone immigration in Atlantic Canada



5

**Areas of intervention
and strategic objectives**

The Dieppe 2020-2024 Immigration Strategy will focus on the following three areas of intervention:

AXIS 1	AXIS 2	AXIS 3
Planning and coordination of service delivery	Communication and public awareness	Employment and economic development

Strategic objectives have been established for each of these axes; actions related to each priority are presented in section 6 entitled “Action plan with measurement indicators.”

AXIS 1 Planning and coordination of service delivery to newcomers

The City and Expansion Dieppe’s planning and service delivery should reflect the needs and preferences of the immigrant population. The City and Expansion Dieppe will continue to contribute to the effective inclusion of immigrants by improving the accessibility of their programs and services.

OBJECTIVE 1 Increase internal capacity to meet the needs of immigrants

The City and Expansion Dieppe offer many excellent programs and services. They must therefore ensure that immigrants can fully benefit from it.

ACTIONS

- 1. Create an inventory and improve services adapted to newcomers:** Analyze and document initiatives, programs and services tailored to newcomers on an annual basis in order to identify added or improved services, opportunities for internal collaboration and potential gaps.
- 2. Organize staff awareness events:** Awareness events will help staff to better understand the needs of immigrants and the skills, experience and knowledge they bring to the community.
- 3. Continue the activities of internal working groups on immigration:** The internal immigration working groups, composed of City and Expansion Dieppe employees, will be used to disseminate information on newcomers and to propose and develop inter-service initiatives tailored to newcomers.

OBJECTIVE 2**Collaborate and contribute to regional level planning**

The City and Expansion Dieppe will adopt a systematic and coordinated approach to immigrant settlement and inclusion and will participate in community efforts to meet the needs of newcomers in this regard.

ACTIONS

4. Participate in LIP initiatives and activities: The City and Expansion Dieppe are key players in the LIP. As such, they actively participate in the LIP Executive Committee and its various sectoral tables. They intend to continue to do so in order to coordinate their efforts with those of the surrounding communities of Moncton and Riverview, and to identify opportunities for increased collaboration.

5. Get involved in the activities of New Brunswick’s Francophone immigration support network: The Network encourages partnerships and coordination to simplify the inclusion of Francophone immigrants. The City and Expansion Dieppe will participate in committee meetings to identify opportunities for harmonization and collaboration.

OBJECTIVE 3**Support the settlement sector in its efforts to include priority groups**

Over the next few years, the region is likely to welcome an increasing number of international students and Francophone immigrants. As a result, the City and Expansion Dieppe will support the region’s efforts to simplify the inclusion of these groups.

International students

Through its post-secondary educational institutions, most of which offer programs in French, Dieppe can count on international students who may become highly qualified residents or international ambassadors for the region.

ACTION

6. Support the inclusion of international students: Implement one initiative per year to support regional efforts to include international students: For example, organize festivities for international students to welcome them or to emphasize the success of those who are about to graduate and connect them with municipal and community services, employment services and employers.

Francophone immigrants

Dieppe is in a strategic position to attract new Francophone immigrants because of its nature as a Francophone city offering bilingual services.

ACTION

7. Support the inclusion of Francophone immigrants: Implement one initiative per year to support community efforts to attract and include Francophone immigrants to the community.

AXIS 2 Communication and public awareness

OBJECTIVE 4 Provide timely information on services available to newcomers

ACTION

- 8. Ensure that information for newcomers is visible on communication platforms:** This will be an effective way to communicate with immigrants.

OBJECTIVE 5 Promote and position Dieppe as a welcoming city

Given the increased interest of employers in immigrants and considering the role of post-secondary institutions in attracting international students, there is a need to set up promotion and communication tools, as well as support services.

ACTIONS

- 9. Collaborate on regional talent recruitment initiatives:** Expansion Dieppe will contribute to the development of services and participate in initiatives to attract talent to Dieppe.
- 10. Participate in the Regional Newcomer Welcome Week:** The Newcomer Welcome Week consists of a series of festive and cultural events organized each year to welcome newcomers and show hospitality. The City and Expansion Dieppe will contribute to the event, both as participants and hosts.
- 11. Participate in *Semaine nationale de l'immigration francophone*:** This week is marked by events aimed at highlighting Francophone immigration and strengthening relationships between community service providers and Francophone immigrants. The City and Expansion Dieppe will participate in the activities and organize some of them.
- 12. Improve the reception capacity of the local community:** In collaboration with various partners and the local community, propose and develop initiatives to promote exchanges with newcomers and increase their participation in the City various celebrations and activities.

AXIS 3 Employment and economic development

Employment is systematically identified as one of the most important factors in attracting, including and retaining newcomers, but it is also the most challenging.

OBJECTIVE 6

Collaborate in newcomer assistance programs aimed at gaining a first work experience in Canada

Recent research has revealed a difference in the perception of labour market barriers between immigrants and employers. While immigrants see the lack of Canadian work experience as the main barrier to employment, employers, on the other hand, are more concerned about communication skills and general competencies (e. g., knowledge of Canada's corporate culture). Paid internships remain a best practice to adopt, as they provide interns with valuable Canadian work experience, while allowing employers time to assess and develop their general skills (Allies, 2015).

ACTION

13. Support initiatives that provide newcomers with short-term opportunities to gain a first work experience in Canada.

OBJECTIVE 7

Support economic integration through entrepreneurship

Immigrants are twice as likely to start a business as their Canadian-born counterparts (Business Development Bank of Canada, 2013). Moreover, small and medium-sized businesses founded by immigrants who have been in Canada for 5 years or less are 5% more likely to export goods and services to countries other than the United States (Toronto Region Board of Trade, 2015). Based on these observations, it would be beneficial for the City and Expansion Dieppe to take advantage of foreign connections of immigrants to promote international trade. Entrepreneurship is a pillar of regional economic development.

ACTION

14. Encourage entrepreneurship of the immigrant population: Identify favourable opportunities each year to emphasize the contribution of immigrant entrepreneurs to the local economy.

AXIS 1 Planning and coordination of service delivery	AXIS 2 Communication and awareness	AXIS 3 Employment and economic development
OBJECTIVE 1	OBJECTIVE 4	OBJECTIVE 6
Increase internal capacity to meet the needs of immigrants	Provide timely information on services available to newcomers	Collaborate in newcomer assistance programs aimed at gaining a first work experience in Canada
ACTIONS 1. Create a directory and improve City and Expansion Dieppe services adapted to newcomers 2. Organize staff awareness-raising events 3. Continue the activities of internal working groups on immigration	ACTION 8. Ensure that information for newcomers is visible on the communication platforms	ACTION 13. Support initiatives that provide newcomers with short-term opportunities to gain a first work experience in Canada
OBJECTIVE 2	OBJECTIVE 5	OBJECTIVE 7
Collaborate and contribute to regional level planning	Promote and position Dieppe as a welcoming city	Support economic integration through entrepreneurship
ACTIONS 4. Participate in LIP initiatives and activities 5. Get involved in the activities of New Brunswick's Francophone immigration support network	ACTIONS 9. Collaborate on regional talent recruitment initiatives 10. Participate in the Regional Newcomer Welcome Week 11. Participate in the <i>Semaine nationale de l'immigration francophone</i> 12. Improve the reception capacity of the local community	ACTION 14. Encourage entrepreneurship of the immigrant population
OBJECTIVE 3		
Support the settlement sector in its efforts to include priority groups		
ACTIONS 6. Support the inclusion of international students 7. Support the inclusion of Francophone immigrants		



6

**Action plan
with measurement indicators**

AXE 1 Planning and coordination of service delivery to newcomers

OBJECTIVES	ACTIONS	PERFORMANCE INDICATORS
<p>1 Increase internal capacity to meet the needs of immigrants</p>	<p>1. Create a directory and improve City and Expansion Dieppe services adapted to newcomers</p>	<ul style="list-style-type: none"> ● Steps to follow - Creating the directory ● Steps to follow - Updating the directory ● Schedule to be respected ● Number of services adapted to newcomers
	<p>2. Organize staff awareness events</p>	<ul style="list-style-type: none"> ● Number of employees participating in events ● Percentage of satisfied or very satisfied participants with the event
	<p>3. Continue the activities of internal working groups on immigration</p>	<ul style="list-style-type: none"> ● Number of employees participating in activities
<p>2 Collaborate and contribute to regional level planning</p>	<p>4. Participate in LIP initiatives and activities</p>	<ul style="list-style-type: none"> ● Obligations to participate in LIP initiatives and activities ● Number of participating organizations
	<p>5. Get involved in the activities of the <i>Centre d'accueil et d'accompagnement francophone des immigrants du sud-est du Nouveau-Brunswick</i></p>	<ul style="list-style-type: none"> ● Number of collaborative projects under development or implemented ● Number of participating organizations
<p>3 Support the settlement sector in its efforts to include priority groups</p>	<p>6. Support the inclusion of international students</p>	<ul style="list-style-type: none"> ● Steps to follow - Implementing an initiative ● Number of recruited participants ● Percentage of international students satisfied with the initiative
	<p>7. Support the inclusion of Francophone immigrants</p>	<ul style="list-style-type: none"> ● Steps to follow - Implementing an initiative ● Number of participants supported ● Percentage of international students satisfied with the initiative



RESPONSIBILITY CENTRE	SUPPORT TEAM	PRIORITY LEVEL
<ul style="list-style-type: none"> ● Immigration Strategy Officer 	<ul style="list-style-type: none"> ● City of Dieppe ● Expansion Dieppe 	2
<ul style="list-style-type: none"> ● Immigration Strategy Officer 	<ul style="list-style-type: none"> ● Management - City of Dieppe ● Management - Expansion Dieppe 	2
<ul style="list-style-type: none"> ● Immigration Strategy Officer 	<ul style="list-style-type: none"> ● City of Dieppe ● Expansion Dieppe 	2
<ul style="list-style-type: none"> ● Immigration Strategy Officer 	<ul style="list-style-type: none"> ● Expansion Dieppe 	1
<ul style="list-style-type: none"> ● Immigration Strategy Officer 	<ul style="list-style-type: none"> ● LIP ● Expansion Dieppe 	1
<ul style="list-style-type: none"> ● Immigration Strategy Officer 	<ul style="list-style-type: none"> ● City of Dieppe ● Expansion Dieppe 	1
<ul style="list-style-type: none"> ● Immigration Strategy Officer 	<ul style="list-style-type: none"> ● City of Dieppe ● Expansion Dieppe 	1

AXE 2 Communication and public awareness

OBJECTIVES	ACTIONS	PERFORMANCE INDICATORS
<p>4 Provide timely information on services available to newcomers</p>	<p>8. Ensure that information for newcomers is visible on the communication platforms</p>	<ul style="list-style-type: none"> ● Steps to follow - Creating an information platform ● Number of published articles ● Platform efficiency ● Number of visits per day
<p>5 Promote and position Dieppe as a welcoming city</p>	<p>9. Collaborate on regional talent recruitment initiatives</p>	<ul style="list-style-type: none"> ● Steps to follow for the identification and implementation of regional talent recruitment initiatives
	<p>10. Participate in Regional Newcomer Welcome Week</p>	<ul style="list-style-type: none"> ● Steps to follow - Holding a hosting initiative or activities ● Number of mobilized services ● Number of participants
	<p>11. Participate in <i>Semaine nationale de l'immigration francophone</i></p>	<ul style="list-style-type: none"> ● Steps to follow - Holding an initiative ● Number of mobilized services
	<p>12. Improve the reception capacity of the local community</p>	<ul style="list-style-type: none"> ● Steps to follow - Setting up a volunteer structure ● Participation of newcomers in city celebrations ● Satisfaction level



RESPONSIBILITY CENTRE	SUPPORT TEAM	PRIORITY LEVEL
<ul style="list-style-type: none"> ● Immigration Strategy Officer 	<ul style="list-style-type: none"> ● City of Dieppe ● Expansion Dieppe 	1
<ul style="list-style-type: none"> ● Immigration Strategy Officer 	<ul style="list-style-type: none"> ● LIP / SWAT Committee 	1
<ul style="list-style-type: none"> ● Immigration Strategy Officer 	<ul style="list-style-type: none"> ● City of Dieppe ● Expansion Dieppe 	1
<ul style="list-style-type: none"> ● Immigration Strategy Officer 	<ul style="list-style-type: none"> ● City of Dieppe ● Expansion Dieppe 	1
<ul style="list-style-type: none"> ● Immigration Strategy Officer 	<ul style="list-style-type: none"> ● City of Dieppe ● Expansion Dieppe 	1

AXE 3 Employment and economic development

OBJECTIVES	ACTIONS	PERFORMANCE INDICATORS
<p>6 Collaborate in newcomer assistance programs aimed at gaining a first work experience in Canada</p>	<p>13. Support initiative that provide newcomers with short-term opportunities to gain a first work experience in Canada</p>	<ul style="list-style-type: none"> ● Steps to follow - Setting up the program ● Number of program participants ● Number of investments ● Number of services hosting program participants ● Number of employers recruited
<p>7 Support economic integration through entrepreneurship.</p>	<p>14. Encourage entrepreneurship of the immigrant population</p>	<ul style="list-style-type: none"> ● Number of immigrant entrepreneurs nominated ● Number of entrepreneurs starting a business



RESPONSIBILITY CENTRE	SUPPORT TEAM	PRIORITY LEVEL
<ul style="list-style-type: none"> ● Immigration Strategy Officer 	<ul style="list-style-type: none"> ● Expansion Dieppe 	1
<ul style="list-style-type: none"> ● Immigration Strategy Officer 	<ul style="list-style-type: none"> ● 3+ ● LIP ● Expansion Dieppe 	1

Annex 1: Preliminary inventory of promising practices of municipalities/communities in immigration

The purpose of this inventory is to list municipal and community practises according to the immigration continuum that can inspire the development of the Immigration Strategy.

PLANNING AND MOBILIZATION

Sherbrooke (QC) – Municipal immigration policy: It is one of the first municipalities in the country to adopt a municipal immigration policy.

Barcelona (Spain) – Intercultural Plan: The adoption of a municipal roadmap for coexistence and diversity.

Stuttgart (Germany) – Strategy for full citizen participation: The City Council adopted a Pact for Integration and introduced policies and activities and created the first Policy Integration Office.

Montreal (QC) – Charter of Rights and Responsibilities: The city has adopted a charter in order to mobilize citizens to promote inclusion and harmonious coexistence.

Edmundston (NB) – International Student Hiring: The municipality has adopted a practice that favours the hiring of international students.

United States – Economic Development and Immigration Guide: Publication of the “Guide to immigrant Economic Development.”

Ontario – LGBTQIA Community: An assessment of the needs of LGBTQIA Francophone immigrants and refugees in Ontario was conducted by FrancoQueer and the Ontario Council of Agencies Serving Immigrants (OCASI).

Ottawa (ON) – Community Dialogue: The City of Ottawa has organized Townhall meeting activities to raise community awareness of the arrival of Syrian refugees.

Windsor-Essex (ON) - Complete and multilingual website: Example of a model municipal website (Welcometowindsor.essex.ca)

New Brunswick – Municipal Roadmaps and Measurement Tools: Eight municipalities (or grouping) undertook an approach of measuring the level of annual community preparation and planning from 2005 to 2009.

ATTRACTION, PROMOTION AND RECRUITMENT

Timmins (ON) – Portal in 7 languages: The Timmins Economic Development Corporation and the Multicultural Center of Timmins and District have developed a portal in seven languages to attract immigrants to settle in northern Ontario.

Bathurst (NB) – International promotion: The municipality contributes financially, to be represented in promotional and recruitment activities abroad, and members of the municipal council and the community (local and immigrant) meet with visitors during exploratory visits.

Côte-Nord (QC) – Regionalization of immigration: The region has set up a pilot project to encourage immigrants to settle in the region in order to meet its labour force needs. They also organize a discovery cruise.

Drummondville (QC) – Recruitment strategy 100 km away: Recruits its workforce in Montreal.

Ontario – Move to Ontario Website: Example of a model site for promotion and attraction (www.movetonwontario.ca/fr)

Quebec – Pre-departure language training abroad: Partnerships between Quebec and foreign universities to offer training in French before the beginning of the immigration process in the country of origin.

INTEGRATION AND RETENTION

Barcelona (Spain) – “Anti-Rumor” Campaign: A communication campaign presenting the facts to dispel myths.

Greenwich (United Kingdom) – Intercultural Connections through Sport: Organization of soccer games with the municipal council and the immigrant community.

Toronto (ON) – City Hall Mentoring: Mentoring program for immigrants with municipal staff.

Bremen (Germany) – Recruitment campaign for young minorities: The municipality has set up a promotional campaign for young minorities (from immigrant backgrounds) in order to recruit them as employees in the municipal system while preserving the sensitivities of the non-immigrant community.

Dublin (Ireland) – Citizen participation campaign: The municipality has set up a promotional campaign to inform about the right to vote and to encourage immigrants to vote.

New Brunswick – Citizen Participation: During the last municipal elections, a campaign was launched to grant permanent residents the right to vote in municipal elections.

Saint-Anselme (QC) – Residential units: The municipality has developed a large number of residential units to accommodate the 200 foreign workers hired by a local plant.

Marseille (France) – Bringing religious communities closer together: The mayor brings together the leaders of the different religious communities to promote interreligious dialogue.

Stratford (IPE) – Municipal Infrastructure: The municipality has acquired a cricket field to meet the needs of its immigrant population.

Montreal (QC) – Police Force Training: Police officers of the City of Montreal Police Department receive training on cultural diversity.

ENTREPRENEURSHIP

Philadelphia (United States) – Access to financing for immigrant entrepreneurs: Support program and intermediaries between funding agencies and immigrant entrepreneurs.

New Brunswick – Provincial Immigrant Business Services Network: Training, mentoring and business incubator/accelerator program in 5 economic regions of the province.

Amos (QC) – Elected municipal official of immigrant origin: Mayor of Amos for 12 years - Ulrick Chérubin, a native of Haiti

Drummondville (QC) – Newcomer Welcome Ceremony: The municipality annually organizes a welcoming ceremony.

EDUCATION

Halifax (NS) – Networking for International Students: The Connector program is available to international students to develop their professional networks. This program is now offered by ONB in NB.

Halifax (NS) – Mentoring and internships for international students: Program offered by ISAN to link international students to the labour market.

Edmonton (AL) – Guide for Teaching Refugees: A complete guide in French developed by the Conseil scolaire Centre-Nord for teachers to support refugee students who are seriously behind in school.

Basque Country (France) – Program of attention to immigrant pupils: developed as part of the Basque immigration plan.

New Brunswick – Post-Graduation Immigration Application Support: The CCNB and the Moncton University have hired certified immigration representatives to support students in their immigration process.

OTHER

Saint-Boniface (MB) – Transitional Housing: In Manitoba, Abri Marguerite opens its doors to provide immigrants with access to affordable housing upon arrival.

Montreal (QC) – Behaviour Barometer: The establishment of the Prevention Center for Radicalization Leading to Violence (CPRMV) and prevention tools, including a barometer to recognize radicalization behaviours that lead to violence.

Victoria (BC) – Machine Translation: The “We Speak Translate” project by Google Translation and the Inter-Cultural Association of Greater (ICA) in British Columbia, which uses technology to facilitate the exchange and integration of newcomers and refugees.

Saskatchewan – The “Welcoming and Inclusive Communities” Toolkit: bilingual, is available through the collaboration of the Saskatchewan Urban Municipalities Association (SUMA) and the Multicultural Council of Saskatchewan (MCoS), as part of an initiative called Welcoming and Inclusive Communities (WIC).

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