

DATA AND EVALUATION FRAMEWORK

BUILDING COMMUNITY THROUGH IMMIGRATION



IMMIGRATION
PARTNERSHIP

Settle. Work. Belong.

Immigration Partnership Data & Evaluation Framework

This Data and Evaluation Framework provides a map for how the Waterloo Region Immigration Partnership (IP) will approach and use data and evaluation in implementing and evaluating the outcomes of its work in Waterloo Region. It is grounded in the *Community Action Plan 2020-2025: Building Community Through Immigration*. It is led by the Immigration Partnership Council's Evaluation Advisory Committee¹ together with IP staff, and it spans the breadth of the three strategic pillars of the Immigration Partnership's work – Settle, Work, Belong. In addition:

- It outlines the principles that underlie our work and highlights how we will portray a balanced picture of the strengths and challenges of immigration, not the often-singular focus on needs or barriers.
- It lays out the IP Theory of Change - how our work will achieve our goals as a community. It ties specific indicators to measure our performance as we implement the Community Action Plan.
- Lastly, it highlights the data we will collect to ensure we are aware of trends and emerging issues that impact our collaborative work.

As we build community through immigration, both data and evaluation are foundational for Immigration Partnership. Collaborative learning and development are core to our strategy as we engage in evidence-based work.

Framework Principles

The following principles are foundational to our data and evaluation work:

1. **Asset-based Approach:** We need to ensure that data is available to tell an accurate and full story of immigration and the role of Immigration Partnership in Waterloo Region. Telling an accurate story of immigration acknowledges that too often the data we collect and the stories we tell focus solely on deficits and needs. While we do want to be aware of the challenges for immigrants and occurring within the immigration process, the data in this Framework balances this with the strengths of immigrants and the beneficial impact of immigration to creating and sustaining a thriving and prosperous community for everyone. This strong dual focus on both strengths and challenges can more effectively shape targeted and empowering solutions for stronger community outcomes.
2. **Rooted in our Action Plan:** We want to measure the performance of IP's work and progress toward our vision of Waterloo Region being a community where immigrants reach their full potential and contribute to creating and sustaining a thriving, prosperous community for everyone. This performance measurement purpose is rooted in our 2020-2025 Community Action Plan (CAP) which details what we want to achieve together (i.e. building community through immigration) what challenges stand in the way of that and what specifically we want to do to address that in Waterloo Region. This Framework then measures the impact of this work and broader changes in the community. We are committed to sharing not just where we are doing well but clearly assessing and addressing where the Immigration Partnership and the broader community needs to do further work.
3. **Utility:** It is critical that the data we collect is useful. We will ensure that the data and insights from our research will inform our own work and focus us on impacting the critical needs in our

¹ The Evaluation Advisory Committee (EAC) includes representatives from the Immigration Partnership Council and Settle, Work and Belong Steering Groups, and external community members. The EAC oversees this Framework and IP's research activities.

community. We will share our research with partners and stakeholders across the community so it can inform their work, with all levels of government and community leaders to impact broad-reaching policy, as well as with other communities to impact collective shifts across our country.

4. **Future Oriented:** We will be attentive to emerging trends and what data and research is needed and not just what is available. This ranges from languages that are becoming more significant in our community and where additional support is needed, impact of events like the COVID-19 pandemic, needs and opportunities to ensure immigrants are able to fully contribute to a thriving economy, or a growing realization of the numbers and significance of temporary residents in our community.
5. **Inclusivity:** We recognize the critical importance of centring, listening to and involving immigrants themselves in the collection and use of this research. The voice and lived expertise of immigrants will be our starting point. This Framework and the work of IP is based on a broad definition of immigrants – from temporary to permanent residents, from business to refugee streams, from people who have come to Canada more recently to those who have been here for a while. For the Immigration Partnership, the term “immigrants” includes all those who were born outside of Canada and now live (or work) in Waterloo Region.
6. **Anti-racism:** An anti-racism lens underpins this strategy and this impacts what data we collect as well as how we evaluate and analyze data. This includes incorporating data on racism and discrimination (both at a systemic/policy level and at the level of individual experiences of racism/discrimination) as well as data on anti-racism efforts (both on a community and organizational level). It informs the types of demographic data we collect, who we partner with and the methods we will utilize to gather relevant data. When data is collected, analyzed and reported we will seek to include disaggregated data that explores how experiences are different for various groups (racialized groups, marginalized groups, by income, immigrant status, etc.). This intentional collection, analysis and presentation of data will inform our collective anti-racism actions.

This Data and Evaluation Framework utilizes a variety of accessible data sources. Some sources are broader surveys or sources (e.g. census or Canadian Community Health Survey by Statistics Canada or data available from Immigrants Refugees and Citizenship Canada). Where data is not available from existing sources, we will partner with local organizations (e.g. EmployerOne survey of employers, University of Waterloo survey of public perceptions, Wellbeing Waterloo Region community wellbeing survey) or undertake our own research (e.g. biannual survey of immigrants, annual survey of partners, proposed survey of community leaders, as well as focus groups or other research as needed). See Appendix A – Summary of Data Sources and Reporting for additional detail.

Telling the Story - Contribution of Immigration and Need for Immigration Partnership

We will be attentive to available and emerging data that tell and fill out the story of immigration and the need for Immigration Partnership. Too often there is a focus on problems and deficits and we will use data to build a more balanced picture. The data highlighted below² is a start. We realize we need to go further with this.

- Settle pillar related
 - immigration as a driver of population growth in general,³ average age of immigrants, etc.
 - # of global languages spoken by newcomers
 - # of immigrants learning English/French
 - Home ownership rates among immigrants
 - Narrative approach of telling stories of individual immigrants and their journey of immigration
- Work pillar related
 - Immigration as a driver of our economy and labour force growth⁴
 - Job creation and contribution of immigrant-owned businesses⁵
 - Immigration contributing to a globalized, skilled workforce
 - % of recent immigrants with post-secondary education, and additional education acquired by immigrants after arrival
 - % of immigrants in variety of essential jobs (“essential” as highlighted in the pandemic and more broadly)
 - GDP contribution of immigrants (depending on availability of data)
 - Narrative approach of telling stories of individual immigrants and their contributions to the economic vitality of our community (entrepreneurs, skilled workers, frontline essential workers, etc.)
- Belong pillar related
 - Immigration contributing to diverse and vibrant community life, including immigration as a driver of arts & culture
 - Immigrant contributions to community vitality (volunteerism, charitable donations, etc.)
 - Immigrant involvement in political representation, leadership boards, local decision-making and other forms of community leadership
 - # of cultural backgrounds contributing to the rich cultural tapestry of our community
 - Narrative approach of telling stories of individual immigrants and their contributions to the culture and vitality of our community

² When data is not available on a local level we may access related data on a provincial, national or peer geography level.

³ Population growth indicators may include, for example: *Canada’s fertility rate is 1.5 babies per woman, well below the replacement rate of 2.1; By 2030, Canada’s 9.2 million baby boomers will all be of retirement age; Immigration currently drives 82% of Canada’s population growth [Conference Board of Canada]*

⁴ Employment and labour market growth indicators may, for example, include immigrants as % of total population growth and as % of total labour market growth; # workers leaving vs # needed; role of natural increase vs immigration (*Canada’s worker-to-retiree ratio in 2036 will be 3:1; By 2040, 23% of Canada’s population will be 65 or older; By 2030, immigration could add 5 million workers to the labour market; Immigration will account for 100% of labour force growth over the next five years [Conference Board of Canada]*)

⁵ Immigrant-owned business indicators may, for example, include entrepreneurship rates of immigrants vs non-immigrants (“A *Statistics Canada report published on June 9 [2020]* noted that companies owned by immigrants were 8.6 per cent more likely to implement a product innovation than a company managed by Canadian-born individuals, and 20.1 per cent more likely to implement innovative processes. Immigrant ownership also had a positive effect on marketing innovations, the report noted.”)

Theory of Change and Performance Measurement Indicators

We want to ensure that all our work is evidence-based and that we are making an impact in Waterloo Region and beyond. Our [2020-2025 Community Action Plan \(CAP\)](#) details why we do what we do and how we are planning to achieve our goals. This aligns with Immigration, Refugees and Citizenship Canada (IRCC) desired outcomes for immigrant settlement and integration.⁶

This Data and Evaluation Framework builds on that to specifically measure what we are doing, how well we are doing it and in what ways are things better because of our work. The Theory of Change on the next page and the performance measurement indicators detailed below in this Framework show how we will do that.

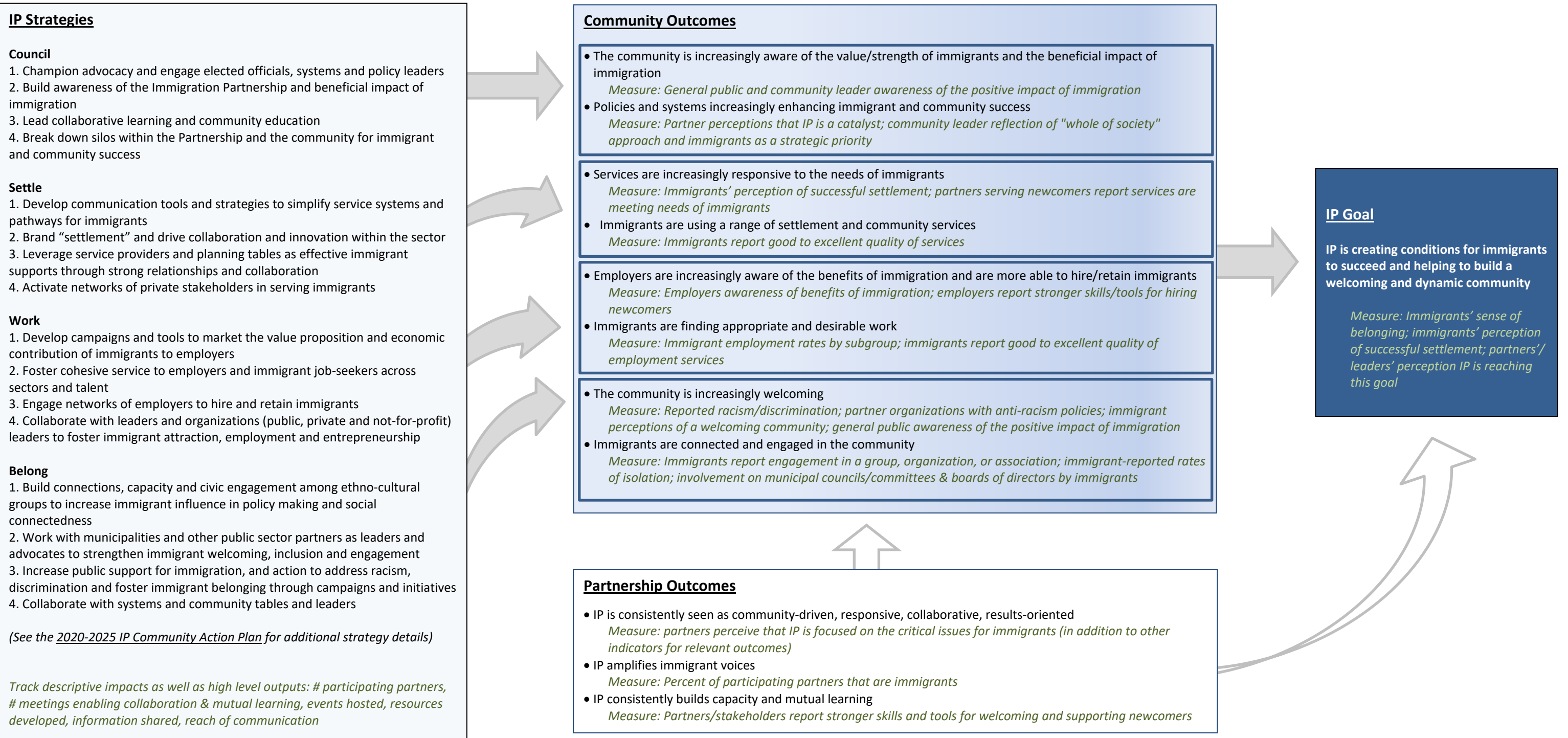
The indicators in the Framework directly measure IP work and outcomes as outlined in the 2020-2025 CAP. There are a small number of indicators for each of the outcomes, with some “Optional broader picture indicators” listed that may round out the picture for us. Data from additional indicators will be incorporated whenever possible.

The selected indicators are responsive to IP effort and contribution to change such that, in most cases, when an indicator goes one way it largely means that IP is doing our work well and if it goes the other way it largely means that IP needs to change strategies or do further work in that area. Since there are many other factors that influence the types of change we want to see in the community we will always have to understand contextual factors, but most of the indicators in this Framework are an indication of IP’s progress/achievements and largely focus on things within our control. Some indicators look beyond IP effort to assess broader changes in the community that we aim to indirectly impact.

The majority of selected indicators are from confirmed and feasible sources - largely working from existing data sources that we have responsibility for or that we already gather data from. Additional data can be added as it becomes available.

⁶ See Appendix B: Comparison of IP Goal and Outcomes and IRCC Settlement Logic Model Outcomes

Immigration Partnership Theory of Change (2020-2025)



Data & Performance Measurement Framework - Data will be collected regularly (typically annually or biannually) and used to realign and energize our plans and activities. We will seek to be aware of a broad range of data and ways to measure progress, but we will prioritize a focused number of primary indicators including the following:

- 16 strategies will be assessed using narrative approaches describing relevant activities and impacts of our work, in addition to 6 high-level outputs
- 8 community outcomes will be measured with 16 indicators covering the breadth of IP work, with 3 additional indicators measuring our internal processes and the expression of our values.
- progress toward our overall goal will be measured through 3 broader indicators

We will also regularly collect a wide range of data in 6 identified areas to assess current conditions and influences on our work, be attentive to emerging issues, and collect and share a range of data which highlights a balanced narrative of immigration. Our research and data work will be grounded in equity and anti-racism including what and how data is collected, analyzed and reported. We will seek to disaggregate data to understand how experiences of specific groups differ and impacts are felt differently.

Immigration Partnership Goal

As articulated in the [2020-2025 CAP](#) the overall goal of the Immigration Partnership is **to create conditions for immigrants to succeed and help to build a welcoming and dynamic community**. Progress will be measured through the following primary indicators:

- a) *Immigrants' sense of belonging*
 - perspectives from immigrants about whether they feel a strong sense of belonging in Waterloo Region [IS, biannual (disaggregated)]
- b) *Immigrants' perception of successful settlement*
 - perspectives from immigrants about whether they consider that they had a “successful” settlement experience in Waterloo Region [IS, biannual (disaggregated⁷)]
- c) *Partners'/ leaders' perception IP is reaching this goal*
 - perspectives from both diverse IP partners and community leaders about to what degree they feel IP is creating the conditions for immigrants to succeed and help build a welcoming, dynamic community [IPPS, annual/biannual?]

⁷ These types of indicators will be disaggregated by a variety of variables – i.e. race, language, language ability, service use, community, temporary/immigration status/category, gender, etc.

Community Outcomes

Immigration Partnership Council

The goal of the Immigration Partnership Council is to be a catalyst for community action on immigration, so that by 2025:

- The value and benefits of immigration and immigrants is widely known and championed
- Community leaders are committed and effective champions of immigration matters
- Policies, systems and ways of working that limit immigrant potential are changed to enhance immigrant and community success. This will result in two longer-term community outcomes and measured with the following primary indicators:

1. The community is increasingly aware of the value/strength of immigrants and the beneficial impact of immigration

d) General public and community leader awareness of the positive impact of immigration

- e) % that feel that immigration has a positive impact on their community [possible community perspective survey of a panel of community leaders, biannual? (possibly disaggregated?) and UW general public perceptions survey, annual]

2. Policies and systems⁸ increasingly enhancing immigrant and community success

f) Partner perceptions that IP is a catalyst for change

- % of partners that feel that IP is a catalyst for effective changes that help immigrants reach their full potential in our community [IPPS, annual (disaggregated)]

g) Community leader reflection of increasing "whole of society"⁹ approach and immigrants as a strategic priority

- % of community leaders that reflect that our community is increasingly taking a "whole of society" approach and immigrants are increasingly a strategic priority in planning and implementing policies and systems (for community service and other organizations, planning tables, etc.) [possible community-perspective survey of community leaders, biannual?]
- Optional broader picture indicators:
 - # policy papers and advocacy letters developed, government legislation body presentations shared, and policies crafted [activity counting, annual]
 - % of partners that aligned their vision/activities/policies w IP [IPPS, annual]
 - % of community leaders expressing support for immigration (possibly a community perspective survey of a panel of community leaders?); Municipalities, public sector bodies and community leaders are increasingly informed advocates and leaders in welcoming, including and engaging immigrants; Community leaders are increasingly champions of immigration matters

⁸ Policies and systems mentioned here include a broad range of those that impact inclusion and vitality of immigrants across all sectors and three pillars covered by Immigration Partnership work.

⁹ A "whole of society" approach describes an awareness that immigration impacts the full range of Canadian society and similarly requires the attentive action of a similarly broad range of players and sectors – certainly beyond just single government levels/ministries or funded "settlement" services. It includes all levels of government, employers, associations, volunteers, and civil society (non-profit service providers serving both newcomers and all residents). See "Immigrant Integration in Canada: A whole-of-society approach to help newcomers succeed" (IRCC, 2016, <http://p2pcanada.ca/wp-content/blogs.dir/1/files/2016/12/Corinne-Prince-ENG-p2p1026.pdf>); "2020 Annual Report to Parliament on Immigration" (IRCC, 2020, <https://www.canada.ca/en/immigration-refugees-citizenship/corporate/publications-manuals/annual-report-parliament-immigration-2020.html>); Hiebert, Daniel. "What's so special about Canada? Understanding the resilience of immigration and multiculturalism." Migration Policy Institute (2016): 1-21.]

Settle Pillar

The goal of the Settle pillar is to be a catalyst for effective service to immigrants so that by 2025: • Service providers increasingly have the relationships needed to find information, make the right referrals, solve problems and provide excellent service to immigrants • Barriers to service due to immigration status are reduced and immigrants are a priority for community service and other organizations • Immigrants have the necessary information to get the service they need to find a home, learn English, enrol in school, get physical and mental health care and more. This will result in two longer-term community outcomes and measured with the following primary indicators:

3. Services are increasingly responsive to the needs of immigrants

h) Immigrants' perception of successful settlement [also included under goal above]

- perspectives from immigrants about whether they consider that they had a “successful” settlement experience in Waterloo Region [IS, biannual (disaggregated)]

i) Partners serving newcomers report services are meeting needs of immigrants

- % of partners and stakeholders reporting services are meeting the needs of immigrants across multiple sectors [IPPS, annual]

4. Immigrants are using a range of settlement and community services

j) Immigrants report good to excellent quality of services

- % of immigrants who report good to excellent quality of settlement and non-settlement services [IS, biannual (disaggregated)]

- Optional broader picture indicators:

- % of partners that increased their awareness of local services b/c of IP [IPPS, annual]
- % of partners reporting increased/better referrals to partners [IPPS, annual]
- % of partners & stakeholders reporting better collaboration, coordination and networks in support of newcomers [IPPS, annual]
- % of stakeholders reporting increased ability to respond to newcomer needs [IPPS, annual]
- % increase in Immigrationwaterlooregion.ca website visits and social media followers [website & social media tracking, annual]

Work Pillar

The goal of the Work pillar is to be a catalyst for economic development through immigration so that by 2025: • Immigration is a recognized economic driver and priority in regional talent strategies • An employer-focused immigrant talent hub is launched and employers are able to seamlessly hire and retain immigrants living in Waterloo Region and globally • Immigrant-focused employment specialists are elevated as experts to support industry and economic development leaders in fully leveraging immigrant economic contributions • Services help immigrants across the talent spectrum find meaningful work • Immigrant entrepreneurs thrive. This will result in two longer-term community outcomes and measured with the following primary indicators:

5. Employers are increasingly aware of the benefits of immigration and are more able to hire/retain immigrants

k) Employers awareness of benefits of immigration

- % of employers who are aware about the benefits of immigration & hiring immigrants [gather through EmployerOne survey, annual/biannual]

l) Employers report stronger skills/tools for hiring newcomers

- % of employers reporting stronger skills and tools for hiring newcomers [gather through EmployerOne survey? annual/biannual]

6. Immigrants are finding appropriate and desirable work

m) Immigrant employment rates by subgroup

- Employment rates by immigrant status/time since immigration/immigration category (disaggregated) [census, every 5 years; annual source TBD]

n) Immigrants report good to excellent quality of employment services

- % of immigrants reporting good to excellent quality of employment services, and small business/entrepreneurial supports [IS, biannual (disaggregated ...including by respondents across the talent spectrum and temporary residents)]

- Optional broader picture indicators:

- measure if the role of immigration is increasingly recognized in Waterloo Region among community leaders and employment leaders (incl. recognized as an economic driver and priority in regional talent strategies?) [community perspective survey of community leaders, biannual? (disaggregated?)]
- % of employees or new hires that are immigrants [EmployerOne survey?]
- % of employers that indicate that the process of hiring immigrants is easy and effective [EmployerOne survey?]
- # of employers (or employer stakeholders) using IP tools and materials, including immigration portal or participating in learning events by IP [activity counting, annual]
- # of employers reached with IP communication tools, materials and campaigns (immigration portal, social media, newsletters, media releases, editorials, employer materials, public campaigns, etc.) [activity counting, annual]

Belong Pillar

The goal of the Belong pillar is to be a catalyst for immigrant integration and community vitality so that by 2025:

- Immigrants are socially connected, community engaged and have influence
- Ethno-cultural leaders have influence in local policy and community development processes
- Immigration is widely supported and racism and discrimination are addressed through a regional Anti-Racism Strategy
- Municipalities and other public sector bodies are informed advocates and leaders in welcoming, including and engaging immigrants. This will result in two longer-term community outcomes and measured with the following primary indicators:

7. The community is increasingly welcoming

- o) Racism/discrimination – immigrant experiences and anti-racism initiatives*
 - % of immigrants (& subgroups) reporting an incident of discrimination in the last 12 months [IS & WWRS/CCHS, biannual] & % of partners/stakeholders with an organizational antiracism policy [IPPS, annual]
- p) Immigrant perceptions of Waterloo Region as a welcoming community*
 - % immigrants that perceive Waterloo Region is a welcoming community [IS, biannual]
- q) General public awareness of the positive impact of immigration on their community*
 - % of general population that feels that immigration has a positive impact on their city or township [WRMS, annual (disaggregated)] (copied from Council indicator above)

8. Immigrants are connected and engaged in the community

- r) Immigrants report engagement in a group, organization, or association*
 - % of immigrants who report engagement in a group, organization, or association in the past 12 months [IS, biannual (disaggregated)]
- s) Immigrant-reported rates of isolation*
 - % of immigrants reporting feelings of isolation [IS (& CWBS), biannual (disaggregated)]
- t) Involvement on municipal councils/committees & boards of directors by immigrants*
 - Ratio of immigrants participating in municipal councils or advisory committees [how to collect this? survey of municipalities?]
 - Optional broader picture indicators:
 - Ratio of racialized individuals participating in municipal councils or advisory committees [how to collect this? survey of municipalities?]
 - % of immigrants and refugees with one or more close friends in Waterloo Region [IS, biannual] ...refine this indicator further?
 - % immigrants that participate in political activities, local democracy [CWBS, periodically]
 - Sense of belonging [IS (& CWBS), biannual] is related to this outcome but listed above with the overall IP goal.
 - % of partners that have staff that reflect the diversity of the community and whose clients reflect the diversity of the community – how to collect this?
 - qualitative collection of what actions IP/partners have or are taking re anti-racism, etc. [IPPS, annual]

Partnership Outcomes

- IP is consistently seen as community-driven, responsive, collaborative, results-oriented
 - u) Partners perceive that IP is focused on the critical issues for immigrants (in addition to other indicators for relevant outcomes)*
 - % of partners that perceive that IP is focused on the critical issues for immigrants [IPPS, annual (disaggregated?)]
- IP amplifies immigrant voices
 - v) Percent of participating partners that are immigrants*
 - % of partners that personally have an immigrant experience [IPPS, annual]
- IP consistently builds capacity and mutual learning
 - w) Partners/stakeholders report stronger skills and tools for welcoming and supporting newcomers*
 - % of partners/stakeholders reporting stronger skills and tools for welcoming and supporting newcomers [IPPS, annual]
 - Optional broader picture indicators:
 - % of partners that report that they are committed to the work of the Immigration Partnership and motivated to participate in Partnership activities [IPPS, annual]
 - Degree of alignment between IP work, challenges shared by immigrants and solutions suggested by immigrants [IS, biannual]
 - # of partners that implement new initiatives to support newcomer welcoming and inclusion and other positive community changes in the last year [IPPS, annual]
 - % of partners that feel that IP is a catalyst for effective changes that help immigrants reach their full potential in our community [IPPS, annual] ...copied from community outcomes above

Partnership Outputs

IP will also track high-level outputs to have clarity about the breadth of what we collectively do:

- x) *Partners*
 - # of partners participating in the development of IP meetings, educational materials, learning opportunities, and initiatives (incl separate count of # of private sector individuals/businesses/landlords/sponsors engaged in IP initiatives?)
- y) *Reach*
 - estimated # of individuals reached by compiling reach of Immigration Weekly, newsletters, events, etc. (for which of these we can count specific and unduplicated individuals/organizations) and more general reach of website and social media [activity counting]
- z) *Resources*
 - # of awareness/educational resources developed by IP (including policy papers, advocacy efforts, etc) [activity counting]
- aa) *Events*
 - # of events hosted by IP (or where IP was a principal partner/host) [activity counting]
- bb) *Information*
 - # of social media posts, Immigration Weekly resources, general mailing list emails, etc. [activity counting]
- cc) *Meetings*
 - # meetings enabling collaboration and mutual learning (i.e. # of IP meetings) [activity counting]

It is important to use both quantitative and qualitative data. In addition to the quantitative indicators listed above, IP will also compile narrative impacts of our work – both through the annual partner survey and quarterly updates to IP Council.

Assessing Context - Current Conditions/Influences & Emerging Issues

We will be attentive to available and emerging data that provide context and information about current conditions, influences and emerging issues. We will seek to build a rich understanding of our local context. When data is not available on a local level we may access related data on a provincial, national or peer geography level. With as many of all these indicators as possible, we will compare by geography within Waterloo Region, to national/provincial/Ontario peer group communities, trends over time, disaggregated by various demographics, time since immigration, etc. Information tracked will include data such as:¹⁰

Demographic shifts

- countries of origin by immigration category, immigration categories, language ability, etc - from IRCC and local partners [census every 5 years, with some annual data sources]
- % of immigrants (of total pop in Waterloo Region/municipalities), in context of Canada/Ontario/peer communities (census, could be annual w IRCC data) and projections, and geographic distribution by neighbourhood
- proportion of population growth and labour force growth
- # recent immigrants (compared to trends/peers) (census/IRCC, annual) ...breakdown by permanent residents by type and temporary residents by type
- # and impact of temporary residents in Waterloo Region (international students, refugee claimants, temporary work permit holders) and transitions from temporary to permanent status [IRCC data request, annual; and census every 5 years]
- Secondary migration [IMDB data through Community Data Program, annual; and census every 5 years]
- Language (top languages, emerging and top languages for interpretation/translation, proportion of recent arrivals/recent immigrants that know English/French) [census every 5 years]
- % of immigrants and refugees with knowledge of one of the official languages (compared to trends/peers) [census, 5 years]
- diversity measures - racialized, religious diversity, gender, age, disability [census, every 5 years]
- Anticipated future shifts in countries of origin, languages, immigration categories, etc. [IPPS¹¹ & local service supplemental data, annual]
- Waterloo Region ability to attract/retain new immigrants [Source TBD]

Social determinants of health/wellbeing

- % recent immigrants living in unaffordable/unsuitable housing [census & IS¹² & CWBS¹³, biannual/5 years]
- % of immigrants who have a regular family doctor [CCHS¹⁴, periodically]
- % of immigrants that rate accessibility of health care services highly & % of immigrants who perceive that their health care needs are being met [CWBS, periodically]
- % of immigrants who are food secure [CCHS, periodically]
- % self-rated health as excellent or very good among immigrants [CWBS, periodically]
- % of immigrants who rate their mental health as very good or excellent [CWBS, periodically]
- % of immigrants who say they are very satisfied with their lives and their physical wellbeing [CCHS & CWBS, periodically & IS, biannual]

¹⁰ These categories are organized by theme and cover all three IP pillars (Settle, Work, Belong).

¹¹ IPPS is the annual Immigration Partnership Partner Survey.

¹² IS is the Immigrant Survey – Immigration Partnership’s biannual survey of immigrants.

¹³ CWBS is the periodic Community Wellbeing Survey by Wellbeing Waterloo Region.

¹⁴ CCHS is the annual Canadian Community Health Survey by Statistics Canada.

Work, education & income

- Education levels - % recent immigrants w post secondary degree/diploma/certificate [census, 5 years]
- Immigrants working/education in top in-demand occupations/industries [Source TBD]
- Most common education/degrees of recent immigrants compared to sectors with top employment growth/need [Source TBD]
- Changing nature of work and relationship to immigration [Source TBD]
- Difference between recent immigrant/non-immigrant median income [census, 5 years] & % of immigrants living above the low income measure [census, 5 years]
- Difference between recent immigrant & non-immigrant unemployment rate [census, 5 years]
- % immigrants that report working in a job commensurate with their skills/experience [IS, biannual, & CWBS & CCHS, periodically]
- # years for immigrant incomes to match non-immigrant incomes (also similar for home ownership rates?) [census, 5yrs]

Racism & Anti-racism efforts¹⁵

- Anti-racism indicators – collect data that is shared broadly and broadly useful to the community and community partner organizations in their own areas [Potential need for an IP anti-racism survey]
- % IP partners/stakeholders with organizational anti-racism policies; types of anti-racism activities [IPPS, annual]

Community Belonging/Integration

- Racism/discrimination incidents [Coalition of Muslim Women of KW tracking tool]
- Temporary resident impacts on economy, housing, permanent immigration community cohesion [Source TBD]
- Immigrant trust in democracy/decision-making and participation in voting/etc. [Source TBD]

Immigrant Experiences & Needs

- Top challenges of immigrants [IS, biannual]
- What was most helpful for immigrants [IS, biannual]
- Rating of local services by immigrants [IS, biannual]
- Use of services and reasons for poor service and reasons for not using services [IS, biannual]

¹⁵ [For a list of anti-racism resources and community groups see: <https://www.immigrationwaterlooregion.ca/en/business-opportunities/racialequitywr.aspx>]

Appendix A – Summary of Data Sources and Reporting

The following is a summary of the sources and survey methods to collect the above data.

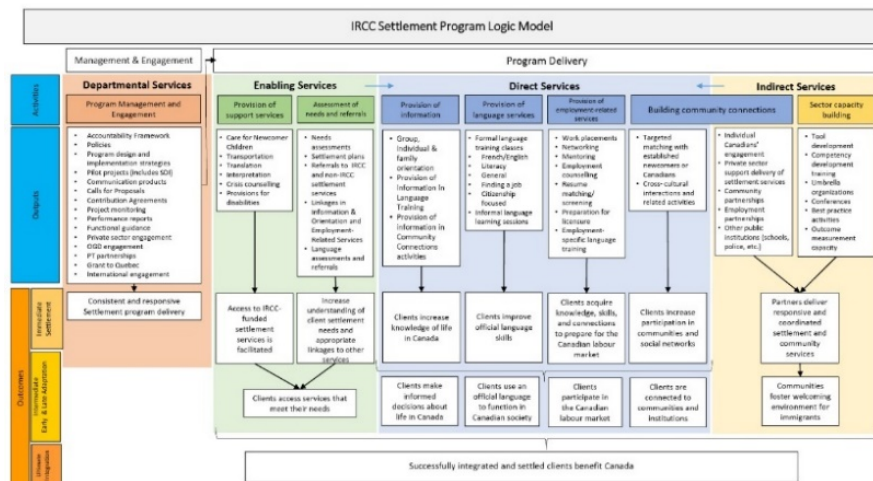
- Primary data sources
 - **Immigrant Survey (IS)** – This bi-annual survey of immigrants gathers feedback on individuals’ experiences integrating in Waterloo Region, use of community services, key challenges and areas of strength for immigrants, as well as suggestions for improving community ability to welcome and integrate newcomers. We define “immigrants” broadly to include all individuals who were born outside of Canada and are now living or working in Waterloo Region. (1100-1500 immigrants, disaggregated, survey June 2021)
 - **IP Partner Survey (IPPS)** – This annual survey of IP partners and other community members gathers feedback on IP directions, collective actions, emerging issues and areas where we should focus of collaborative actions. (60-80 respondents, disaggregated by immigrant and racialized status, next survey October 2021)
 - **“Waterloo Region Matters” survey (WRMS)** – IP contributes a few questions to this University of Waterloo-run annual survey regarding public perceptions of immigration. (500 respondents, disaggregated by various dimensions, next survey January 2022)
 - **PROPOSED Waterloo Region Community Perspectives Survey** – *This proposed data collection by IP (potentially in partnership with other local community collaboratives or others) would survey of a panel of individuals with broad community perspective, drawing across diverse sectors in Waterloo Region. The survey would ask these community leaders and influencers about broader system-level trends, perceptions about immigration and IP impact (50 respondents, next survey TBD)*
 - **EmployerOne Survey of employers** – This annual survey of local employers is conducted by the Workforce Planning Board of Waterloo Wellington Dufferin and we hope to add a few questions regarding immigrants/immigration from an employer perspective. (400-500 respondents, next survey winter 2022)
 - Undertaking specific research (focus groups, interviews or other surveys) as needs and opportunities emerge
- Secondary data sources
 - Statistics Canada surveys: **Canadian census** (every 5 years), **Longitudinal Immigration Database (IMDB)** (annual), **Canadian Community Health Survey (CCHS)** (annual)
 - **Immigrants Refugees and Citizenship Canada (IRCC) custom data requests** (e.g. annual data regarding transitions of temporary residents to permanent residency, etc)
 - **Waterloo Region Community Wellbeing survey** (Wellbeing Waterloo Region), data collection periodically only
 - Other local or national data as it becomes available

These data sources will feed into regular reporting and form the foundation of engagement and advocacy with policy makers, systems, community leaders and others. Regular reporting will include:

- Bi-monthly collecting of qualitative description of activities and outcomes, basic activity counting, tracking permanent residents arrivals in Waterloo Region – shared with Immigration Partnership Council and steering groups
- Annual report shared with the community, including highlights of activities and above indicators available to date
- Profile of Immigrants in Waterloo Region report developed every 5 years based on census timelines but incorporating all relevant data available to date
- Individual reports, summaries or infographics on the findings of individual surveys or data collection – posted on www.immigrationwaterlooregion.ca/resources or through hosting information sessions as findings of individual surveys are analyzed/released

Appendix B – Comparison of IP Goal and Outcomes with IRCC Settlement Logic Model Outcomes

A comparison of IP's Goal and Community Outcomes show significant alignment with the outcomes detailed in [IRCC's settlement logic model](#).



IP Goal:	IRCC Ultimate Integration Outcome:
IP is creating conditions for immigrants to succeed and helping to build a welcoming and dynamic community	Successfully integrated and settled clients benefit Canada

IP Community Outcomes:	IRCC Outcomes:
The community is increasingly aware of the value/strength of immigrants and the beneficial impact of immigration	
Policies and systems increasingly enhancing immigrant and community success	
Services are increasingly responsive to the needs of immigrants	Consistent and responsive settlement program delivery Increase understanding of client settlement needs and appropriate linkages to other services Partners deliver responsive and coordinated settlement and community services
Immigrants are using a range of settlement and community services	Access to IRCC-funded settlement services is facilitated (<i>Clients access services that meet their needs</i>) Clients increase knowledge of life in Canada (<i>Clients make informed decisions about life in Canada</i>) Clients improve official language skills (<i>Client use an official language to function in Canadian society</i>)
Employers are increasingly aware of the benefits of immigration and are more able to hire/retain immigrants	
Immigrants are finding appropriate and desirable work	Clients acquire knowledge, skills and connections to prepare for the Canadian labour market (<i>Clients participate in the Canadian labour market</i>)
The community is increasingly welcoming	(<i>Communities foster welcoming environment for immigrants</i>)
Immigrants are connected and engaged in the community	Clients increase participation in communities and social networks (<i>Clients are connected to communities and institutions</i>)

Note: IRCC outcomes in regular font are the immediate outcomes and those in italics are the intermediate outcomes.