

Knowledge Transfer and Mobilization

Making the Most of Who and What We Know

ver the past two decades we have seen greater expectations on the part of publicly-funded universities throughout the world to have their research put to use by the societies - the private sector, civil society, and governments – that support them. Although universities are retaining their identities as research institutes, there are markedly stronger expectations, some formalized through funding agreements, that the research conducted within their walls have discernible benefits to society. Pushing back the frontiers of knowledge is no longer seen as sufficient to justify continued public funding. One frequent call to the social sciences is that their research have a clear application in policy development. This puts a new pressure on social scientists, many of whom are less than familiar with the workings of government policy offices or even with the basic, if vague, concept of 'policy relevance.'

A considerable amount of social science research has been done on the question of how policy is, in fact, developed and on the role that academic and other research plays and ought to play. Some of this work tries to present universal models of the policy development process and seeks to locate social science research within these models. The hope is that, with this understanding, social

scientists will be better able to make the contributions that society expects of them. The challenges that are usually cited are familiar enough to us all:

- Research publications are often difficult for non-specialists to understand, much less to apply to public policy;
- Research publications are often far too long for time-strapped policy analysts or decision-makers to read and study;
- The care with which peer-reviewed publishing is practiced means that research findings, conclusions, and analyses are announced months, if not years, after the research has been done, by which time it may be too late for a relevant application in policy development;
- Policy is sometimes developed with no apparent concern for the findings of social scientists or even in contradiction to their work:
- There is often a poor fit between the scope of a research study or publication and the scope of the work of a policy official.

These and other challenges to collaboration between research and policy are still referred to in the literature and pre-date the creation of the Metropolis Project. That these are

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traditional barriers to the use of research by policy, means that the Metropolis Project Team has grappled with them for a number of years and has developed at least partial solutions.

The Metropolis Project has used some traditional forms of information dissemination. The peer-reviewed *Journal of International Migration and Integration* is an obvious example. Variants on the theme have included thematic special issues of journals or the Metropolis Centres' short *working papers*, which are timely but somewhat tentative reports of



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findings and conclusions that appear in advance of peer-reviewed publications. They are very useful indicators of where the research is headed and can provide a kind of advance warning to policy officials of emerging trends or new phenomena. Some of the Centres have developed series of *policy briefs* written in accessible language. Further, the Project's websites contain many hundreds of papers, conference presentations, reports that are frequently used by government officials. The Metropolis Project Team supported a series of magazine-style publications on a range of immigration and diversity-related issues; these publications contain very short easy-to-read articles written by academic researchers, policy-makers and NGOs affiliated with the Project and have a large circulation, sometimes in the tens of thousands.

However, what perhaps sets the Metropolis Project apart from other policy-research collaborations is the attention we pay to human interaction. We regard with some scepticism the attempts to develop models of the policy development process. These models tend to be rational reconstructions that assume a strong logic in the process with research providing premises and the policy-maker drawing conclusions from these empirical premises along a predictable timeline.

The epistemological framework of many of these models is not altogether representative of the very messy and vastly diverse ways that policy is actually crafed. A more realistic approach would be to use psychological models to understand how policy is made and the ways in which research is or could be used. To put it simply, policy is made by people, usually in interaction with others, and not by logic machines. To understand how research can contribute to the policy development process, one needs to ask how those people who conduct research can work with those who draft policy. Metropolis, as a consequence, favours face-to-face communications over other methods and has put a premium on the development of its network of academics, government officials, affiliates of NGOs, and officials from international organizations.

One of the main objectives of the Metropolis Project Team has been to create a network with a culture that allows an ease of communications amongst members in an environment of trust. Therefore, although the Centres generate and are expected to generate publications and other research documentation, they are also seen as reservoirs of expertise that can be tapped by those in government who might need their expertise. From the point of view of policy officials, we would hope that, in addition to them asking whether the centres have produced a report on a specific topic, they would ask if there is someone at the Centres with whom they could have a conversation on a topic, whether or not there is a specific report that addresses it. This is the difference between the Centres being producers of reports and being reservoirs of expertise.

Through history our of conferences, conference workshops (each of which is by design a discussion among academe, policy, and NGOs), and Metropolis Conversations (closed-door offthe-record discussions), we have developed this environment of trust wherein our academic and policy partners can engage one another on the issues that our cities and our societies face as a result of immigration to this and other countries. We believe that through Metropolis, collaboration between research and policy has become more and more a matter of direct regular personal experience rather than an encounter only through journals and websites. •

Atlantic Metropolis Centre AMC

he AMC assumes that effective and policy-relevant knowledge transfer is a dynamic process, not a one-way flow of information or data from academic researchers to government policy-makers and NGO partners. Knowledge transfer activities in the first years of operation of the Atlantic Metropolis Centre reflect the challenges of developing networked structures protocols that are in keeping with the practices and priorities of the Metropolis Project and its federal funders, appropriate to the Atlantic region, and sensitive to the needs and interests of government and NGO sectors across four provincial jurisdictions and several municipal jurisdictions, within both official language communities.

"I had the opportunity of attending the conference which the AMC organized in November in Halifax. I found it to be extremely useful and the timing was perfect."

Elaine Noonan, Executive Director Population Secretariat, Department of Development and Technology, Government of Prince Edward Island

At this stage in the Centre's operation, a good deal of the transfer is occurring through multi-sited, intensive consultations among the academic, government and NGO sectors, as well as through other knowledge transfer venues (conferences and forums, collaborative research projects, the web).

"While the Province of Nova Scotia was conducting research and consultations into the development of our immigration strategy, the research conducted, and input provided, by Atlantic Metropolis was beneficial as we developed our approach to attracting and retaining more immigrants."

Elizabeth Mills, Executive Director Government of Nova Scotia's Office of Immigration

Consultations with Government Bodies and Agencies in Policy Planning

Within the provinces in which AMC has its two administrative nodes (New Brunswick and Nova Scotia), consultations with government agencies have been intensified by the increasingly high priority given to immigration. The New Brunswick government has been engaged in the development of immigration initiatives for some time, with particular emphasis on attracting and retaining new immigrants in smaller centres, and in Francophone communities. Moncton researchers participated in several meetings with Jacques Lapointe, a key figure in coordinating New Brunswick immigration strategies, in order to plan the government's "Rendez-vous immigration" on 24-25 June 2004. They were also well represented at the conference itself. The results of this conference will be published in 2006.

On 1 September 2004, the Nova Scotia government released its "Immigration Framework" discussion paper, and subsequently publicized it through a series of round tables and forums. This document catapulted the questions of attracting immigrants and creating "welcoming communities" to key policy priority status for the Nova Scotian government. In response to the discussion paper, the Halifax node of the AMC has engaged in the following:

- The AMC Board Chair and the Halifax co-directors had a meeting to discuss the discussion paper informally with Ron Heisler, the lead government official handling the file, shortly after its release;
- An AMC co-director (Marjorie Stone) participated in a round-table on immigration in relation to educational institutions, as the designate of the Atlantic Association of Universities;
- An AMC co-director (Marjorie Stone) and the leader of the Gender domain participated in a series of meetings coordinated by Nova Knowledge (a private sector consortium) to develop a joint private and NGO sector response to the Immigration Framework. The AMC participants contributed sections to a collaboratively authored submission from the Nova Knowledge coalition;

• In addition, the AMC independently submitted three formal responses to the Nova Scotian discussion paper: the first response from the Centre as a whole; one from the Health Domain; and one from the Gender Domain in collaboration with Nova Scotia Status of Women. The Gender Domain submission synthesized the results of a round table discussion.

Consultations with governments in Newfoundland and P.E.I. are at a more preliminary stage, given that the immigration agendas in those provinces have not yet gathered the same momentum as in New Brunswick and Nova Scotia. However, the AMC is initiating consultations

"Each of the Atlantic provincial governments has developed or is in the process of developing its own immigration and/or diversity agenda. Each province is now utilizing evidence based decision making to formulate strategies, policies and programming for the attraction, retention and integration of newcomers. The Atlantic Metropolis Centre has played a pivotal role in these recent developments."

Jean-Bernard Lafontaine, Atlantic Regional Executive Director, Canadian Heritage

with both governments through representatives on its Board. The Gender Domain has also organized a "Newfoundland and Labrador Gender/Immigrant Women Group." In P.E.I., our Board member has had discussions with the government regarding the role of Metropolis.

Consultation with the NGO, Business, and Community Sectors

The Centre co-directors have had consultations with ARAISA (the Atlantic Regional Association of Immigrant Settlement Associations) to develop a set of protocols and an appropriate administrative structure for connecting researchers to NGO partners and meeting NGO concerns.

Within New Brunswick, AMC representatives have numerous consultations with MAGMA. the Multicultural Association of the Greater Moncton Area, and participated in its annual meetings. They have also met with a new multicultural association, Les échanges culturels. As well, researchers within both the Culture, Language and Identity Domain and the Discourse, Values and Attitudes Domain have participated in the Table de concertation sur l'immigration de la SAANB (Société des Acadiens et des Acadiennes du Nouveau-Brunswick), which also included work on a website and media communications, and in policy planning relating to the attraction and integration of immigrants in francophone communities.

Conferences, Roundtables, Forums, Reports, Presentations

The AMC has hosted two principal conferences. On 24-25 June 2004, the "Rendez-vous immigration" conference took place at Saint Andrews, New Brunswick. The AMC Moncton node participated in planning this conference, and in the conference itself. The "Immigration and Outmigration: Atlantic Canada at a Crossroads" conference, organized by the AMC Economics Domain on 18-19 November 2004, also attracted a high level of interest among provincial and municipal governments, the NGO sector and the private sector.

To provide the groundwork for better regional consultation in policy planning, the AMC Halifax co-directors are working with a group of student interns coordinated by Marguerite Cassin of Dalhousie's School of Public Administration. This group will undertake a jurisdictional review to assist the AMC in mapping the administrative structures and identifying the key offices handling immigration and diversity issues in the four Atlantic provinces.

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Carrefour d'immigration rurale

Saint-Léonard, New Brunswick – April 26, 2005 – The Government of Canada is investing \$996,100 to research a unique approach to attracting and integrating Francophone immigrants into rural communities. This approach was developed by Carrefour d'immigration rurale Inc. in Saint-Léonard, New Brunswick, who will be leading the initiative. The Carrefour is working closely with the AMC to match graduate students with the research needs of the community.

Immigration et métropoles IM

Dissemination Activities

The strategy for disseminating knowledge related to immigration and integration at Immigration et métropoles (IM) combines two types of approach:

- 1. The scientific publications and communications necessary for institutional recognition in the national and international academic communities;
- 2. The development of innovative dissemination strategies aimed at the appropriation of research findings by various types of decision makers or stakeholders, according to their professional and specific needs.

The productivity of IM researchers with regard to public presentations and publications is significant. The annual report lists nearly 100 publications that are scientific or destined for a broader professional public and nearly 150

public activities per year, including scientific communications, public presentations, training sessions and media interviews. And that is just those publications and activities that are directly from the Centre or from the national and international Metropolis Network.

it is clear that the emphasis will be on consolidating and disseminating the research results. We hope that this will help mobilize knowledge so that the principle of the policy-maker/researcher partnership, which lies at the heart of our

"We recognize that the various Immigration et métropoles and Metropolis initiatives (conferences, round tables, information days, etc.) create a forum that facilitates the dissemination and circulation of knowledge and expert advice, as well as systematic cooperation between the university, government and practitioner environments."

Maurice Chalom, Director, Intercultural Affairs, Montréal

Furthermore, at the domain level, many dissemination activities have been held, and others are still to come; these are designed to respond to requests made by partners and to disseminate the research results to the general public. These include monthly

lunch conferences, information days for a broader public (municipal elected officials, public policy decision-makers from different levels, NGO stakeholders), training sessions with professionals and practitioners, and symposiums on interdisciplinary themes. (See the *IMformateur* newsletter for information on each domain.)

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Future Activities

New projects will be proposed, but with over 90 projects currently underway, operations, remains successful in the coming years.

Partnership and Networking

The Centre has consolidated its existing partnerships while continuing to develop and diversify new ones. Within the domains, 116 partners from various government organizations and levels (federal, provincial and municipal) participated research projects. Depending on the project, this collaboration has resulted in regular participation in the domain activities, including: defining the research plan; the funding or participation by institutional researchers or stakeholders in a project and its procedure; easier access to the concerned institutions or organizations; or providing support in disseminating research results. This close participation by partners in research activities significantly enriches the research perspectives and the knowledge about immigration and integration

phenomena. In addition, it facilitates the dissemination of research results and how they are expressed by the stakeholders in terms of policies, programs and practices.

At the IM Centre of Excellence in Montréal, an electronic newsletter

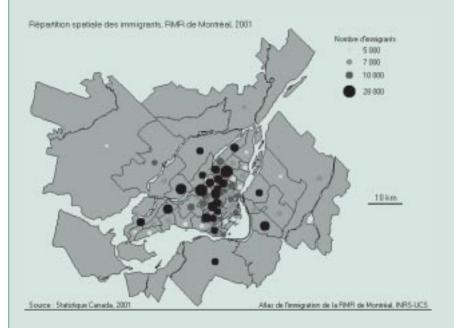
"The contribution from Immigration et métropoles remains unique because it enables stakeholders from various government, institution and community environments to collaborate and interact with researchers in order to delve deeper into and better understand the problems experienced in the field and associated with the migratory phenomenon."

Louise Fortin, Director, Services for cultural communities, ministère de l'Éducation, du Loisir et du Sport

called l'IMformateur Express was introduced in January 2005. This monthly newsletter is distributed by email to members of the Metropolis Network and to anyone who registers for the distribution list. It provides a regular means of announcing recent news, as well as links to directly access IM's news bulletin board. It effectively and inexpensively disseminates information not only on all activities by IM researchers and collaborators but also on Montréal and on national and international news related to migration, integration and diversity management issues. Visit the IM website (www.im.metropolis.net) and send us any information that you would like published in the newsletter.

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Immigration Atlas of the Montréal CMA in 2001



The Immigration Atlas created by Immigration et métropoles (IM) is a knowledge transfer best practice. The interactive atlas provides a portrait of immigration in Montréal. It was designed and developed by a team from the Urbanisation, Culture and Society Centre of the INRS, which included Philippe Apparicio, Jaël Mongeau, Valera Petkevitch and Martha Radice.

The atlas contains 170 maps that describe the spatial distribution and concentration of immigrants in 69 zones in metropolitan Montréal. The immigrant groups are defined in terms of period of immigration, region of birth, country of birth, mother tongue, ethnic origin, visible minority group and religion. In addition, a short analytical text accompanies each map. Numerous interactive mapping functions, such as dynamic linking between map and *histogram* and between statistics and *histogram*, make it easy to explore and analyze the maps. Viewing functions are also available: zooming in and out, re-centering, and measuring the distance between two points.

The atlas represents a concrete and effective use of the survey data graciously provided by Statistics Canada to the Metropolis Project. It meets the needs of researchers and provides a way to disseminate data in a format that is accessible to non-specialists. It can also serve educational purposes, as did the atlas that was based on 1996 data created by Damaris Rose, also an IM researcher. The target audience includes researchers, teachers and students (in Montréal, throughout Quebec, across Canada and around the world), as well as anyone working in immigrant settlement and the management of cultural diversity.

The atlas site is available at the following address: http://atlasim2001.inrs-ucs.uquebec.ca.

To view the atlas maps, you must have Adobe's SVG plug-in, which can be downloaded for free: www.adobe.com/svg/viewer/install/main.html.

Joint Centre of Excellence for Research on Immigration and Settlement **CERIS**

nowledge transfer continues to be a CERIS priority. Highlights include grants awarded through the CERIS-Request for proposals (RFP). These projects include:

- A Community Dialogue on Homelessness Among Immigrants and Refugees in the Windsor/Essex Region;
- Unaccompanied Refugee Youth in Transition from the Child Welfare System;
- Gender, Violence and Health The Role of Gender Relations in the Ethiopian Community in Toronto;
- Negotiating Canadianness, Navigating Cultural Currents: Chinese Skilled Immigrants in Toronto;
- Parent-Teen Relations in the Toronto Tamil Community;
- The Career Progression of Immigrants, Women and Visible Minorities in the Canadian Labour Market;
- Non-Status Immigrants: Exploring Models of Regularization;
- Toward Equitable Reproductive Health & Health Services for Cambodian Refugee Women: An Ethnographic Analysis;
- Maintaining "Spaces of Integration" in an Era of Devolution: Exploring the Geographies of Language and Education Policy in Toronto's Elementary Schools;
- Defining Lines: Redistricting, Redistribution and Minority Representation;
- Information Practices of Ethno-Cultural Communities;
- Immigrant Children in Treatment: Pathways and Adherence to Care;
- Faith-Based Ethnic Communities: Process of Integration or Exclusion;
- Multiculturalism and Successful Integration: The Role of Ethnocultural/Immigrant Organizations;
- Building a Profile of Health Related Services: Hamilton's Immigrant and Refugee Communities;

- Learning to be Good Citizens: Informal Learning and the Labour Market Experiences of Professional Chinese Immigrant Women;
- Access Not Fear: Non-Status Immigrants & City Services;
- Immigrant Settlement and Retention in Second-Tier Urban Regions: A Case Study of Kitchener-Waterloo, Ontario, Canada.

"Metropolis is creating a cadre of young people who are informed about and interested in immigration and diversity issues, thus not only raising awareness of immigration and diversity but also providing a talent pool for external recruitment into NGOs."

Rakesh Bhardwaj, HOST Program Worker, CultureLink

In addition, the six domain leaders and other CERIS researchers have developed proposals and attracted external funding on a number of projects which are directly related to the Metropolis policy priorities, such as:

- A Geomatics Approach to Immigrant Settlement Services: The Integration of Supply and Demand over Space and Time;
- Immigrant Youth and Cultural Identity in a Global Context;
- New Canadian Children and Youth Study (NCCYS);
- Recommendations for the Delivery of ISAP Services to Mandarin-Speaking Immigrants from Mainland China;
- Economic Integration of Immigrants and Non-Immigrants;
- Intersecting Barriers to Health for Immigrant Women with Precarious Status.

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Ryerson University M.A. in Immigration Studies About the Graduate Program

Canada's first graduate program devoted to advanced study of immigration policy, services and experience was launched in September 2004 at Ryerson University.

The Master of Arts in Immigration and Settlement Studies is an innovative new program that will explore immigration trends, policies and programs in Canada from multi-disciplinary perspectives. Available in both full-time and part-time study, this program is designed to:

- Enhance in-depth knowledge, through four core courses, of the key historical, theoretical, methodological, policy and program literature and issues in the field of immigration and settlement studies in Canada;
- Explore and critically assess, through a selection of courses and seminars, some of the social, economic, political, cultural, spatial, policy, servicedelivery and human rights aspects of immigration and settlement;
- Compare the experience of migration and settlement in Canada with that of other countries, through the incorporation of international perspectives in the curriculum;
- Provide focused discussions of the theoretical, conceptual, methodological issues/concepts practitioners need to know (and think) about when using related information;
- Develop a critical understanding of the methodological and practical issues facing research in the field;
- Generate, through a practicum, an understanding of the ways in which information in the field is utilized, in both practice and policy-making contexts;
- Demonstrate an ability to contribute to knowledge in the field through the preparation of a research paper or demonstration project paper;
- Provide opportunities for completion of the degree on a full-time and part-time basis.

www.ryerson.ca/gradstudies/immigration/

CERIS Domain Leaders participated in several CERIS activities throughout the year, including facilitating sub-group meetings during research retreat, participating on the Adjudication Committee for the RFP, and organizing six seminars. There were also a number of events that brought together the broad community of affiliates and partners to network and share knowledge: the annual research retreats; the CERIS Open House featuring the launch of the edited volume, The World in a City, meetings with Dr. Marc Renaud, Janet Halliwell, and Pamela Wiggin as part of SSHRC's nation-wide consultation with researchers; and a communitybased SSHRC consultation with some twenty community organizations.

CERIS launched its annual Graduate Student Research Award to support research related to immigration and settlement being done by graduate students at both the Masters and Doctoral levels of study. Nine awards of up to \$500.00 were attributed in June 2004 to support significant research projects on immigration and settlement issues that involve a Greater Toronto Area and/or other Ontario community focus.



Managing Two Worlds: The Experiences and Concerns of Immigrant Youth in Ontario Canadian Scholars'
Press Inc. published
Managing Two Worlds:
The Experiences and
Concerns of Immigrant
Youth in Ontario, edited
by Paul Anisef, CERIS
Associate Director, and
Kenise Murphy Kilbride,
CERIS Senior Fellow.

The Resource Centre collection includes a large number of unpublished community needs assessments related to settlement and equity issues, documents produced by CERIS researchers and Metropolis Project affiliates, and donations

from publishers and partners. Publications can be reviewed on site or photocopied at cost. More than 170 new documents with various themes concerning immigration and settlement were classified, catalogued and added to the Resource Centre holding list during the past year. The CERIS website and Virtual Library now contains over 200 documents, along with over forty working papers. The CERIS electronic monthly bulletin is currently is distributed to over 1,300 email addresses. •

BEST PRACTICES

Policy Matters

Policy Matters is a series of reports focusing on key policy issues affecting immigration and settlement in Canada. The goal is to provide accessible, concise information on current immigration research and its implications for policy development. Policy Matters is produced by the Joint Centre of Excellence for Research on Immigration and Settlement – Toronto (CERIS).

- Apprenticeship Opportunities and Barriers for Immigrant Youth in the Greater Toronto Area, by June Y. Yee, Carolyn M. Johns, Sandra Tam, and Noeline Paul-Apputhurai;
- 2. Cultural Resources, Ethnic Strategies, and Immigrant Entrepreneurship: A Comparative Study of Five Immigrant Groups in the Toronto CMA, by Lucia Lo, Carlos Teixeira, and Marie Truelove;
- 3. Third Sector Restructuring and the New Contracting Regime: The Case of Immigrant Serving Agencies in Ontario, by Edward Richmond and John Shields;
- Field of Study and Labour Market Outcomes of Immigrant and Racial Minority University Graduates in Canada, by Paul Anisef, Robert Sweet, and George Frempong;
- 5. Interrogating the Hyphen-Nation: Canadian Multicultural Policy and "Mixed Race" Identities, by Minelle Mahtani;
- **6.** Ethnic Segregation in a Multicultural City: The Case of Toronto, Canada, by Mohammad A. Qadeer
- No Safe Haven: Markets, Welfare, and Migrants, by John Shields;
- **8.** The Aging Experience of Chinese and Caribbean Seniors, by Janet M. Lum and Joseph H. Springer;
- Assessing the Impact of the Kosovo Conflict on the Mental Health and Well-Being of Newcomer Serbian Children and Youth in the Greater Toronto Area, by Joanna Anneke Rummens and Rajko Seat;
- **10.** Chinese Immigrants in Canada: Their Changing Composition and Economic Performance, by Shuguang Wang and Lucia Lo;
- **11**. The Anatomy of an Urban Legend: Toronto's Multicultural Reputation, by Michael Doucet
- **12.** Ethnoracial Diversity and Planning Practices in the Greater Toronto Area: Final Report, by Beth Moore Milroy and Marcia Wallace;



Policy Matters is available online

- **13.** Unaccompanied/Separated Children Seeking Refugee Status in Ontario: A Review of Documented Policies and Practices, by Mehrunnisa A. Ali with Svitlanna Taraban and Jagjeet Kaur Gill;
- **14.** *Social Inclusion, Anti-Racism and Democratic Citizenship,* by Anver Saloojee;
- Multiple Identities & Marginal Ties: The Experience of Russian Jewish Immigrant Youth in Toronto, by Paul Anisef, Etta Baichman-Anisef, and Myer Siemiatycki;
- **16.** *Immigrant Settlement and Social Inclusion in Canada*, by Ratna Omidvar and Ted Richmond;
- **17.** Housing Affordability: Immigrant and Refugee Experiences, by Robert A. Murdie;
- **18.** The Third Sector: Neo-Liberal Restructuring, Governance, and the Remaking of State-Civil Society Relationships, by Bryan Mitchell Evans and John Shields;
- Immigrant Adjustment and Parenting of Teens:
 A Study of Newcomer Groups in Toronto, Canada,
 by Vappu Tyyska;
- **20**. The Two-Tier Settlement System: A Review of Current Newcomer Settlement Services in Canada, by Kareem D. Sadig;
- 21. Race, Sport and Schooling, by Carl E. James;
- 22. Impact of Race and Immigrant Status on Employment Opportunities and Outcomes in the Canadian Labour Market, by Cheryl Teelucksingh and Grace-Edward Galabuzi.

Prairie Centre of Excellence for Research on Immigration and Integration **PCERII**

Metropolis Project, the Prairie Centre has been deeply involved in knowledge transfer activities, recognizing that partners find these initiatives valuable and an important part of strengthening the link between research and policy. As a result, many of the policy-makers, NGOs and researchers have concluded that the Prairie Centre is a vital feature of the immigration landscape on the Prairies. Some highlights of this activity include:

Working Paper Series

Since the inception of the series in May 2003, the Centre has published nineteen working papers. Typically these papers appear on the Prairie Centre's website (www.pcerii.metropolis.net), and hard copies are provided free of charge to the Metropolis Centres and to other partners. These papers include:

- Citizenship Concepts in LINC Classrooms;
- Resilient Teenagers: Explaining the High Educational Aspirations of Visible Minority Youth in Canada;
- Individual- and Community-Level Determinants of Support for Immigration and Cultural Diversity in Canada;
- Citizenship Education for Adult Immigrants in Canada 1947-1996;
- Canada After 9/11: New Security Measures and "Preferred" Immigrants;

- International Correspondence Marriages: The Slavic Connection;
- Finding Success in School: The Educational Battlefield;
- The Legacy of Immigration: The Labour Market Performance of the Second Generation;
- Citizens of the World with Canadian Passports;
- Social Capital of Immigrants in Canada;

- International Transference of Human Capital and Occupational Attainment of Recent Chinese Professional Immigrants in Canada;
- From the Transvaal to the Prairies: The Migration of South African Physicians to Canada;
- Free Trade, Foreign Investment and Migration: Canada's Experience Under NAFTA.

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PCERII Volunteer Internship Program

The Prairie Centre is committed to providing training opportunities for graduate students, but also, and uniquely, to undergraduate students. The idea is to start earlier in the career of students and train undergraduates to acquire research and work skills and experience via a volunteer program.

Accordingly, the Edmonton node created a Volunteer Internship Program that offers undergraduate students an opportunity to learn more about immigration and integration-related issues through volunteering at one of the Centre's partnering organizations (or at the Centre itself). The Internship Program was launched in 1997-1998 as a pilot project with just three students. The program has grown over the past eight years and a total of 66 students have participated. The aim of the program is to establish an additional bridge between the Prairie Centre and partnering organizations, as well as to provide first-hand experience in immigration research and related issues to undergraduate student volunteers.

To date, placements have been offered at the following 15 PCERII partnering organizations in Edmonton: Catholic Social Services; Centre for Foreign-Trained Professionals; Changing Together: A Centre for Immigrant Women; Citizenship and Immigration Canada; Edmonton Immigrant Neighbourhoods Planning Group; Edmonton Immigrant Services Association (EISA); Indo-Canadian Women's Association; International Institute for Qualitative Methodology, University of Alberta; Jewish Family Services; Mennonite Centre for Newcomers; Millwoods Welcome Centre for Immigrants; Multicultural Health Brokers Co-op; NorQuest College; Northern Alberta Association on Race Relations (NAARR); and Planned Parenthood Association of Edmonton.

Journal of International Migration and Integration (JIMI)

A flagship of the Metropolis Project, JIMI is published quarterly and is a bilingual, policy-oriented, scholarly journal. After the initial five years of operation at the University of Alberta, a ten-year contract with Transaction Publishers took effect in January 2006. Transaction is a well-regarded international publishing house with a large set of contacts, and JIMI's distribution will expand as a result (see section on JIMI further in this newsletter).

Website

The Centre's website continues to be developed and stocked with current information, including a listing of reports and publications resulting from PCERII-funded research projects, the working paper series, a list of Centre affiliates by university, and 48 conference presentation summaries from the Sixth National Metropolis Conference held in Edmonton in March 2003.

Annual Planning and Node Meetings

The annual planning meetings bring together Prairie Centre researchers, the policy community, and community partners. The three major stakeholders discuss their research interests and concerns, as well as future research plans. The meetings also feature presentations of the results of research projects funded by the Prairie Centre. The annual planning meeting is complemented by Node meetings, which are regionally-based and bring together partners from the Prairie Centre's node cities. Node meetings have been held in Calgary, Edmonton, Regina, Saskatoon and Winnipeg.

Brown Bag Lectures

The Brown Bag Lecture Series brings together researchers, policy-makers, and partnering organizations to discuss research results and work by Metropolis stakeholders of the Metropolis Project. The Series takes place in both Winnipeg and Edmonton.

e-Newsletter

Published bi-monthly, this electronic newsletter highlights current research within the Prairie Centre and among partnering organizations, as well as announcements of publications, conferences, workshops, working papers, news from research affiliates and key updates to the Centre website. To subscribe, please contact Centre Coordinator, Kelly McKean, at kmckean@ualberta.ca.

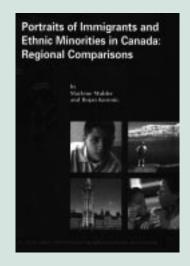
"I have personally benefited from the opportunity to hear and learn from others across the Prairie region, Canada and in some cases, internationally, on different approaches to address common challenges."

Barbara Leung, Director, Community Programs Alberta Advanced Education

Graduate Student e-Bulletin

The Student e-Bulletin keeps Metropolis graduate students connected with the activities of the Prairie Centre as well as the Metropolis Project as a whole. It includes conference notices, calls for proposals, Metropolis seminars, PCERII activities, and job postings. To subscribe or to add a student's name, contact Kelly McKean at kmckean@ualberta.ca. •

BEST PRACTICES



Regional Comparisons

Portraits of Immigrant and Ethnic Minorities in Canada

Portraits of Immigrant and Ethnic Minorities in Canada: Regional Comparisons (2005), by Marlene Mulder and Bojan Korenic, is a much expanded and updated version of the first such publication, which proved to be a very popular resource among the Prairie Centre's community partners and other stakeholders (Immigrants and Ethnic Minorities on the Prairies: A Statistical Compendium, published 2000). The new publication is a compilation of statistics about newcomers to Canada. Unlike the previous volume, which focused only on the Prairies, this book has figures for Canada as a whole, Canadian regions (including the North), as well as detailed information relevant to the Prairies. There is also a chapter focusing on immigration to small communities such as Brooks and Brandon.

To order a copy, contact the Prairie Centre at (780) 492-6600.

Research on Immigration and Integration in the Metropolis **RIIM**

omprised of approximately 100 scholars as grant recipients, graduate students, or associated members, RIIM has been active in producing high-quality research accessible to a wide audience, and has been successful in engaging the broader community to share their research results and to hear voices from a variety of perspectives to better shape their future research agenda.

With a network that spans all three levels of government, the private sector, the general public, and of course, the substantial NGO community, RIIM has developed a variety of effective knowledge transfer mechanisms. In fact, RIIM has opened a 'storefront' location in the midst of a Vancouver immigrant community to help close the physical distance between its research and its stakeholders.

Apart from its physical storefront, perhaps the most readily accessible of its knowledge transfer mechanisms is the RIIM website (www.riim.metropolis.net). From

Vancouver Centre of Excellence

Research on Immigration and Integration in the Metropolis

Working Paper Series

No. 08-01

Indicators of Entrepreneurial Success among Business in Centre

Danie Ley

January 2008

An example of one of the 240 working papers on immigration topics available on RIIM's website

"From the City's perspective, RIIM's research has helped identify and focus key policy issues at the local level which can be responded to by multiple stakeholders, including local government."

Baldwin Wong, Multicultural Social Planner, City of Vancouver

this site, visitors can access over 240 working papers on immigration topics of direct relevance to a wide variety of stakeholders and commentaries of a more general nature, test their knowledge of immigration through an online quiz (including correct answers and explanations), take part in two RIIM research surveys, and access information concerning upcoming RIIM events such as seminars and roundtables. Contact information for RIIM researchers is also available.

Recent Working Papers

- Indicators of Entrepreneurial Success Among Business Immigrants in Canada;
- Self-Selection, Immigrant Public Finance Performance and Canadian Citizenship;
- Visible Minorities in Canada's Workplaces: A Perspective on the 2017 Projection;
- Family Class and Immigration in Canada: Implications for Sponsored Elderly Women;
- Immigrants' Attitudes Towards Self-Employment: The Significance of Ethnic Origin, Rural and Urban Background and Labour Market Context;
- Migration and the Demographic Transformation of Canadian Cities: The Social Geography of Canada's Major Metropolitan Centres in 2017;
- Post-Multiculturalism?;
- The Self-Employment Experience of Immigrants to Canada;
- Toward Minority Group Rights and Inclusive Citizenship for Immigrants: The Role of a Voluntary Organization in Vancouver.

As a means of sharing research results, but also to set a forward-looking research agenda, RIIM holds an annual research retreat to which it invites its federal partners, provincial and municipal officials, and representatives from the local NGO community. The goals of this retreat are to inform RIIM stakeholders of RIIM's ongoing research efforts and to solicit new ideas from the various attendees. This results in a two-way knowledge transfer. In addition to the attendees learning about RIIM's research, the attendees raise suggestions for further research, which after being reviewed by RIIM's management board, can be incorporated into the next round of funded call for proposals.

The annual research retreat is always well-received. In a similar but more specialized vein, RIIM engages in a number of other annual meetings whereby it shares its results with a variety of audiences. For instance, RIIM researchers meet with Vancouver-based organizations such as the Asia Pacific Foundation of Canada, the Vancouver Board of Trade, the Fraser Institute, and the Laurier Institution. Periodic roundtables are also sponsored by RIIM to help transfer knowledge on specific issues of concern. The 2004 round table dealing with opportunities and challenges of educating foreign students is a good example. Timely issues were raised and best practices discussed among the RIIM researchers and the NGO community.

"The timely and reliable RIIM website and list-serve provide invaluable resources to time-pressed government policy staff. They assist all participants in keeping up-to-date on events, issues, and research as well as getting targeted background information quickly when required."

Tom Jensen, Assistant Deputy Minister, Multiculturalism and Immigration, British Columbia Ministry of Attorney General

Finally, in addition to serving as a resource to senior government officials, RIIM has been active in extending links with the international community, particularly Germany, China and Sweden. Consultations have also been solicited from RIIM by the United Nations initiative on global perspectives, the International Labour Organization on remittances, and the European Union on citizenship issues. Given this success, RIIM has initiated a new partnership in Spain and contemplates further work with Hong Kong. •

BEST PRACTICES

RIIM Knowledge Transfer Chinese Credentials Crisis

Vancouver, 9 April 2005

To address foreign credential recognition among Chinese immigrants, Metropolis' Vancouver Centre of Excellence (RIIM), organized a fourhour roundtable to engage RIIM researchers, the Chinese community, and the public at large in a discussion of the size, importance and policy implications of the alleged foreign credential recognition crisis. This event received support from the World Journal, a major world-wide Chinese paper with a large office in Vancouver, which published a series of articles on the Chinese credentials crisis in Vancouver two weeks prior to the roundtable (they also featured RIIM's online survey, directing their readers to respond to it). In addition, RIIM was featured on a one-hour radio programme soliciting suggestions and inviting the public to attend the roundtable.

Attendance was substantial, at about 60, and included the Honourable Hedy Fry, then -Parliamentary Secretary to the Minister of Citizenship and Immigration, with special emphasis on credential recognition. The roundtable included two personal histories of the struggle for credential recognition: the first, successful, emphasized the need for communication skills and some western degree-level training, whereas the second, less optimistic, personal story, reported the agonies of getting to the right credential recognition body. These narratives were followed by interventions from Vancouver's community which highlighted their challenges in credential recognition - in short, they emphasized that in a weak labour market like Vancouver, it is easier to hire Canadian-trained talent. A public policy discussion followed with interaction with the audience who had been contributing their perspectives throughout the whole event.

Government Partners

Interdepartmental Committee

The Metropolis Interdepartmental Committee meets on a quarterly basis to discuss crosscutting policy issues, and to update one another on upcoming events, activities and priorities. In the second phase of the project, this committee has become a more directed body with an emphasis on engaging one another on issues of mutual concern. As a result, at each meeting federal government officials come together with a number of key researchers from the Metropolis Centres to discuss a cross-cutting policy area. Recent meetings have included discussions on:

- · Public Space;
- Low-Income Rates Among Newcomers;
- The Growing Security Agenda: Immigration, Diversity and Justice;
- Immigration: Why Language Matters;
- Homelessness, Housing and Immigration;
- Residential Concentration of Newcomers and Poverty: What's the Link?
- Responsibilities on Both Sides of Integration Street: Economic Integration;
- Responsibilities on Both Sides of Integration Street: Social, Cultural and Political Integration;
- Immigration and Cities;
- The Value of Metropolis Research to the Provinces;
- Temporary Migrants.

These discussions facilitate the uptake of research undertaken by the Centres, the matching of policy questions to research expertise, and the development of partnerships across federal departments and agencies.

Formal membership is accorded to those departments and agencies that provide core funding to the Centres of Excellence, while observer status is provided to the central agencies and other departments and agencies that engage with Metropolis on a project-by-project basis.

Canada Mortgage and Housing Corporation

Exploring the Housing Situation and Needs of New Immigrants: A Study Using the Longitudinal Survey of Immigrants to Canada (LSIC) and the 1996 and 2001 "Metropolis Core Census Data."

CMHC has funded a collaborative cross-centre project that aims both to deepen the analysis of the Longitudinal Survey of Immigrants to Canada (LSIC) and to contextualize LSIC findings through other sources of information, notably the census core dataset that is provided as a Statistics Canada contribution to the Metropolis Centres of Excellence.

Using existing and emerging data, the study will examine such variables as:

- · Type of initial and current dwelling;
- · Length of stay at initial dwelling;
- The average number of dwellings inhabited over the first 6 months in Canada;
- The most serious barrier in finding housing by Census Metropolitan Area (CMA);
- The source of help in finding housing;
- Tenure, both initial and current at the time of the survey;
- Cost of rent, relative to income by CMA.

Using LSIC, researchers will explore the relationship between housing and other modules of the survey, especially employment and income, but also social networks. Data from the 2001 census (the core dataset) will have several variables in common with LSIC and will allow comparison of recently arrived immigrants (5 years and 10 years since landing), with more settled immigrants, and second- and third plus- generation Canadian-born individuals.

In order to provide further context for understanding the results of the data analysis researchers will undertake an extensive review of the literature on housing and immigrants in Canada and compare the present study's findings with a similar longitudinal survey of immigrants that is underway in Australia.

As a result of this project housing policy-makers and housing program providers should be better informed on housing market experiences of immigrants. This information should help consider revised/new policies and program parameters for better responding to the distinct housing and living needs of newcomers.

Research team

- Immigration et métropoles-Montréal Annick Germain, Jean Renaud, and Damaris Rose
- CERIS-Toronto Robert Murdie and Valerie Preston
- RIIM-Vancouver Daniel Hiebert and Elvin Wyly

For more information contact Jim Zamprelli at jzamprel@cmhc-schl.gc.ca

Canadian Heritage

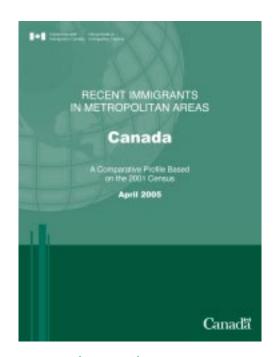


Canada 2017 — Serving Canada's Multicultural Population for the Future

22-23 March, 2005

The Multiculturalism Program hosted the Canada 2017 Policy Forum: Serving Canada's Multicultural Population for the Future, on 22-23 March, 2005. The aim of the Forum was to examine the future demographic landscape of Canada, and to allow the Government of Canada to explore the policy implications of our changing diverse population in order to make informed decisions on the policies and programs needed to meet its future needs. Some 150 participants attended the Forum.

The 2017 Policy Forum focussed on five themes with a commissioned background paper in each area: Cities; Labour Markets; Health and Social Services; and Public Institutions. The majority of the authors for these papers were drawn from the Metropolis Network including Krishna Pendakur (Simon Fraser University), Jacqueline Oxman-Martinez and Jill Hanley (Université de Montréal), and Dan Hiebert (University of British Columbia). These papers can be found online at www.multiculturalism.pch.gc.ca



Citizenship and Immigration Canada CMA Profiles

Did you know that recent immigrants add to Halifax's pool of science and health-care professionals? How about the fact that almost 70% of Canada's recent immigrants from Taiwan reside in Vancouver?

These facts and others are contained in Citizenship and Immigration Canada's recently published series, Recent Immigrants in Metropolitan Areas, based on the 2001 Census. This series includes Canada and thirteen Census Metropolitan Areas (CMAs): Calgary, Edmonton, Halifax, Hamilton, Montréal, Ottawa, Québec, Regina, Saskatoon, Toronto, Winnipeg, Vancouver and Victoria.

The Canada profile describes the geographic dispersion of recent immigrants within Canada and the origins of immigrants in different parts of the country. The CMA profiles begin by sketching a broad picture: the number of immigrants and recent immigrants and the size of the population in 2001 and in previous years; changes over time; and comparisons with the province and the country as a whole. Acquisition of Canadian citizenship is also examined.

The background of recent immigrants is also outlined, including immigrant category, country of birth, age, gender, language, education, family and household structure. Different aspects of economic participation and income are also explored, such as labour market participation, jobs, level and distribution of income. A new area that was not covered in CMA profiles based on the 1996 Census is religion.

In addition to the analysis contained in the profiles, each publication presents about 75 tables and figures – many of which provide data comparing the Canadian-born population, immigrants and recent immigrants. Readers will also note that many of the tables are broken down by gender to provide added information.

Recent Immigrants in Metropolitan Areas is now available on the CIC website at www.cic.gc.ca.

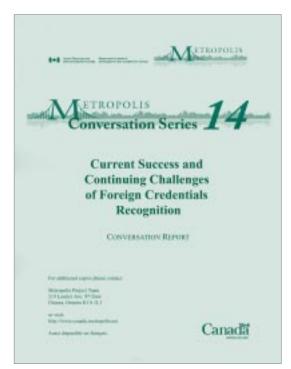
Social Sciences and Humanities Research Council **SSHRC**

As SSHRC continues to move toward its goal becoming a knowledge council, the Metropolis Project Team has been asked on a number of occasions to speak about partnerships and best practices for knowledge transfer. These events have included:

- The Knowledge Project: Building Canadian Research Leadership, a special conference showcasing SSHRC's principal knowledge mobilization initiatives. Metropolis' five Centres of Excellence and the Project Team participated in the poster session and were invited to speak at a roundtable consultation on knowledge mobilization.
- Communicating Knowledge from the Social and Human Sciences to the Public: Perceptions Practices and Perspectives, a special interdisciplinary conference held at the annual Congress of the Humanities and Social Sciences (London, June 2005).

For more information, please visit www.education.mcgill.ca/profs/starke-meyerring/CATTWSpecConference Prog.htm.

- CUexpo2005: Community-University Research Partnerships: Leaders in Urban Change, held in Winnipeg in September 2005. This conference brought several hundred experts from universities, governments and practitioners together as part of the SSHRC-funded Community-University Research Alliance (CURA) grant given to the University of Winnipeg. For more information please visit http://cuexpo.uwinnipeg.ca.
- Knowledge Mobilization, a panel at the November 2005 start-up meeting for recent recipients of the SSHRC Community-University Research Alliance (CURA) grant.



Conversation Series, produced by HRSDC and the Metropolis Project

Human Resources and Skills Development Canada **HRSDC**

Human Resources and Skills Development Canada (HRSDC) has worked closely with Metropolis on a number of initiatives to facilitate the transfer of knowledge between researchers, policy-makers and community partners. In May 2005, HRSDC's Foreign Credential Recognition Unit and Metropolis collaborated on a Metropolis Conversation entitled "Internationally-Trained Workers' Economic Performance and Foreign Credential Recognition." The Conversation brought together researchers and policy-makers to discuss immigrants' declining economic outcomes and the factors that are contributing to these outcomes. Metropolis Conversations are intended to promote candid and frank exchanges on pressing policy issues. This particular Conversation provided guidance to HRSDC on existing gaps and future research. A report can be accessed at www.canada.metropolis.net/events/conversation/conversation_report_20.pdf.

Metropolis has also worked with HRSDC's Labour Branch on a number of activities related to their Racism-Free Workplace Strategy. HRSDC provided support for a plenary session entitled "Ensuring a Barrier-Free Workplace: The Role of Government and Employers," as well as several workshops related to employment equity and workplace inclusion, which took place at the Tenth International Metropolis Conference in October 2005. A follow-up to this will take place at the Eighth National Metropolis Conference in Vancouver in March 2006, which will feature a plenary session on "Integration in a Racism-Free Workplace" as well as several workshops related to the Racism-Free Workplace Strategy. In addition, HRSDC has drawn on the expertise of the Metropolis Centres to conduct research and consultation activities on racism in the workplace as a part of their national engagement strategy in 2004-2005. In 2005-2006, HRSDC will again work with the Metropolis Centres to conduct field research and interviews with business and labour leaders, as well as focus groups, which will inform the Racism-Free Workplace Strategy.

Status of Women Canada

Status of Women Canada continues to produce research reports on policy issues of importance to women. These reports have recently included:

Statistics Canada Data Sources on Immigrant Women, a resource written by Statistics Canada to give users an indication of the diversity of data available on immigrant women.

In addition, a number of research projects on topics affecting immigrant women are currently underway (see network on gender later in this newsletter).

For more information, visit www.swc-cfc.gc.ca/pubs/pubspr/index_e.html.



Trafficking in Persons

In March 2004, Metropolis – funded by the Departments of Justice and Status of Women Canada – facilitated a closed-door discussion of trafficking issues. NGO representatives, academics and federal policy-makers talked about a potential anti-trafficking strategy with the objectives of increasing dialogue between members of civil society and policy-makers and generating new ideas drawing on the strengths of all sectors.

An interdepartmental working group continues work on the five pillars of an anti-trafficking strategy based on the March meeting:



- Prevention & Awareness-Raising: The Canadian International Development Agency funds prevention initiatives overseas in source and transit countries about the risks of being trafficked;
- 2. Protection & Assistance to Victims: The federal government has limited jurisdiction to act since social services are under provincial authority. Since NGOs are more likely to be effective in working with victims than government agencies a tri-partite approach federal, provincial and civil is needed to develop an effective victim protection and assistance strategy;
- 3. Prosecution of Perpetrators: The *Immigration and Refugee Protection Act* (IRPA) criminalizes trafficking in persons. Sentences include serious fines and incarceration. The Criminal Code amendments received Royal Assent on 25 November, 2005;
- 4. Data Collection & Research: The obvious clandestine nature of trafficking, as well as the range of government agencies that may encounter it, makes it difficult to gather reliable empirical data on the incidence or detailed nature of trafficking to Canada;
- **5. Partnerships**: Enhanced collaboration with other governments, with the Provinces and Territories and with Civil Society is essential.



Indicators for social, cultural and political integration with links to settlement history in Canada and ethnicity.

Information on initial years of immigrants' settlement in Canada and the stages or processes of their integration.

A detailed source of information on the economic integration of immigrants over a long period of time and source of mobility data.

Social capital, civic engagement and life satisfaction.

Source of rich information on the size and origins of the immigrant population, children of immigrants, citizenship profile and ethnic groups.

Statistics Canada

Statistics Canada has been a key partner in Metropolis since the outset. The provision of core data tables to the Centres as an in-kind contribution ensures that a wide array of researchers are aware of and have easy access to Statistics Canada data on immigration. These sources are especially valuable when exploring indicators of integration at a national level.

Policy Research Initiative **PRI**

The PRI has wrapped up its social capital research project. This project was designed to: understand the potential of social capital to affect public policy outcomes in Canada; develop a conceptual framework and measurement tools that will have practical applications for various federal policy departments; and transfer lessons learned and policy recommendations to key players in the policy and research communities.



Since its inception in January 2003, the social capital project has been involved in various activities to build an understanding of social capital as a public policy tool. The project has organized, in partnership with the OECD. Metropolis and several federal government partners, an international conference on the role of social capital in immigrant integration and management of diversity. This resulted in a special issue of the Journal of International Migration and Integration (Vol. 5, No. 2) featured later in this newsletter. In addition, the PRI has organized workshops at the national and international Metropolis Conferences over the last two years.

A series of reports on this project and several case studies, including one on the settlement of new immigrants to Canada, can be found at www.policyresearch.gc.ca.

Non-Governmental Partners

In 2004-05, a scan of NGO Involvement and Satisfaction with the Metropolis Project was conducted by the Metropolitan Immigrant Services Agency (Halifax) along with researchers from the new Atlantic Centre. All respondents indicated that they were either very satisfied or somewhat satisfied with their involvement with a Metropolis Centre.

Key areas of satisfaction were forging strong partnerships across the country; interesting research; exchange of information; NGO voices being heard by policy-makers; excellence of conferences; and engagement of NGOs in governance of the project.

Areas of ongoing concern were identified in three broad areas: funding, accessibility of results, and a need to ensure that research impacts on policy and practice.

Major areas identified for future research included regionalization (especially research in Ontario outside of the Greater Toronto Area and on retention of newcomers in smaller communities), health (especially mental health), and the impact of diversity on cities. In addition, respondents indicated a greater need to understand differential impacts of various identity markers (i.e. gender, age) on the immigrant experience.

Based on the results of this survey Phase II of this project consisted of focus groups conducted with various organizations across Canada to further explore barriers, challenges, opportunities and successes in community/Metropolis collaborations. The report will be completed early in 2006 and the results presented at the 8th national conference in Vancouver.

BEST PRACTICES

MAGMA Panel on Multiculturalism

The Multicultural Association of Greater Moncton (MAGMA) hosted a panel on multiculturalism 27 June at Moncton City Hall. This event was part of the activities surrounding the first "Multicultural Rendez-vous", held between 20-27 June in Moncton, Dieppe and Riverview.

Presided over by Chedly Belkhodjah and Manju Varma-Joshi, this panel featured main speaker Lee Cohen and contributors Khalil Aktar, Alya Hadjem and Tony Lampert. These four participants debated topics relating to multiculturalism, with the main focus being on immigration in New Brunswick. For example, they questioned New Brunswick's degree of openness to cultural diversity and tried to establish what kind of diversity that New Brunswickers aspire to create within its communities.

The speakers also took a critical look at the trials and tribulations pertaining to immigration to small urban agglomerations such as Greater Moncton. Chedly Belkhodjah, of the Atlantic Metropolis Centre, observed that "in the course of the last few years, the stakes relating to immigration as well as ethnic and cultural diversity moved far beyond the city limits of Montréal, Toronto and Vancouver. All Canadian provinces and municipalities are now affected and wish to adapt in a positive manner to growing cultural diversity."

Networks and Projects

Over the last ten years, a number of networks of like-minded individuals drawn from all three sectors (policy, research and practitioner) have begun to coalesce in particular areas of inquiry. In order to facilitate the work of these groups, the Metropolis websites have created niches for each of these areas. Some of the more recent initiatives of each network are laid out here.

Political Participation Research Network PPRN

http://canada.metropolis.net/research-policy/pprn-pub/index.html



Journal of International Migration and Integration / Revue de l'intégration et de la migration internationale Building on the work of the PPRN starting with the Third International Metropolis Conference, Anver Saloojee (Ryerson University) and Anja van Heelsum (University of Amsterdam) collaborated as guest editors for Vol 3. No. 2, which focused on the "Civic Participation by Newcomer Communities." This special issue includes six articles from Belgium, Canada, Israel, the Netherlands and the United States. To order this special issue, visit www.jimi.metropolis.net.



Canadian Issues / Thèmes canadiens

Metropolis, the Political Participation Research Network and the Integration Branch of Citizenship and Immigration Canada collaborated with the Association for Canadian Studies to produce a special issue of the ACS magazine, Canadian Issues / Thèmes canadiens, on the subject of "Newcomers, Minorities and Political Participation in Canada: Getting a Seat at the Table." Guest edited by John Biles and Erin Tolley (Metropolis Project Team), this issue includes interviews with the leaders of all major federal Canadian political parties (except the Bloc Québécois, which declined an interview), and twenty-two articles by researchers, policy-makers and practitioners from across the country. To obtain a copy, please contact canada@metropolis.net.

Citizenship Education Research Network **CERN**

http://canada.metropolis.net/ research-policy/cern-pub/index.html



Dirk Hoerder, Yvonne Hébert, and Trina Schmitt, eds. Negotiating Transcultural Lives: Belongings and Social Capital Among Youths in Comparative Perspective. 2005. ISBN 3-89971-179-3

Societies of the early 21st century are composed of many intersecting cultures, defined by status as citizens or recent immigrants and other societal hierarchies. Past-oriented segments of state populations decry the loss of essentialized national identities. What is lacking in this setup of the debate is the young generation. This volume brings together European and Canadian studies in sociology, history and cultural studies to address this lacunae.

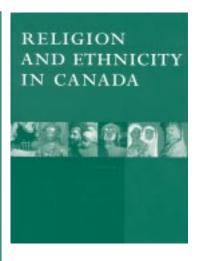
Religion in the Metropolis RithM

http://canada.metropolis.net/research-policy/Religion/index.html



Canadian Diversity / Diversité canadienne

Following earlier international of comparative editions this publication, which focused Multicultural Futures and National Identity and Diversity, Metropolis supported in 2005 a special issue of this magazine focused on "Negotiating Religious Pluralism: International Approaches." This special issue, guest edited by Matthias Köenig (University of Bamberg, Germany), includes over twenty articles on how Australia, Belgium, Canada, Denmark, Finland, Germany, Greece, India, Indonesia, the Netherlands, New Zealand and Norway address issues arising from religious pluralism. To obtain a copy, please contact canada@metropolis.net.



Religion and Ethnicity in Canada

The Centre for Studies in Religion and Society at the University of Victoria has initiated a major three-phase project to explore the connection between religion, ethnicity and identity in the Canadian context. The first of three books edited by Paul Bramadat (University of Winnipeg) and David Seljak (St Jerome's College, University of Waterloo), Religion and Ethnicity in Canada (Toronto: Pearson Education Canada, 2005), has been published; it contains three policy chapters (education; health; immigration, citizenship and multiculturalism) as well as chapters on Buddhists, the Chinese, Hindus, Jews, Muslims, and Sikhs in Canada. The second volume. Christianity Ethnicity in Canada is currently under development. For more information, visit http://web.uvic.ca/csrs/.



Journal of International Migration and Integration / Revue de l'intégration et de la migration internationale

This special issue of this publication focuses on a largely neglected field of academic inquiry and a poorly attended field among policy-makers and practitioners: the linkages between religion and migration. It includes articles from Canada, Germany, and the United Kingdom along with a policy article on laïcité in Québec. Guest edited by John Biles (Metropolis Project Team) and Paul Bramadat (University of Winnipeg), this special issue exemplifies the closer connections between research and policy that thrive under the aegis of the Metropolis Project. To subscribe to JIMI, please visit http://jimi.metropolis.net; to receive a complementary copy of this special issue please contact canada@metropolis.net.



La religion dans la sphère publique

A volume edited by Solange Lefebvre (Université de Montréal) on religion in the public sphere has been released by the Presses de l'Université de Montréal. Contributions found in this publication show that the discourse on modernity that tends to minimize the impact of communities of sense in the political sphere is not as neutral as one would like to believe. The authors speak of the ambivalence of society, which recognizes the importance of religion as well as its marginalization. In the education and health fields, as well as through public policy, separating religion and state remains a complex question that warrants an in-depth understanding of the religious phenomenon as well as training for the professionals and front-line workers who deal with the new challenges that society faces on this topic. To order a copy, visit www.pum.uMontréal.ca/livres/nos livres.html.

Cities Corner

http://canada.metropolis.net/research-policy/cities/index_e.html

Nearly all migration is towards cities and this has a wide range of effects. These include societal and economic effects, as well as jurisdictional and governance issues. At present, immigration to cities is not planned *per se* as immigration flows are structured at the national and increasingly provincial levels, but not yet at the municipal level on a systematic basis. Metropolis has, nevertheless, sought to engage cities to plan for migration and the effects that it will have in an effort to support the regionalization of immigration.

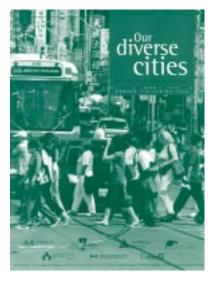
"The opportunities afforded by the Cities project have provided us with the information and contacts we need to address this issue at the local level."

Valerie Pruegger, Research City Planner, City of Calgary

Our Diverse Cities / Nos diverses cités

May 2004

The inaugural issue of *Our Diverse Cities / Nos diverses cités* was distributed to over 30,000 policymakers, researchers and NGOs. It has also been assigned as course material for classes in a range of disciplines (anthropology, architecture, geography, political studies, social work, sociology, and urban studies) at several



universities. A few copies remain. To obtain copies in either English or French, please contact Metropolis at **canada@metropolis.net**.

Breakfast on the Hill

Held four times a year, the Breakfast on the Hill Lecture Series of the Canadian Federation of Humanities and Social Sciences is specifically designed to bring research directly to the attention of parliamentarians, government officials, the broader public and the media.

Metropolis has supported two breakfasts on the hill over the last two years featuring Metropolis researchers. The first, in February 2004, featured Vancouver Centre's Leonie Sandercock presenting a paper on "Sustaining Canada's Multicultural Cities: Learning from the Local;" the second, featuring Montréal Centre's François Crépeau, was entitled "Do Foreigners Have Rights?" More information on these and other breakfasts can be found at www.fedcan.ca/english/advocacy/hill/

Our Diverse City: Ottawa

What?

Eleven public forums on how immigration and diversity impacts on municipal policy and programs in Ottawa.

Format?

Each forum will include researchers, municipal officials, community organizations and media representatives. They will feature one hour of presentations and one hour of discussions.

When?

One panel per month (approximately) over the period spanning December 2004 to June 2006.

Why?

To ensure that municipal policies and programs are sensitive to the increasing diversity of communities in Ottawa.

What issues?

- Planning (December 2004);
- Social Services (January 2005);
- Public Health (February 2005);
- Civic Participation (March 2005);
- Education and Learning (April 2005);
- Housing and Homelessness (May 2005);
- Parks and Recreation (June 2005);
- Labour Market (September 2005);
- Justice and Policing April (2006);
- Culture (May 2006);
- Transportation (June 2006).

Project leaders

- Carl Nicholson, Catholic Immigration Centre
- · Caroline Andrew, University of Ottawa
- John Biles, Metropolis Project
- Andrew Cardozo, Canadian Opportunities Partnership

Contact

Carl Nicholson, CIC (613) 232-9634, ext. 335 carl@cic.ca

Intersections of Diversity

Metropolis continues to work on the Intersections of Diversity project with its partners (most notably the Multiculturalism Program of the Department of Canadian Heritage and the Association for Canadian Studies). This project, which began in 2001, explores how intersecting diversities result in differential outcomes and examines which policy and program responses could most effectively address these complex relationships.

A seminar on intersections of diversity was held in Niagara Falls, Canada, in April 2003, and a number of publications have now been produced. These include a special issue of Canadian Ethnic Studies journal and a special issue of Canadian Diversity / Diversité canadienne magazine. In addition, seminar proceedings will soon be published by the Multiculturalism Program. In the meantime, ten literature reviews and challenge papers on intersections of diversity can be found online at http://canada.metropolis.net /events/Diversity/diversity index e.htm.

etudes etudes

The special issue of *Canadian Ethnic Studies* (Vol. XXXV, No. 3, 2003) was guest edited by a team comprised of two researchers (Yvonne Hébert from the Faculty of Education, University of Calgary; and Julia Kwong from the Department of Sociology at the University of Manitoba) and John Biles and Erin Tolley with the Metropolis Project Team based at Citizenship and Immigration Canada. Contributions include ten papers commissioned by the Multiculturalism

Program following the 2003 seminar in each of the policy areas explored at the seminar: political processes; housing; labour and training; capital markets; education and (re)training; justice; health; information and knowledge; culture; and social transfers. To order a copy of this journal, please visit www.ss.ucalgary.ca/CES/.

Intersections of diversity is a rather abstract concept, as discussions at the 2003 seminar revealed. In response, the Association for Canadian Studies produced a special issue of Canadian Diversity / Diversité canadienne (Vol. 3, No. 1, Winter 2004). It was guest edited by Anneke Rummens (University of Toronto) and includes seventeen articles by researchers, policy-makers and NGOs. These explore the implications of intersections using practical examples and discuss how a failure to think through or consider the consequences of intersections leads to inequitable policy and program outcomes. To order a copy of the magazine, please contact either the Association for Canadian Studies (iack.iedwab@acs-aec.ca) or the Metropolis Project (canada@metropolis.net).





The most recent initiative this project explored the impact of intersections of diversity immigration. Several sessions were held at the Congress of Humanities and Social Sciences (London, Canada). In addition, a special issue of *Canadian* Issues / Thèmes canadiens was produced focusing on immigration and the intersections of diversity. Guest edited by the head of Ryerson University's Masters program in immigration studies, Myer Siemiatycki, the magazine includes interviews with Joe Volpe (then - Minister of Citizenship and Immigration Canada), Raymond Chan (then - Minister of State for Multiculturalism) and Joe Fontana (then -Minister of Labour and Housing), as well as twenty-five articles by researchers, policy-makers and NGOs exploring the heterogeneity of the immigrant experience in Canada. In addition, the magazine includes a trio of articles on homelessness and immigration. To obtain a copy in English or French, please contact canada@metropolis.net.

La Francophonie

Immigration experiences in a rural Francophone environment:
Past experiences and future elements for a coordinated approach

The first round table focussing on the various aspects of immigration in a rural Francophone environment took place at the Tenth International Metropolis Conference in Toronto. This round table included stakeholders from various sectors of immigration (community organizations; federal, provincial and municipal governments; the research area; and the business sector) and enabled them to exchange information about practices and strategies that could foster immigration in a rural Francophone environment.

"The Atlantic Metropolis
Centre plays a key role in
formulating sustainable solutions
in immigration for organizations
such as ours that work in the
rural environment."

Jacques Lapointe, Director General, Carrefour d'immigration rurale Inc.

Andréa Réa, from the Université Libre de Bruxelles, started the round table by providing us with a picture of immigration in rural Francophone environments in Belgium, given the European context. Stakeholders then presented their experiences immigration while pointing out the benefits and challenges of their strategies and of what they had experienced. Researchers in the immigration and cultural diversity domain talked about their work and research. Lastly, representatives from the different levels of government and from Canada-wide associations reignited the debate on current and future strategies and action plans related to attracting immigrants to a rural Francophone environment, retaining them and integrating them into the community.



Regionalization

Immigrants tend to move to larger cities, hence Metropolis' very name. However, increasing attention has begun to be paid to the experiences of newcomers who settle outside of the major urban centers. As a result, there is an increasing level of interest in this topic within the Metropolis Network. For this reason, this network has organized, over the past two years, an interdepartmental committee meeting with regionalization as the theme, organized a Metropolis Conversation on the subject, featured it as a sub-theme of the Sixth National Conference hosted in Edmonton, launched an Atlantic Centre with regionalization as a core component, and is now producing a number of publications featuring the ground-breaking research in this area conducted under the aegis of Metropolis.

This special issue of the journal *Canadian Ethnic Studies* brings together some of the best Canadian research on the subject drawing from the expertise at the Canadian Metropolis Centres of Excellence: Harald Bauder and Sonia Di Biase (University of Guelph); Chedly Belkhodja and Nicole Gallant (Université de Moncton); Louise Fontaine (Université de Sainte-Anne); Lucille Guilbert (Université Laval); Jennifer Hydman, Kathy Sherrell (Simon Fraser University) and Fisnik Prenigi (Immigrant Services Society of British Columbia); Michèle Vatz-Laaroussi (Université de Sherbrooke); Margaret Walton-Roberts (Wilfrid Laurier University). The guest editors Michèle Vatz-Laaroussi (Université de Sherbrooke), Margaret Walton-Roberts (Wilfrid Laurier University) and John Biles (Metropolis Project Team) and Jean Viel (Social Development Canada) worked to ensure this collection brings research and policy expertise to bear on this important topic. This policy-research collaboration is also evident in the included summary by Maurice Mandale (Atlantic Canada Opportunities Agency) and Ather Akbari (Saint Mary's University) of the Out Migration Conference organized by the new Atlantic Metropolis Centre.

To receive a complementary copy when the issue is launched at the Eighth National Metropolis Conference in Vancouver, Canada (March 2006) please contact canada@metropolis.net.

Gender

While gender has been a cross-cutting area of concern for Metropolis since the outset, it has reached a new height with the establishment of a gender domain at the new Atlantic Metropolis Centre. This domain engages researchers from across all of the Centres and has already given rise to some interesting work.

Projects funded within the domain in the AMC's first year

- Recent Immigrant Women in Newfoundland and Labrador: Problems and Perspectives;
- Re-Symbolizing the Experiences of Immigrant Women Who Have Been Involved with Teaching;
- · Mail-Order Brides, International Migration and Public Policy;
- · Integrating Diversity;
- A Preliminary Research to Map Issues and Trends Confronting Recent Newcomer Women in New Brunswick;
- Supportive Environments for Immigrant Children, Parents and Families;
- Mapping Immigrant Women's Networks in Halifax.

Externally funded projects

- Human Security, Immigration, Citizenship and the Profile of Terror: Immigrant and Ethnic Minorities Presumed Guilty? funded by Status of Women Canada, Policy Research Fund;
- Immigration and Security Challenges: Making Canadian Citizenship a Reality in Atlantic Canada, funded by Canadian Heritage;
- Ethno-Cultural Girls Research Project, funded by Status of Women Canada;
- Parent Abuse in Immigrant Communities, funded by the Department of Justice;
- Navigating Anti-Violence Work in Atlantic Canada in a Culturally Sensitive Way, funded by Status of Women Canada, Policy Research Fund.

The Advisory Council and the gender domain of the Atlantic Metropolis Centre co-hosted a round table on Women and Immigration, which became the basis for a submission. The round table session brought the voices of immigrant women to the province's planning for immigration. When the full strategy was released, women and gender were well reflected in the thinking behind it."

Maureen O'Connell, Nova Scotia Advisory Council on the Status of Women

Intersecting Barriers to Health for Immigrant Women with Precarious Status

"Intersecting Barriers to Health for Immigrant Women with Precarious Status" is a recently funded project by the Canadian Institutes of Health Research under the "Reducing Health Disparities & Promoting Equity for Vulnerable Populations" call for proposals.

This program of research will create a strong, interdisciplinary research team of experts in the fields of gender, health and immigration located in three Canadian cities: Halifax, Montréal and Toronto. Working towards the submission of one inter-related research project that studies the barriers to health for women with precarious immigration status, the team will also contribute to the development of research skills among community actors, increase collaboration between academic, community and health service organizations, and train young researchers at the graduate and post-doctoral levels. Our ultimate goal is to establish a pan-Canadian team of researchers examining this research topic with the support of the Metropolis Network.

Team members

- Jacqueline Oxman-Martinez: Sociologist, School of Social Work and Centre for Applied Family Studies, McGill University [Metropolis Health Domain Leader, Montréal];
- Nazilla Khanlou: Registered Nurse, School of Nursing and Department of Psychiatry, University of Toronto [Metropolis Health Domain Leader, Toronto];
- Swarna Weerasinghe: Biostatistician, with an interest and expertise in medical anthropology, Department of Community Health and Epidemiology, Dalhousie University [Metropolis Health Domain Leader, Halifax];
- Vijay Agnew: Social Scientist, School of Women's Studies and Centre for Feminist Studies, York University;
- Dr. Louise Poulin de Courval: Medical Doctor, CLSC Côte-des-Neiges;
- Lucynda Lach: Assistant Professor School of Social Work, McGill University;
- **Jill Hanley**: Social Worker/Community Organizer, Immigrant Workers' Centre.

Launched in 2002, the Program of Migration and Diversity Studies has continued to deliver courses to federal and provincial public servants.

Metropolis Institute



The goal of the Metropolis Institute's program of migration and diversity studies is to share the expertise developed in the Centres of Excellence to a broad audience of policy-makers and service delivery organizations. Each course is presented by a respected academic with an acknowledged expertise in the subject matter. Between 2003 and 2005 the Institute and its partners — the Institute on Governance and CIC's Learning and Development Division — delivered six courses to policy-makers and public sector representatives from throughout the federal public service.

The pilot course, Contextualizing Immigration: An Overview of the History, Demographics and Settlement Patterns of Immigrants to Canada, and the first five of the courses described below were delivered in Ottawa. In June 2005 the course on economic perspectives was offered at Queen's University in Kingston, Ontario, and course participation included a number of provincial officials.

Enforcement, Criminality, Smuggling and Security

This course covered topics ranging from the pure mechanisms of immigration management, (e.g., border/control/deportation issues) to the greater complexities of how a percentage of people actually enter Canada and other countries (e.g., smuggling and trafficking issues). The linkages (actual and false) between illegal migration and international issues of gender, terrorism, transnational-organized crimes and international political, economic and social issues were examined with a specific focus on Canada.

Public Attitudes Toward Immigration and Cultural Diversity

The course covered the targeted audience, key definitions and contested terms, methods for measuring attitudes, and a historical and contemporary overview on the role of public attitudes in shaping the process of immigration. The instructor focused on two issues: the factors that shape public attitudes and the strategies for changing those attitudes.

"Race" and Racism in Canada

This course explored historical and contemporary racism and anti-racism in Canada in order to understand the causes of racism as well as its social, cultural, political and economic manifestations. The instructor addressed Canada's history as a racialized society, the theories and concepts of the phenomenon of racism, the social manifestations of racism in Canadian society today, and strategies to counter racism.

Immigration, Transnationalism & Citizenship

The current large immigration flows are taking place as conceptions of citizenship are being transformed by transnationalism. This course looked at transnationalist loyalties and memberships attached to two or more states. This course also explored how immigration and transnationalism are transforming the principles and practices of citizenship in an age of heightened globalization. Though the primary focus is Canada, the topic will inevitably cross borders as various international perspectives are integrated into the course.

Economic Perspectives on Immigrant Integration into the Canadian Labour Market

This course explored the economic adaptation and integration of immigrants upon their arrival in Canada. The interactive presentations and group activities allowed participants to gain insights into the barriers immigrants encounter as well as the entrepreneurship they bring with them.

As this newsletter goes to print, the Metropolis Institute is planning on offering the courses on economic perspectives as well as "Economic Impact of Immigration and Enforcement, Criminality and Security, Contextualizing Immigration: History, Globalization and Demography and "Race" and Racism in Canada."

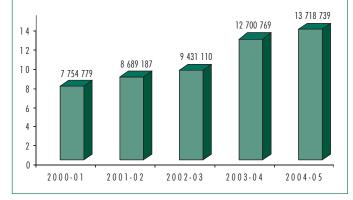
More information can be found at www.institute.metropolis.net or contact Steven Morris, Director, Metropolis Institute, at steven.morris@cic.gc.ca.

Web



Did you know?

- Traffic on the Metropolis Sites has reached 13.7 million hits from March 2004 to March 2005!
- The average time spent on the site per visit is 12 minutes 33 seconds;
- The most active date of 2004 was 3 November 2004 and the least active date was 23 June 2004;
- 87% of the Metropolis browsers use Microsoft Internet Explorer;
- Among all users who used a search engine to locate the Metropolis Cluster of sites, 83% were referred by Google;
- There were over 14,000 downloads of Joanna (Anneke) Rummens' (Department of Psychiatry, University of Toronto) paper entitled Canadian Identities: An Interdisciplinary Overview of Canadian Research on Identity.



The Atlantic Website

The Atlantic website (www.atlantic.metropolis.net) has gone through an extensive makeover over the past several months. The new frames format helped to clean up the site making it more accessible to visitors while speeding up loading times. Researchers can now find the centre's publications, including the 2004-05 annual report, online, as well as the 2005 research affiliation and grant applications. Dedicated pages for each of the centre's eight research domains will be posted shortly.

Toronto

About 162 documents with various themes concerning immigration and settlement were classified, catalogued and added to the Resource Centre holding list in the CERIS website from April 2004 to the end of March 2005. This includes a collection of twelve monographs on cultural diversity and disability donated by the Center for International Rehabilitation Research Information and Exchange, University of Buffalo, an institutional affiliate of CERIS. In order to improve searching and assessing CERIS hard copy documents, reclassification of the existing documents and creation of a new indexing system are currently underway and will be completed soon.

The Prairies

For the first time, Graduate Student Awards are being offered by the Prairie Centre of Excellence for Research on Immigration and Integration (PCERII). Application forms for these and other research grants are available at http://pcerii.metropolis.net. This website also features PCERII's Working Paper Series, a virtual library and monthly newsletter, as well as important information regarding PCERII's funded researchers and their projects.

IIMI

The Journal of International Migration and Integration (JIMI) is pleased to announce that issues are now available for sale in PDF format. Ordering information for electronic as well as print subscriptions, back orders, and pre-orders is available on JIMI's website, http://jimi.metropolis.net, which also features abstracts of all published articles, as well as guidelines for submission.

Vancouver

Vancouver (www.riim.metropolis.net) continues to post at least 20 working papers a year based on research issues from economic and business immigration, to multilingualism and health care among immigrants to racism and border concerns to the demographic transformation of Canadian cities.

RIIM Surveys

Chinese visitors to the RIIM website can now take part in three separate surveys. One is to seek to understand the personal challenges and rewards about their integration experience in Canada. Another is addressed to immigrants who arrived in Canada after 1993 through a Québec port of entry but left to reside elsewhere in Canada. The third survey addresses those immigrants who recently returned to China from Canada.

Metropolis Network Online

You can now join the Metropolis Network online to at www.canada.metropolis.net to receive information about our activities and copies of our publications such as Metropolis International dispatches, newsletters and magazines.

www.international.metropolis.net

The Metropolis International website has received a makeover! Changes include, among other things, a new design and a new publications section. Have a look and let us know what you think, by writing us at canada@metropolis.net.

L'IMformateur Express

The Montréal Centre of Excellence, Immigration et métropoles (IM), launched its monthly e-bulletin, I'IMformateur Express, in January 2005. This information source is sent by email to the Metropolis Network membership and to all individuals who've subscribed to the mailing



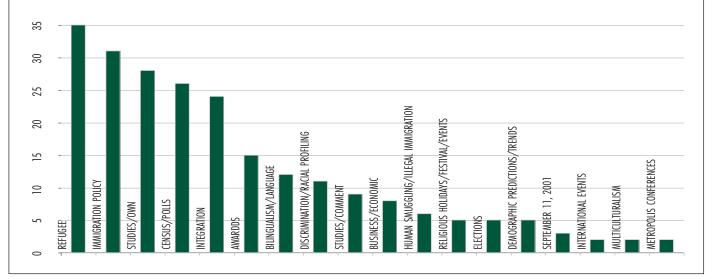
list. It allows IM to announce on a regular basis the latest news; it also links to IM's events calendar. This efficient and cost-effective project allows IM to disseminate all of its researchers' and partners' activities, but to provide a look at Montréal, national, and international news related to questions of migration, integration and diversity management. Check out www.im.metropolis.net and feel free to submit any information that you'd like published in this e-bulletin.

Media

In 2003-04, Metropolis asked the Institute for Media, Policy and Civil Society (IMPACS) to explore coverage of Metropolis research in the print media. This study found that between 1999-2004 over one hundred Metropolis researchers were quoted in 673 stories. Immigration-related stories were broken down into various categories. Generally, these stories focused on immigrant arrivals, immigration policy, social and cultural integration and stories where Metropolis researchers were asked to provide commentary in response to a new study or poll results.

Stories were placed under the various categories according to their approach and content. The most frequent number of media hits came under the categories of immigrant arrivals, immigration policy, studies and polls. The two most prominent events under the refugee category included movements from Kosovo and China.

Metropolis will be working toward developing an experts' page for media contacts in the coming year. Please feel free to refer media to www.metropolis.net.



Magazines

"The Metropolis magazines, too, help bridge the divide between government, academia and the general public. The publications, to which Selection Branch employees have contributed in the past, are helpful in dispelling popular immigration myths and in creating dialogue on timely issues between persons from all different sectors."

Johanne DesLauriers, Former Director, Social Policy, Selection Branch, Citizenship and Immigration Canada

Metropolis has supported a series of magazines in order to collect research results and policy and NGO perspectives on a given topic in one easily-digestible form for a wide cross-section of Metropolis members. In general, this has meant a partnership with the Association for Canadian Studies (www.acsaec.ca) for special issues of Canadian Diversity / Diversité canadienne, focused on international comparisons on a given topic, and special editions of Canadian Issues / Thèmes canadiens focused on an area of immigration and diversity. The former has thus far touched upon national identity and diversity, multicultural futures, and religious pluralism. They are disseminated throughout the Metropolis Network participants at the to International Metropolis Conferences. The latter have focused challenges and opportunities of immigration, refugees, immigration and the intersections of diversity, and immigration and the family. These issues are distributed at the national conference and to the Canadian members of the Metropolis Network.

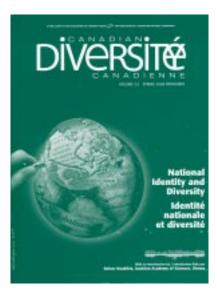
In addition, other special issues of magazines have been developed along thematic lines like those on political participation and diversity in cities that are profiled elsewhere in this newsletter.

Many of these special magazines are outputs from the various research networks that are profiled throughout this newsletter. Other such magazines are presented here.

National Identity and Diversity

Canadian Diversity / Diversité canadienne Vol. 3, No. 2 (Spring 2004)

The Spring 2004 issue of *Canadian Diversity / Diversité canadienne* looks at "National Identity and Diversity." This issue was produced by the Association for Canadian Studies and Metropolis and was edited by Rainer Bauböck of the Austrian Academy of Sciences. It includes twenty-three articles by researchers, policy-makers and NGOs from the International Metropolis Network, including many papers originally presented at the Eighth International Metropolis Conference held in Vienna, Austria in the fall of 2003.



There are articles on various facets of identity and diversity, including citizenship, nationhood, the politics of difference, religious diversity, branding, the limits of multiculturalism, and inter-ethnic relations. There are also case studies from several countries including Australia, Belgium, Canada, Denmark, Germany, Mexico, Switzerland, Turkey, and the Western Balkans. For further information, visit www.acs-aec.ca/English/spring_2004.htm.



Refugees in Canada: Grant and Contributions

Canadian Issues / Thèmes canadiens March 2004

Metropolis partnered with the Association for Canadian Studies to produce a special issue of their *Canadian Issues / Thèmes canadiens* magazine that looks at "Refugees in Canada: Grant and Contributions." It includes an introduction by Princeton University's Howard Adelman and a series of articles by distinguished authors from government,

international organizations, academe, and non-governmental actors. Articles address the critical questions of why Canada grants refugee status and what contributions these newcomers make to Canada in the economic, social, cultural and political facets of Canadian societal life. To obtain a copy, please contact Metropolis at canada@metropolis.net.

Journal of International Migration and Integration JIMI

Vol. 4, No. 3

- Harald Bauder, Cultural Representations of Immigrant Workers by Service Providers and Employers;
- Navjot K. Lamba and Harvey
 Krahn, Social Capital and Refugee
 Resettlement: The Social Networks of
 Refugees in Canada;
- Peter S. Li, Deconstructing Canada's Discourse of Immigrant Integration;
- Jean-Paul Mbuya Mutombo, Identité et performances scolaires. Les élèves issus de groupes minoritaire au Québec, leurs points de vue;
- Thomas Y. Owusu, Transnationalism Among African Immigrants in North America: The Case of Ghanaians in Canada.

Vol. 4, No. 4

- Paul Anisef, Robert Sweet and George Frempong, Labour Market Outcomes of Immigrant and Racial Minority University Graduates in Canada;
- Johanne Charbonneau and Michèle Vatz-Laaroussi, Twinning Projects Between Immigrant Families and Quebecois Families: Volunteer Work, Mutual Aid, or Intervention?;
- Xin Ma, Measuring Up: Academic Performance of Canadian Immigrant Children in Reading, Mathematics and Science;
- Peter Murphy, Bette O'Brien and Sophie Watson, Selling Australia, Selling Sydney: The Ambivalent Politics of Entrepreneurial Multiculturalism;
- Shugang Wang and Marie Truelove, Evaluation of Settlement Service Programs for Newcomers in Ontario: A Geographical Perspective;
- Ricard Zapata Barrero, The 'Discovery' of Immigration in Spain: the Politicization of Immigration in the Case of El Ejido.

Vol. 5, No. 1

- Philip Anderson, Survival on the Margins: Summary of a Research Project on the Undocumented in Munich;
- Svein Blom, Labour Market Integration of Refugees in Norway Under Changing Macroeconomic Conditions:
- Martha Donkor, Looking Back and Looking In: Re-Thinking Adaptation Strategies of Ghanaian Immigrant Women in Canada;
- Lois Labrianidis and Antigone Lyberaki, Back and Forth and In-Between: Albanian Return-Migrants from Greece and Italy;
- Lucia Lo and Lu Wang, A Political Economy Approach to Understanding the Economic Incorporation of Chinese Sub-Ethnic Groups.

Vol. 5, No. 2

A special issue on "The Role of Social Capital in Immigrant Integration," guest edited by Jean L. Kunz (Policy Research Initiative) and Peter S. Li (University of Saskatchewan). It includes:

- Annika Forsander, Social Capital in the Context of Immigration and Diversity: Economic Participation in the Nordic Welfare States;
- Annick Germain, Capital social et vie associative de quartier en contexte multiethnique: Quelques réflexions à partir de recherches montréalaises;
- Yvonne Hébert, Focusing on Children and Youth: The Role of Social Capital in Educational Outcomes in the Context of Immigration and Diversity,
- Peter S. Li, Social Capital and Economic Outcomes for Immigrants.



Vol. 5, No. 3

A special issue on "Organized Migrant Smuggling and State Control: Conceptual and Policy Challenges," guest edited by Jeroen Doomernik and David Kyle. It includes:

- Frank Laczko, Opening Up Legal Channels for Temporary Migration: A Way to Reduce Human Smuggling?;
- Christina Siracusa and Kristel Acacio, State Migrant Exporting Schemes and Their Implications for the Rise of Illicit Migration: A Comparison of Spain and the Philippines;
- David Spener, Mexican Migrant-Smuggling: A Cross-Border Cottage Industry;
- Richard Staring, Facilitating the Arrival of Illegal Immigrants in the Netherlands: Irregular Chain Migration Versus Smuggling Chains;

Vol. 5, No. 4

A special issue on religion and migration guest edited by John Biles (Metropolis Project Team) and Paul Bramadat (University of Winnipeg). For further information, please see the section on the Religion in the Metropolis Network elsewhere in this newsletter.

To order copies, contact JIMI's editorial office: iimi@ualberta.ca.

For further information on submissions or subscriptions: **jimi.metropolis.net**.

Trade and Migration in the Modern World

By Carl Mosk

Revolutionized by the growing use of fossil fuels and electricity and by the reduced costs of transportation and communications, international trade and migration have received an unprecedented boost in recent years. Using a theory of economic and political gravitation, backed up with both quantitative analysis and qualitative description, Mosk argues that the tendency for trade and migration to flow together is tempered by market forces and political resistance to diversity in migration. This results in a glaring paradox: the political arenas of nation states are divided between embracing and opposing diversity immigration, the immigration flows their own policies helped create. This book will be invaluable to students of economics, demographic historians, policymakers, and political scientists.



Carl Mosk is Professor of Economics at the University of Victoria. He specializes in economic history, population economics, and Asian economics, especially the Japanese economy. He is the author of a number of books on the demographic and economic history of Japan and is presently working on the economic history of the nation state.

Events and Activities

National Metropolis Conferences provide a forum for discussion among interested stakeholders, including policy analysts, academic researchers, and representatives of NGOs that deal with issues of immigration, diversity, and social inclusion.



Seventh National Metropolis Conference

The Seventh Canadian National Metropolis Conference was held in Montréal from 25-28 March 2004. It was organized by Immigration et métropoles (IM), the Montréal Metropolis Centre of Excellence (www.im.metropolis.net). A record 850 researchers, decision-makers and representatives from NGOs participated in the nearly 80 workshops and 4 plenary sessions.

The themes of the plenary sessions covered many key public policy issues including:

- Immigrants, Visible Minorities and the Labour Market: Where Does Discrimination Begin?
- Inclusive Citizenship, Identity and Diversity;
- International Cooperative Management of Migration;
- Immigration and Multilinguism: Rethinking the Issues of Integration and Social Cohesion in the Context of Globalization.

Many of the papers that were presented at the conference can be found in the Events section at www.canada.metropolis.net.



Eighth National Metropolis Conference

Immigration and Canada's Place in a Changing World

23-26 March 2006 The Westin Bayshore Resort & Marina Vancouver, Canada

The Vancouver Centre of Excellence for Research on Immigration and Integration in the Metropolis (RIIM), is hosting the Eighth National Metropolis Conference in March 2006.

Plenaries in the following areas are anticipated:

- Canada as a Competitor in the Global Market for Immigrants;
- Integration in a Racism-Free Workplace;
- The Changing Dynamics of Asylum and Refugee Settlement in Canada;
- Governance Approaches to Immigration and Integration;
- Citizenship and Social Inclusion.

More information is available on the conference website at www.metropolis2006.net.

The *Metropolis Presents* series was launched in the fall of 2002 and brings together panelists to discuss important policy issues from an international comparative perspective. The *Metropolis Presents* series is a public forum for exchanging research findings, exploring best practices, and informing public policy. Five public lectures were held in this series over the last two years, in addition to: a lecture on immigration and homelessness held at the 2005 Congress of Humanities and Social Sciences; two on diversity in Ottawa and the political participation of newcomers and minorities in Canadian Cities at the 2005 Canadian Ethnic Studies Association Conference; and eleven held at Ottawa City Hall over the last year (please see section on Cities' Corner in this newsletter).

The feedback from *Metropolis Presents* has been very favourable as these lectures are seen as a means to both bring research results to a wide array of federal policy-makers, but also to inform public discourse on immigration and diversity issues. Recent fora in this series have included the following.

Metropolis Presents

Diverse Youth and the Law: Moral Panic or Critical Policy Problem?

22 January 2004

This panel brought together experts from Canada, Australia, the United States and the United Kingdom to discuss violent crime among immigrant and minority youth. It was sponsored, in part, Multiculturalism Program and Strategic Research and Analysis at Department of Canadian Heritage, as well as Public Safety and Emergency Preparedness Canada. Panelists explored the incidence of violent crime among diverse youth, the factors that may propagate criminal activity, public perceptions about youth crime, and strategies that may reduce violent crime. The audience heard presentations from Jock Collins, University of Technology Sydney; Scott H. Decker, University of Missouri; Simon Holdaway, Sheffield University; Alex Tyakoff, a consultant; and Scot Wortley, University of Toronto. Discussants included Chris Murphy, Atlantic Metropolis Centre and Dalhousie University; Ferial McCann, Canadian Heritage; and Catherine Latimer, Department of Justice Canada.

Media, Immigration and Diversity: Informing Public Discourse or Fanning the Flames of Intolerance?

30 March 2004

This panel examined the interplay between the media, public opinion and immigration and diversity. Some observers argue that the media, often the first source of information on breaking issues, are responsible, fair and bring key information to light. Critics, however, contend that the media can be less than fair and may, in fact, fan the flames of intolerance. Panelists discussed the role of the media in specific case studies, including the events of 9/11 and the arrival of boatloads of refugees. Presenters included Giovanna Campani, University of Florence; Paul Spoonley, Massey University; Alison Mountz, Syracuse University; and John Gabriel, London Metropolitan University. Discussants were Andrew Cardozo, former commissioner for the Canadian Radio-Television and Telecommunications Commission; Anna Chiappa, Canadian Ethnocultural Council; Hamlin Grange, ProMedia International; Jean Lock Kunz, Policy Research Initiative; and Raj Rasalingam, Pearson-Shoyama Institute and the Canadian Association of Broadcasters' Task Force for Cultural Diversity on Television. The event was sponsored by Strategic Directions and Communications at Citizenship and Immigration Canada, the Multiculturalism Program at the Department of Canadian Heritage, and the Pearson-Shoyama Institute.

The Social Integration of Immigrants

24 January 2005

This panel explored concepts of multiculturalism and integration and explored whether or not these two concepts are mutually exclusive. Presenters included Paul Bramadat, University of Winnipeg; Yngve Lithman, Bergen University; Kristina Namiesniowski, Director General of Multiculturalism, Department of Canadian Heritage; Rinus Penninx, University of Amsterdam; Boby S. Sayyid, University of Leeds; Daniel Weinstock, Université de Montréal; Honorable the Telegdi, Chair of the Parliamentary Standing Committee on Citizenship and Immigration. The event was sponsored by the European Commission, UNESCO, the Parliamentary Library, the Social Sciences and Humanities Research Council of Canada. Multiculturalism the Program at the Department of Canadian Heritage and Metropolis Project.

You can find further information about the Metropolis Presents series by clicking on "Events" on the national website, http://canada.metropolis.net.

Conversations

These "closed-door sessions" bring together experts from academe, government, media and non-governmental sectors in order to encourage a more informed debate on immigration and diversity. By their very nature, the discussions are off-the-record, although general reports are made available in some cases. Over the last two years, fourteen conversations have been held at the request of various federal partners. These included:

- Ethnicity and Labour Markets in Canada: A Research Agenda;
- Foreign Credentials Recognition and Federal Public Service Employment;
- The Regionalization of Immigration;
- 10. Immigration Levels;
- 11. Social Capital and Government Programs;
- An Inclusive National Identity: The Core of the 'Canadian Way?'
- 13. A Citizenship Charter: Means to Map Our Two-Way Street Model of Integration, or a Dead End?
- 14. Current Success and Continuing Challenges of Foreign Credentials Recognition;
- 15. Labour Market Outcomes for Immigrants;
- Immigrant Youth and Interactions with the Law: Getting the Facts, Finding Solutions;
- 17. Moving Beyond Crisis Management: The Media, Immigration and Diversity;
- 18. Trafficking in Persons;
- 19. Negotiating Homeland and Host Society Values;
- Internationally Trained Workers' Economic Performance and Credential Recognition: Developing a Research Agenda.
- "Metropolis is innovative in its approaches to outreach and we have cooperated with them to hold a number of joint Conversations... these events provide us with a link to researchers and federal, provincial, municipal and non-governmental organization practitioners."

Barbara Glover Acting Director General Labour Market Policy, Human Resources and Skills Development Canada "Staff at Selection Branch have commented favourably on the lunch bag series in particular as an innovative event to better understand how the policies they create impact at a local level and as a way to gauge the changing nature of our clientele and new trends on the horizon."

Johanne DesLauriers, Former Director, Social Policy, Selection Branch, Citizenship and Immigration Canada

Brown Bag Seminars

Building on the success of the brown bag seminars held at each of the Centres of Excellence, the Metropolis Project Team has taken advantage of Metropolis researchers visiting Ottawa to organize a similar series aimed at policy-makers. Over the last two years, this has included:

- Majid Al-Haj (University of Haifa), Immigration and Multiculturalism: The Israeli Case;
- Dan Hiebert (University of British Columbia), Exploring Both Sides of the Immigrant Experience: Attitudes of Immigrants and the Canadian-Born in Greater Vancouver;
- Bashy Quraishy (European Network Against Racism Brussels (ENAR)), Islam in European Media After September 11th;
- Oded Stark (University of Bonn), Migration Without Wage Differential: Self-Segregation as a Response to Relative Deprivation;
- Dominique Wolton (CNRS Communication),
 Cohabitation culturelle : l'autre mondialisation;
- Andrew Jakubowicz (University of Technology Sydney), Islam and Multiculturalism in Australia;
- Marie McAndrew and Bechir Oueslati (Université de Montréal), Muslims and Islam in Quebec Textbooks;
- Victoria Esses (University of Western Ontario), Immigrant Employment and Skill Discounting: The Role of Latent Prejudice in the Assessment of Immigrant Qualifications;
- Daniel Hiebert (University of British Columbia), Emerging Transnational Economies of Export Education: Exploring the Relationship Between Migration, Education and Trade;
- Dan Hiebert (University of British Columbia), The Economic Well-Being of Immigrants in BC and Canada: The 'Big Picture' Based on the 2001 IMDB;
- Don J. DeVoretz (Simon Fraser University), Immigration Policy: Methods of Economic Assessment.

Canadian Federation of Humanities and Social Sciences and ACFAS

Combined, these two organizations comprise the two largest networks of social science and humanities researchers working in Canada in either official language. For the last three years, Metropolis has collaborated with both organizations to ensure that research at the Centres of Excellence are both informed by and inform the work of the broader social science and humanities research fields.



2003

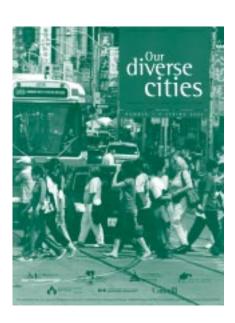
In 2003, this partnership featured a special issue of the Association for Canadian Studies' magazine, Canadian Diversity / Diversité canadienne, that was distributed to all participants at the annual Congress of Social Sciences and Humanities. It was edited by Will Kymlicka and included interviews with the Minister of Citizenship and Immigration Canada and the Minister of Canadian Heritage, as well as twenty-four articles bv policymakers, researchers and NGOs on the subject of "Citizenship: Values and Responsibilities." In addition, four special panels on citizenship were organized under the aegis of the Congress of Social Sciences and Humanities. Support for this initiative was provided by the Integration Branch at Citizenship and Immigration Canada and the Multiculturalism Program at the Department of Canadian Heritage. This magazine has now been fully translated and posted online at http://canada.metropolis.net/publicati ons/Diversity/Diversity.Spring2003.pdf.

2004

The 2004 partnership expanded to include a wider range of partners to produce the inaugural issue of Our Diverse Cities, a magazine devoted to exploring the impact of immigration and diversity Canadian cities. This magazine, distributed to all participants at both ACFAS and the Congress of Humanities and Social Sciences, was also distributed to the membership of Federation of Canadian the Municipalities. Edited by Caroline Andrew, this magazine includes interviews with seven ministers and mayors, along with nearly fifty articles by policy-makers, researchers and NGOs. Paper copies for courses can be obtained from canada@ metropolis.net or it can be found online at http://canada.metropolis.net/ researchpolicy/cities/publication/divers e cite magazine e.pdf.

In addition, two special plenaries were organized with the Canadian Society for Sociology and Anthropology, and two panels were organized as part of the Canadian Society for the Study of Religion's annual conference.

Support for these initiatives was provided by Canada Mortgage and Housing Corporation, Infrastructure Canada, Integration Branch at Citizenship and Immigration Canada, the Multiculturalism Program at the Department of Canadian Heritage, the National Secretariat on Homelessness, and the Royal Canadian Mounted Police.



2005

In 2005, the partnership with the Canadian Federation of Humanities and Social Sciences and its member societies was deepened. A number of panels and plenaries were organized under the broad theme "Immigration and the Intersections of Diversity," in conjunction with the Canadian Society for Sociology and Anthropology, the Canadian Society for the Study of Religion, the Canadian Political Science Association, Canadian Population Studies, and the Canadian Association of Geographers, A special issue of the Association for Canadian Studies' magazine Canadian Issues / Thèmes canadiens was also distributed to all participants at both the Congress and ACFAS. (For more information on this publication, please "Intersections of Diversity" elsewhere in this newsletter.)

Annual International Metropolis Conferences are a flagship event of the Metropolis Project. The Conferences bring together upwards of 700 delegates from the research, policy and NGO and community sectors and are the largest annual gathering of those working in the fields of immigration, migration and diversity. Since the last newsletter, conferences have been held in Vienna, Geneva and Toronto.

International Metropolis Conferences



Tenth International Metropolis Conference

Our Diverse Cities: Migration, Diversity and Change (Toronto, Canada)

The Tenth International Metropolis Conference celebrated Metropolis' 10th anniversary in Toronto from 17-21 October 2005. The Conference theme was "Our Diverse Cities: Migration, Diversity and Change," and included comparative research, policy and practice. Over 1,100 delegates (plus 350 volunteers) from more than forty countries attended nearly one hundred workshops and a rich program of study tours that showcased Toronto's multicultural character and Canada's approach to immigration and diversity. Plenary sessions examined: Diversity in Contemporary Cities: A Mayor's Perspective; Diversity as a Competitive Advantage; Globalization and Security: Do Borders Still Matter?; The Report of the Global Commission on International Migration; Ensuring a Barrier-Free Workplace: The Role of Government and Employers; Building Social Capital: The Role of NGOs: Religious Pluralism: Searching for Responses; and, Diversity – The Way Forward.

Planning for future International Metropolis Conferences is also underway, with the Eleventh International Metropolis Conference planned for 2-6 October 2006 in Lisbon, Portugal and the Twelfth International Metropolis Conference planned for 2007 in Melbourne, Australia 8-12 October. 2007. For further information and updates, please visit www.international.metropolis.net.

Multicultural Futures

Multicultural Futures took place in Prato, Italy on 22-23 September 2004. It was an inter-conference event sponsored by the Australian Multicultural Foundation, Metropolis, Monash University's Institute for the Study of Global Movements and the Multiculturalism Program at the Department of Canadian Heritage. It brought together many of the world's top thinkers and practitioners to consider how multiculturalism has responded to the challenges posed by increased pluralism in liberal democracies, as well as its continued viability as the premium policy for the integration of immigrants and refugees.

The international roster of speakers included Veit Bader (Netherlands), Rainer Bauböck (Austria), James Jupp (Australia), Will Kymlicka (Canada), Inger-Lise Lien (Norway), and Trevor Phillips (United Kingdom). Issues addressed included possible divisive outcomes; challenges of setting and implementing national policies in pluralistic societies; policing in diverse societies; political participation; women and participation; and religion and public policy in diverse societies.



A number of publications flowed from this seminar including special issues of the magazine Canadian Diversity/Diversité canadienne and the journal Canadian Ethnic Studies / Études ethniques au Canada. The magazine titled "Multicultural Futures? International Approaches to Pluralism" was published in the winter of 2005. It includes interviews with

the Australian and Canadian ministers responsible for multiculturalism along with twenty-four articles by leading researchers, policy-makers and NGOs from sixteen countries around the world. To obtain a copy, please contact canada@metropolis.net.

The special journal issue is expected in Spring 2007, in time for the Ninth National Metropolis Conference to be held in Toronto.

International Steering Committee

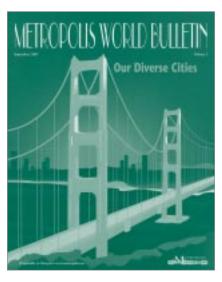
Metropolis' International Steering Committee (ISC) is composed of partners from more than 30 institutions, as well as a number of individual members. The ISC is the principal decision-making body of the International Metropolis Project and meets twice annually to provide direction and advice to the Project and its activities. ISC meetings are also an opportunity to share information on members' respective organizations, activities, research and priorities. The ISC plays a significant role in planning International Metropolis Conferences, and members offer their expertise on plenary topics, speakers and format.

In 2004, the ISC moved to become a forum for policy discussion. The first policy discussion was held in conjunction with the Spring meeting in Rotterdam, The Netherlands. Officials from the City of Rotterdam met with the ISC and discussed immigrant integration in a municipal context, as well as concerns about "white flight" and poverty among immigrants residing in Rotterdam's urban core. The Spring 2005 meeting was held in Rome, Italy, and included a policy discussion with officials from the Italian Ministries of Labour and Social Affairs, Foreign Affairs, and Equal Opportunities, as well the Municipality of Rome, the International Organization for Migration, and academic experts who have studied immigration in Italy. The discussion touched on the Italian diaspora, the new face of migration in Italy, immigrants' social and economic outcomes, and the policy responses being pursued by various levels of governments in Italy.

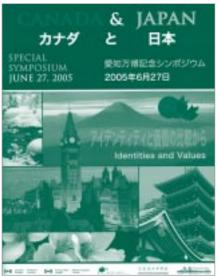
These policy discussions are an opportunity to discuss key questions related to migration and diversity, to make linkages on comparative policy research issues, to identify and understand international trends and findings, and to take stock of international comparative research. This has strengthened the International Project's comparative policy research dimension. For more information, contact Erin Tolley at erin.tolley@cic.gc.ca.

World Bulletin

The Metropolis World Bulletin is the annual publication of the International Metropolis Project. Originally conceived as a newsletter to highlight research projects and events within the international network, the Bulletin has since evolved to include feature articles on key issues in the field of migration and diversity, which are organized thematically and correspond to the theme of that year's



annual International Metropolis Conference. This provides delegates with a written reference that allows them to delve more fully into some of the subjects explored in plenary and workshop discussions. Volume 4 of the World Bulletin, which was published in September 2004, looked at managing migration, and included a feature article by Jan Karlsson and Mamphela Ramphele, the co-chairs of the Global Commission on International Migration, as well as articles on trafficking, refugees, asylum and international migration policy. Volume 5 of the *World Bulletin* was released in September 2005 and included articles on diversity in cities, with examinations of integration, public spaces, the suburbanization of diversity, and urban schools. In addition to distributing the publication at the annual international conference and other events, it is distributed in hard copy and posted online. (http://www.international.metropolis.net)



Canada and Japan: Identities and Values

The Metropolis Project, in collaboration with the Association for Canadian Studies, the Japanese Association for Canadian Studies, Canadian Heritage and Foreign Affairs Canada, hosted a special comparative symposium on diversity, values and identity in Canada and Japan on 27 June 2005. To disseminate the results of this

symposium to a wider audience, papers have been published in the Spring 2005 edition of *Canadian Diversity / Diversité canadienne*. The issue includes articles that examine the demographics of both countries, issues related to values and identity, attitudes toward immigration and immigrants, as well as policies on immigration, multiculturalism and diversity. To obtain a copy of this publication, please contact **canada@metropolis.net**.



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