

Visible Minority Newcomer Women and Employment in Grey Bruce Survey Report

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Rural Pathways for Newcomer Women in Grey Bruce

United Way of Bruce Grey & Welcoming Community Grey Bruce

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The Rural Pathways for Newcomer Women in Grey Bruce project conducted the Visible Minority Newcomer Women & Employment in Grey Bruce Survey between October 15 and December 31 in 2019. The purpose of the survey was to identify the employment and pre-employment barriers of visible minority newcomer women in Grey Bruce. It targeted visible minority newcomer and immigrant women in the region to capture the challenges that have been faced by this population for as far back as possible, because this is the first time the region is looking at catering supports for this specific population. Results of the survey will be used by the Rural Pathways project in developing and testing programs that address the employment and pre-employment barriers visible minority newcomer women in Grey Bruce face. A Rural Pathways to Employment Toolkit will be created as a resource for service providers, employers and community organizations to continue to provide support for this specific population. The Rural Pathways project is a partnership between United Way of Bruce Grey and Welcoming Communities Grey Bruce, and funded by the Immigration, Refugee and Citizenship Canada (IRCC).

The survey was distributed to potential participants directly, and through employer service and other service provider organizations, as well as employers who have newcomer and immigrant employees. In addition, the survey was publicly promoted through social media including websites (United Way of Bruce Grey, Welcoming Communities, Grey County) and Facebook (United Way of Bruce Grey, Welcoming Grey Bruce & Newcomer Programs, and shared by pages of service provider organizations, like South East Grey Community Health Centre and Life Directions Employment Centre). The mass media - Suntimes, Owen Sound Hub, Rogers TV etc. – also assisted in spreading the words. Poster of the survey was put up at public libraries and elementary schools.

68 visible minority women participated in the survey; 63 completed the questionnaire online, and 5 filled out printed copy in Simplified Chinese (4) and Spanish (1). Printable translated version was available in Chinese(Simplified), Chinese(Traditional), Punjabi, Spanish and Urdu. The original English version was also available to be printed. The number of responses exceeded the expected number, 50. However, we are aware that the survey did not reach all the potential participants. According to Keystone Child, Youth & Family Services, 28 newcomer families were supported by their programs in 2019. The previous newcomer support project Making Grey Bruce Home (January 2018 – March 2019) identified a Filipino immigrant population living in different communities throughout Grey Bruce. The Rural Pathways project came into contact with some Cuban women in Bruce County as the survey was ending. Nevertheless, the results of the survey still reflect the challenges faced by the visible minority newcomer women who share similar backgrounds with the respondents. It is hope that the women whom the survey did not reach will have an opportunity to have their voice heard, and their needs addressed by participating in the programs developed from the survey results.

The key findings of the survey are:

- Respondents in both counties indicated that they face the same kinds of challenge, such as language barrier, cultural barriers, lack of social connections, lack of Canadian experience.
- The biggest challenge perceived by the respondents in the two counties in each stage of the employment pathway was different. For example, the respondents in Grey County indicated that discrimination was the biggest challenge when looking for work or starting a business, whereas the respondents in Bruce County reported that their biggest challenge was that their overseas education and work experience was not recognized.
- In addition to challenges generally faced by job seekers, the respondents reported that, when looking for employment, they also experienced barriers common to newcomers.
- The survey results reflect that the respondents faced multiple barriers to labour market entry and career advancement, and addressing these barriers would require the women, employers, employer service and other service provider organizations, community group, and community members to work together.

- The respondents indicated that they continued to face barriers and needed support after getting a job or starting a business.

The survey questionnaire contained some open-ended questions, and some of the multiple choice questions allowed additional comments. Here are some of the answers and comments which not only reflect the challenges faced by the respondents, but also the frustration they experienced because of the challenges:

- Not knowing anyone was a challenge for me to get a job. Seems like the company need more than just good resume, skills and knowledge to hire someone. We should know an insider to ensure our resume doesn't get lost in a volume of response!
- People think that because I have an accent that I am not smart
- For jobs where my technical skills match I do not get interview invitation as recruiters mention that employer is looking for past experience in nuclear power. This gap is something I feel can be closed. If the person is technically capable, few days nuclear specific training can help.
- Looking back when I came, I had no idea I am protected by law against discrimination. I had no idea how discrimination looks like.
- I lived in KW before and never felt different. I feel very different in Bruce County, especially at work. My co-workers have known each other since kindergarten and I feel like an outsider.
- I am not a conversation starter but you need a lot of small talks here to be able to climb up the corporate ladder.
- Finding daycare for my children was very challenging and very costly. Now that the kids are older, I still have issues with emergency calls from school if I have to leave work. I have no other family members in the area. Taking time off work to stay home with sick kids, or taking them to medical appointments during work hours is still very challenging.
- Language and acceptance of some Canadian people regarding immigrants
- Often people think that immigrants are to come here and get "cleaning" jobs. People need to be at their full potential.
- I believe I have the skills, I need employers to call me for interview.

In this report, the result analysis is presented in sections that correspond to the questions in the survey. The bracket at the end of each section title shows the question the section is based on, and the questions with which it was cross-examined.

The Covid-19 pandemic is affecting the livelihood of all the residents and the economy of the region. The conclusion of this report includes a paragraph on how the unforeseen circumstance could provide opportunities for the Rural Pathways project to pursuit its goal. It also contains a paragraph about the role of the YMCA Settlement Services, which was underway this spring, in this project.

Acknowledgement

It takes courage to share experiences, especially those that expose vulnerability. Rural Pathways for Newcomer Women in Grey Bruce would like to thank all the visible minority newcomer/immigrant women who participated in the survey. Their heartfelt answers and comments undoubtedly speak for the challenges and frustration they experience. We would also like to express our gratitude to all the service provider organizations, community groups and individuals who help spread the words about the survey and encourage visible minority newcomer/immigrant women they know to take part in the survey. Last but not least, a special thank you to the project's Advisory Committee Member Azar Azad and Developmental Evaluation Consultant Louise Pitre for your support in analysing the survey data.

Ages of respondents (Q19, Q4)

7 respondents skipped Q19 “How old are you?”. Among the 61 respondents who answered the question, 3 (2 in Grey and 1 in Bruce) were fifty-five and over, 12 (half in each County) were between forty-five and fifty-four, 24 (16 in Grey and 8 in Bruce) were between thirty-five and forty-four, 15 (13 in Grey and 2 in Bruce) were between twenty-five and thirty-four, and 7 (6 in Grey and 1 in Bruce) were between nineteen and twenty-four. The survey did not reach any visible minority women under the age of nineteen.

| Age range | No. of respondents | | Percentage |
|-----------|--------------------|-------|------------|
| | Grey | Bruce | |
| 55+ | 2 | 1 | 4.92% |
| 45 – 54 | 6 | 6 | 19.67% |
| 35 – 44 | 16 | 8 | 39.34% |
| 25 – 34 | 13 | 2 | 24.59% |
| 19 – 24 | 6 | 1 | 11.48% |
| Under 19 | 0 | 0 | 0.00% |

Ages of respondents

Implications

83.60% of the respondents who answered Q19, are at prime working age (25 to 54). This finding reflects that the visible minority newcomer/immigrant women population may be a resource to tap into for addressing the labour shortage in the region. Therefore, it is beneficial to support them to overcome employment and pre-employment barriers.

Geographic distribution of respondents (Q4, Q6)

49 respondents (72.06%) live in Grey County; 19 reside in Bruce County (27.94%).

Distribution of respondents by community is as follow:

| Grey County | | Bruce County | |
|---------------|----|----------------|----|
| Chatsworth | 1 | Chesley | 1 |
| Collingwood* | 1 | Kincardine | 5 |
| Dundalk | 1 | Port Elgin | 10 |
| Hanover | 2 | Saugeen Shores | 2 |
| Markdale | 1 | Walkerton | 1 |
| Meaford | 1 | | |
| Owen Sound | 40 | | |
| Shallow Lake | 1 | | |
| Not specified | 1 | | |

**Collingwood is not in Grey County. Respondent works in The Blue Mountain*

Geographic distribution of respondents

Implications

Through contacts with service provider organizations and some employers, we are aware of a greater number of visible minority newcomer/immigrant women in both counties than the number of women who participated in the survey. Nevertheless, the survey respondents still constitute a reasonable representation of the visible minority newcomer/immigrant women of similar backgrounds in education, employment, number of years in Canada etc. Therefore, the programs developed based on the survey results will be relevant and beneficial to a bigger group of women than those who participated in the survey.

As the Rural Pathways project staff has discovered, some women, especially those with language barrier, tend to support each other rather than seek support from service providers. They help each other to find work, or hire others of their cultural and/or language background. The concern here is that they maybe trapped in an environment where they do not need to improve their English, or learn how to integrate into the community. This entrapment limits their career advancement. In addition, they would not know how to access resources if the employment environment become undesirable; for example, if they are exploited by their employers. It is important to connect with these women, and develop employment pathways that will support them

Time in Canada and Grey Bruce (Q1, Q5)

Two respondents skipped Q1 “When did you arrive in Canada?” They both chose “Over 5 years” in Q5, which implies that they arrived in Canada before 2015.

39 arrived in Canada on or after January 1, 2015; that is, they were considered newcomer or new immigrants at the time they participated in the survey. The breakdown of respondents arriving before 2015, between January 1, 2015 and December 31, 2017, between January 1, 2018 and December 31, 2018, and in 2019 is shown in the table below:

| Arrival | Number of respondents | Percentage |
|---|-----------------------|------------|
| In 2019 | 7 | 10.61% |
| Between January 1, 2018 and December 31, 2018 | 8 | 12.12% |
| Between January 1, 2015 and December 31, 2017 | 24 | 36.36% |
| Before 2015 | 27 | 40.91% |

Respondents' year of arrival to Canada

50 respondents moved to Grey Bruce between January 1, 2015 and the time they participated in the survey. Breakdown of respondents living in Grey Bruce for over 5 years, 3 to 5 years, 1 to 3 years and under 1 year is shown in the table below:

| No. of years | Number of respondents | Percentage |
|------------------|-----------------------|------------|
| Less than 1 year | 11 | 16.18% |
| 1 to 3 years | 26 | 38.24% |
| 3 to 5 years | 13 | 19.12% |
| Over 5 years | 18 | 26.47% |

Number of year respondents have been living in Grey Bruce

Cross-examination of the data collected by Q1 and Q5 of individual questionnaires indicates that 57.35% (39) of the respondents arrived in Canada between January 1, 2015 and October 15, 2019 (date survey began), and have been living in Grey Bruce for under 5 years. The majority of them (30) moved to Canada between January 1, 2015 and December 31, 2018, and have been residing in Grey Bruce for 1 to 5 years.

29 respondents reported that they arrived in Canada before 2015. Of that group, 11 of them are new to Grey Bruce (been living here for less than 5 years)

| | | Living in Grey Bruce | | | |
|-------------------|------------------------------------|----------------------|---------|---------|------------|
| | | Less than 1 yr | 1-3 yrs | 3-5 yrs | Over 5 yrs |
| Arrived in Canada | In 2019 | 7 | | | |
| | Between Jan 1, 2018 & Dec 31, 2018 | 2 | 6 | | |
| | Between Jan 1, 2015 & Dec 31, 2017 | 0 | 15 | 9 | |
| | Before 2015 | 2 | 5 | 4 | 18 |

All respondents' arrival year against length of time living in Grey Bruce

Implications

The IRCC defines newcomer/recent immigrants as immigrants who have landed in Canada for up to five years. Of the 69 survey participants, 29 are not considered as newcomers. The next section will explore how many of the 39, who are considered as newcomers, are actually eligible clients of settlement services which the YMCA Grey Bruce Owen Sound will be starting to in Spring 2020. The Rural Pathways project deems it important to find out whether there are women who are not qualified for settlement services, and identify community partners who could address the service gap.

Base on contacts with visible minority immigrant women, the respondents who have been in Canada for over 5 years but living in Grey Bruce for less than 5 years likely were staying within their cultural communities in the urban areas before moving here. For example, Dundalk area is seeing an increasing number of East Indian families moving up from Brampton. Some of them have never fully integrated into Canadian society because they did not need to when living within their cultural community, especially the visible minority women who stayed home to look after children. Moving to a rural community of dominantly English-speaking non-racialized population, these women experience the same challenges as the visible minority newcomer women.

Immigration status (Q2, Q1, Q5)

The majority of the respondents (36) identified themselves as permanent residents, 19 as citizens, 4 as temporary residents, 3 each as protected persons / refugees, temporary foreign workers, and 3 have applied for permanent residency.

| Immigration status | Number of respondents | Percentage |
|--|-----------------------|------------|
| I am a permanent resident | 36 | 52.95% |
| I have received letter from IRCC to approve PR application | 0 | 0.00% |
| I have applied for permanent residence | 3 | 4.41% |
| I am a protected person / refugee | 3 | 4.41% |
| I am a temporary worker | 3 | 4.41% |
| I am a temporary resident (incl. international students) | 4 | 5.88% |
| I am a citizen | 19 | 27.94% |
| Others | 0 | 0.00% |

Immigration status of respondents

In Canada, “newcomers / recent immigrants” refers to immigrants who have landed in the country for up to five years. Among the respondents who indicated that they are permanent residents, 24 have arrived in Canada in the past five years. They are considered newcomer / recent immigrants, and eligible for settlement services. 5 immigrated to Canada before 2015, but are new to Grey Bruce (have been living here for under 5 years). They, as well as the respondents who reported that they had applied for permanent residence, or were citizen, are not eligible for settlement services. However, these three groups of respondents reported the same kind of challenges experienced by the 24 who were recent immigrants.

| | | Living in Grey Bruce | | | |
|-------------------|------------------------------------|----------------------|---------|---------|------------|
| | | Less than 1 yr | 1-3 yrs | 3-5 yrs | Over 5 yrs |
| Arrived in Canada | In 2019 | 3 | | | |
| | Between Jan 1, 2018 & Dec 31, 2018 | 1 | 4 | | |
| | Between Jan 1, 2015 & Dec 31, 2017 | 0 | 10 | 6 | |
| | Before 2015 | 1 | 2 | 2 | 7 |

Permanent residents' arrival year against length of time living in Grey Bruce

IRCC eligible clients for settlement programs are:

- Permanent Residents of Canada.
- Protected persons as defined in section 95 of the *Immigration and Refugee Protection*
- Individuals who have been selected, inside or outside Canada, to become permanent residents (pending verifications) **and** who have been informed, by a letter from the Department.
- Convention refugees and protected persons outside Canada who have been selected for resettlement in Canada by the Department.
- Live-in Caregivers: Temporary foreign workers who hold or received approval of a work permit under section 112 or received initial approval for permanent residence under section 113 of the *Immigration and Refugee Protection Regulations (IRPR)* are eligible for all settlement services with the exception of language training.

According to the information in Q1 provided by the 68 respondents, 27 would be eligible for settlement services (24 permanent residents who are recent immigrants and 3 protected persons / refugees). However, it is necessary to clarify whether the 3 who indicated that they are protected persons / refugees are instead refugee claimants who have not been granted refugee status and are not eligible for settlement programs. If any of the three respondents who identified themselves as temporary workers is a live-in care giver, they will be qualified as eligible client.

Implications

This survey reveals that there are visible minority newcomer/immigrant women who fall through the service gap. For example, the spouse of a permanent resident or citizen, who is on a visitor visa while waiting for their PR application to be approved is not eligible for a lot of the settlement services that could help address employment and pre-employment barriers, such as ESL program and support for accreditation. It is necessary to explore means to support visible minority newcomer/immigrant women who are not eligible for any existing services that support immigrants' employment and pre-employment needs.

Education level (Q3, Q6)

More than half of the respondents (47) have college or university level of education. 13 have high school / secondary school, 6 elementary school / primary school, and 2 have never gone to school.

| Education level | No. of respondents | percentage |
|------------------------------------|--------------------|------------|
| Never gone to school | 2 | 2.94% |
| Elementary school / Primary school | 6 | 8.82% |
| High school / Secondary school | 13 | 19.12% |
| College / University | 47 | 69.12% |

Education level of respondents

Among the respondents with college or university education, 29 reside in Grey County, with the majority (22) being in Owen Sound; 18 live in Bruce County, and over half (11) are in Port Elgin and Saugeen Shores. Respondents in Owen Sound have the most diverse education levels: 2 have never gone to school, 6 have elementary school / primary school, 10 high school / secondary school, and 22 college / university level. 95% of respondents (18) in Bruce County have college / university education; only 1 has high school / secondary school level.

| | Never gone to school | Elementary school / Primary school | High school / Secondary school | College / University |
|---|----------------------|------------------------------------|--------------------------------|----------------------|
| Grey County Never gone to school – 2; Elementary school / Primary school – 6; High school / Secondary school – 12; College / University - 29 | | | | |
| Chatsworth | - | - | - | 1 |
| Collingwood | - | - | 1 | - |
| Dundalk | - | - | - | 1 |
| Hanover | - | - | - | 2 |
| Markdale | - | - | 1 | - |
| Meaford | - | - | - | 1 |
| Owen Sound | 2 | 6 | 10 | 22 |
| Shallow Lake | - | - | - | 1 |
| Not Specified | - | - | - | 1 |
| Bruce County High school / Secondary school – 1; College / University - 18 | | | | |
| Chesley | - | - | - | 1 |
| Kincardine | - | - | - | 5 |
| Port Elgin | - | - | 1 | 9 |
| Saugeen Shores | - | - | - | 2 |
| Walkerton | - | - | - | 1 |

Geographic distribution of respondents with different education levels

Implications

The significant percentage of survey respondents with college/university level education speaks against the generalization that newcomers are uneducated. As revealed in later sections of this report, a lot of the respondents ended up being under-employed because either their qualification is not recognized in Canada, or they could not afford the time or money to go through the accreditation process. One respondent with college/university education commented that “Often people thinking that immigrants are to come here and get “clean” jobs”. For the benefits of the employers and the region, it is desirable to rethink how to support visible minority newcomer/immigrant women with college/university level education, so that they can contribute their skill, knowledge and experience to our labour market, and fully develop their potentials

Employment Status (Q7, Q8, Q9, Q14, Q15, Q18)

5 respondents skipped Q18 “Did you do paid work before moving to Canada?”. Among the 63 who answered, the majority (42) reported that they worked full time, 8 worked part time, 4 had their own business, and 9 did not do any paid work before moving to Canada.

| Employment before moving to Canada | No. of respondents | Percentage |
|------------------------------------|--------------------|------------|
| Worked full time | 42 | 66.67% |
| Worked part time | 8 | 12.70% |
| Had own business | 4 | 6.35% |
| Did not do any paid work | 9 | 14.28% |

Respondents’ employment situation before moving to Canada

4 respondents skipped Q7 “Are you working?”. Among the 64 who answered, half indicated that they were not working, and the other half reported that they were (19 are working full time in one job, 8 part time in one job, 3 part time in more than one job, and 2 a full time job and one or more part time job).

| Current employment situation | No. of respondents | Percentage |
|---|--------------------|------------|
| Full time in one job | 19 | 29.69% |
| Part time in one job | 8 | 12.50% |
| Part time in more than one job | 3 | 4.69% |
| A full time job and one or more part time job | 2 | 3.12% |
| Not working | 32 | 50% |

Respondents’ current employment situation

Among the respondents who answered both Q7 and Q18, 28 who had worked before moving to Canada were working at the time they participated in the survey, 26 who had worked before moving to Canada were not working at the time they participated in the survey, 3 who had not worked before moving to Canada were working at the time they participated in the survey, and 6 who had not worked before moving to Canada were not working at the time they participated in the survey.

| | No. of respondents working | No. of respondents not working |
|---|----------------------------|--------------------------------|
| No. of respondents who worked before moving to Canada | 28 | 26 |
| No. of respondents who did not work before moving to Canada | 3 | 6 |

General employment status comparison

Comparing respondents' employment situations before moving to Canada and at the time they participated in the survey, we found that among those who had worked full time before, 14 were working full time in one job, 5 part time in one job, 3 part time in more than one job, 1 had a full time job and one or more part time job, and 19 were not working.

Employment situation when participated in survey

| | No. of respondents working full time in one job | No. of respondent working part time in one job | No. or respondents working part time in more than one job | No. of respondents working a full time job and one or more part time job | No. of respondents not working |
|--------------------|---|--|---|--|--------------------------------|
| Worked full time | 14 | 5 | 3 | 1 | 19 |
| Work part time | 1 | 3 | - | - | 4 |
| Had own business | 1 | - | - | - | 3 |
| Did not work | 2 | - | - | 1 | 6 |
| Did not answer Q18 | 1 | - | - | - | - |

Employment situation before moving to Canada

Detailed employment situations comparison

Implications

At least 24 of the respondents who answered both Q8 and Q18 did not maintain the same full time employment status – they are either working less or not working. The survey did not explore whether there is any change in their income, or if they are doing job in the same field as before they moved to Canada. Those details will be explored with respondents who have provided contact information. There could also be a change in the family status – a need to stay home and look after children. The change in the employment status, no matter the cause, inevitably affects the women’s independence. If the change of the employment status is caused by any employment barriers, the women will also be affected in other ways – frustration, lower self-confidence and self-esteem etc.

Employment opportunities being sought (Q14, Q15, Q7, Q8)

64 respondents answered Q14 “Are you looking for work). 21 indicated that they were looking for work (16 looking for full time job and 5 part time job), 21 were not looking but would be in the near future. 22 of them were not looking.

| Type of employment | No. of respondents | Percentage |
|--|--------------------|------------|
| Full time job | 16 | 25.00% |
| Part time job | 5 | 7.81% |
| Not looking currently but will be in the near future | 21 | 31.81% |
| Not looking | 22 | 34.38% |

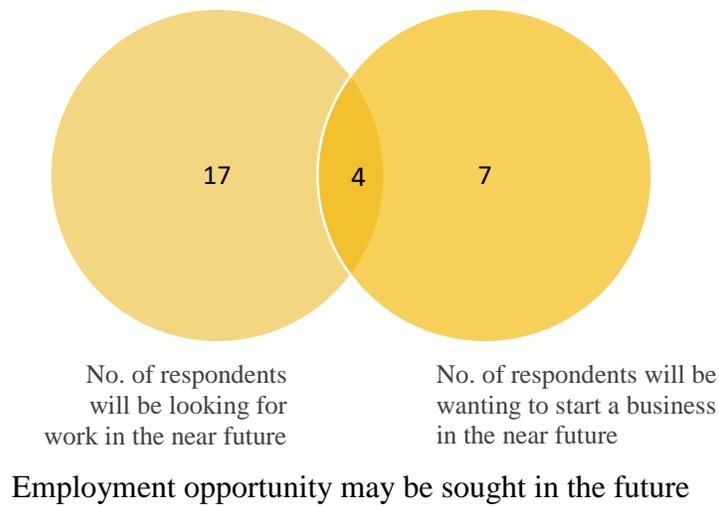
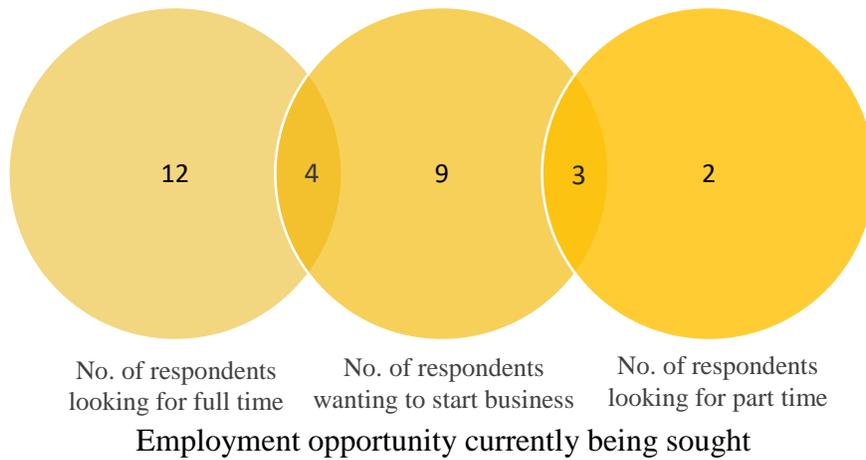
No. of respondents looking for job

Q15 “Are you wanting to start your own business” was answered by the same 64 respondents. 16 of them chose “Yes”, 11 chose “Not right now, but will be in the near future”, and 37 chose “No”.

| | No. of respondents | Percentage |
|---|--------------------|------------|
| Yes | 16 | 25.00% |
| Not right now, but will be in the near future | 11 | 17.19% |
| No | 37 | 37.00% |

No. of respondents wanting to start their own business

Among the 64 respondents who answered both Q14 and Q15, 7 indicated that they were looking for work as well as wanting to start a business. 4 would be looking for work and wanting to start a business in the near future.



3 of the respondents, who indicated that they were working, were looking for full time job, 5 were wanting to start a business, 3 were both looking for full time job and wanting to start a business. 9 of the respondents, who reported that they were not working, were looking for full time job, 2 were looking for part time job, 4 were wanting to start a business, 1 was looking for full time job and wanting to start a business, and 3 were looking for part time job and wanting to start a business. For breakdown of current employment situations, refer to the table below.

Employment opportunity sought by respondents

| | No. of respondents looking for full time job | No. of respondents looking for Part time job | No. of respondents wanting to start business | No. of respondents looking for Full time job and wanting to start business | No. of respondents looking for Part time job and wanting to start business |
|--|--|--|--|--|--|
| Full time in one job | 1 | - | 2 | 3 | - |
| Part time in one job | 2 | - | 1 | - | - |
| Part time in more than one job | - | - | 1 | - | - |
| Full time plus one or more part time job | - | - | 1 | - | - |
| Not working | 9 | 2 | 4 | 1 | 3 |

Comparing respondents' current employment situations and the employment opportunities they are currently seeking

In Q14 and Q15, 6 respondents who reported that they were working, and 11 who reported that they were not working, chose “Not right now, but will be (looking for work) in the near future”. 2 respondents who reported that they were working full time in one job, and 5 who reported that they were not working, chose “Not right now, but will be (wanting to start a business) in the near future. 1 respondent who was reported that they were working full time in one job and 3 who reported that they were not working indicated that they would both be looking for work and wanting to start a business in the near future. For breakdown of current employment situations, refer to the table below.

Employment opportunity respondents will be seeking in the near future

| | Will be looking for work in the near future | Will be wanting to start business in the near future | Will be looking for work and wanting to start business in the near future |
|--|---|--|---|
| Full time in one job | 1 | 2 | 1 |
| Part time in one job | 4 | - | - |
| Part time in more than one job | 1 | - | - |
| Full time plus one or more part time job | - | - | - |
| not working | 11 | 5 | 3 |

Comparing respondents’ current employment situations and the employment opportunities they will be seeking in the near future

Implications

Respondents who were currently working hoped to improve their employment situation; for example, respondents who were working part time in one job were looking for/would be looking for full time job. Such positive change may result in career advancement, and/or better financial status. The fact that respondents who were not working hoped to enter the workforce, indicates that the visible minority newcomer/immigrant women population is a potential pool of resource for solving the problem of labour shortage in the region. Dissatisfaction with their employment situations may be a factor which leads respondents to consider starting their own business.

Challenges in looking for work or starting a business (Q10, Q3, Q4, Q8, Q18)

36 respondents answered Q10. 23 of them live in Grey County (46.94% of survey participants from Grey County) and 13 in Bruce County (68.42% of participants living in Bruce County). Among the respondents who indicated that they had experienced challenges when looking for work or starting a business, 26 (16 in Grey and 10 in Bruce County) reported to have college / university education, 2 (1 in Grey and 1 in Bruce County) high school / secondary school; and 2 (both in Grey County) elementary school / primary school level of education. 25 respondents (15 in Grey and 10 in Bruce County) worked full time before moving to Canada, 4 in Grey County worked part time, 1 in Bruce County owned a business, 2 in Grey and 1 in Bruce County reported that they did not work before moving to Canada.

| | Grey | Bruce |
|--------------------|------|-------|
| Worked full time | 15 | 10 |
| Worked part time | 4 | - |
| Had own business | - | 1 |
| Did not work | 2 | 1 |
| Did not answer Q18 | 2 | 1 |

Employment situation before moving to Canada
of respondents who answered Q10

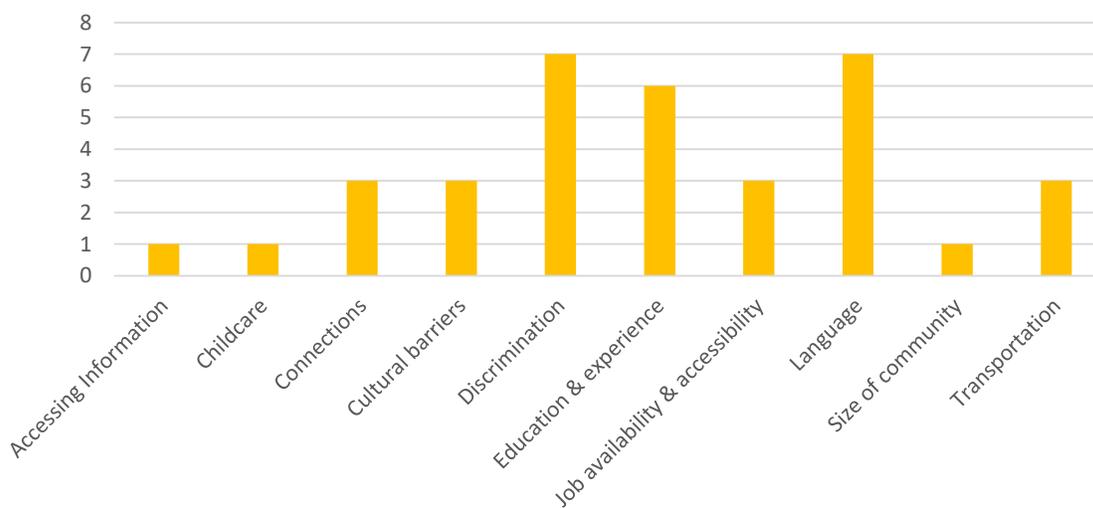
The answers in Q10 were categorized into 11 themes: Accessing information, Childcare, Connections, Cultural barriers, Discrimination, Education & experience, Job availability & accessibility, Size of community, Transportation and Others. As shown in the table and charts below, the most reported types of challenge in the region (Grey and Bruce) are “Discrimination” and “Language”, and the next most reported is “Education & Experience”. Looking at results from Grey County respondents alone, the most reported type of challenge is “Discrimination”, and the next one is “Language” Looking at Bruce County respondents alone, the most reported type of challenge is “Education & experience”, and the next one is “Transportation”.

The “Others” category is not included in the chart. Most of the answers in that category either do not clearly reflect specific kind of challenge (e.g. it depends, working in ski resort near by area, big decision), or indicate that the respondents did not experience any challenge. One respondent answered “find employee for us”. In that case, the respondent owns a restaurant business. It is worthwhile to explore what they perceive as the reasons for the difficulty in finding employees. The answer “I face many problems to get a job due to my disability. it very hard for a female to find a job with disability” reflects that the respondent considers her disability as a bigger challenge than being a visible minority newcomer woman. For individual answers to Q10, refer to the Appendix I.

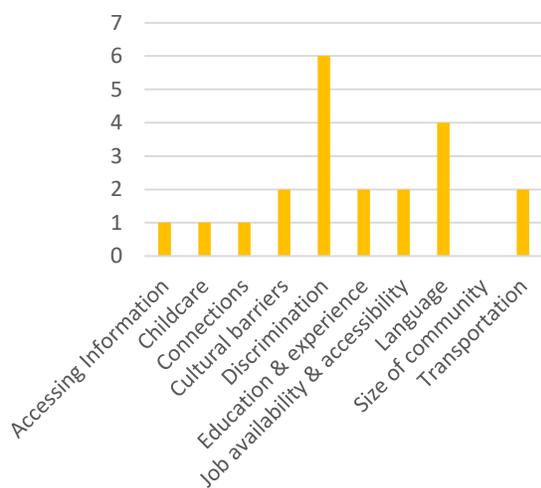
| Theme | No. of respondents in Grey | No. of respondents in Bruce | No. of respondents in region |
|----------------------------------|----------------------------|-----------------------------|------------------------------|
| Accessing information | 1 | - | 1 |
| Childcare | 1 | - | 1 |
| Connections | 1 | 2 | 3 |
| Cultural barriers | 2 | 1 | 3 |
| Discrimination | 6 | 1 | 7 |
| Education & experience | 2 | 4 | 6 |
| Job availability & accessibility | 2 | 1 | 3 |
| Language | 5 | 2 | 6 |
| Size of Community | | 1 | 1 |
| Transportation | 2 | 1 | 3 |
| Others | 5 | 2 | 7 |

Respondents' answers to Q10 by theme

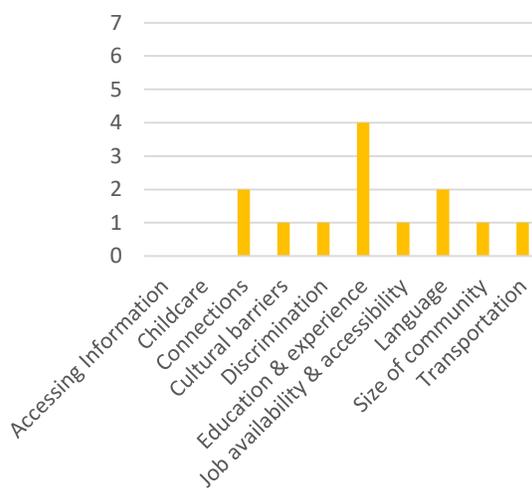
Challenges respondents faced when looking for work/starting a business by theme (whole region)



Challenges respondents faced when looking for work/starting a business by theme (Grey County)



Challenges respondents faced when looking for work/starting a business by theme (Bruce county)



Implications

The majority of the respondents experienced challenges when looking for work or starting a business not because they had never worked before. They faced challenges because they are visible minority newcomer/immigrant women. In the region “Discrimination”, “Language” and “Education & experience” are the top three kinds of challenges reported. Addressing these challenges require collaboration among service provider organizations. For example, an employment service provider could connect a professionally educated visible minority newcomer women with ACRE (Access Centre of Regulated Employment) which would assist her in the process of accreditation, and the Windmill Microlending to apply for low interest loan to pay for the process. To support visible minority newcomer/immigrant women in overcoming employment barriers, there is an increasing demand on employment service providers to know what other resources are available, and connect the women to the resources. It will be beneficial for employers to know about these resource as well, as supporting their visible minority newcomer employees in career advancement could be a retention strategy.

Help respondents received to get a job or start a business

(Q11, Q3, Q4, Q5, Q7, Q8, Q9, Q10)

36 respondents answered Q11 “What help did you receive to get a job or start a business?”. They were the same respondents who answered Q10. 29 (19 in Grey and 10 in Bruce County) reported that they were working, 2 (1 in each County) had their own business, and 2 (also 1 in each County) were not working. Among those who were working, 6 (4 in Grey County and 2 in Bruce County) were looking for work; 3 of them (2 in Grey County and 1 in Bruce County) were also wanting to start their own business. 2 respondents (1 from each County) had their own business. 2 respondents (1 from each County) were not working and were looking for work.

| Current employment situation | Employment opportunity sought | Grey | Bruce |
|------------------------------|-------------------------------|------|-------|
| Working | Looking for work | 2 | 1 |
| | Wanting to start business | 5 | - |
| | Both | 2 | 1 |
| | Not looking for work | 10 | 8 |
| Not working | Looking for work | 1 | 1 |
| | Wanting to start business | - | - |
| | Both | - | - |
| | Not looking | - | - |
| Has own business | Looking for work | - | - |
| | Not looking for work | 1 | 1 |
| Did not answer Q7 | Looking for work | - | - |
| | Wanting to start business | - | - |
| | Both | - | - |
| | Not looking for work | - | - |
| Did not answer Q7 | Did not answer Q14, Q15 | 2 | 1 |

Current employment status of respondents who answered Q11

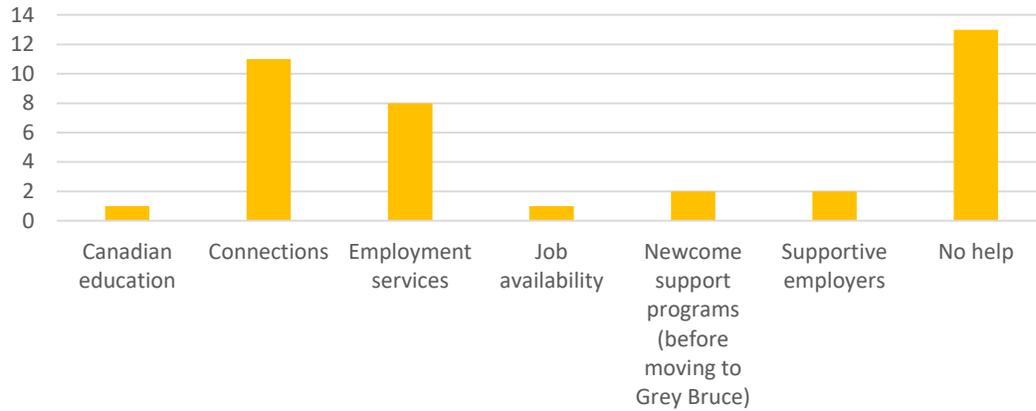
The answers were grouped into 7 themes: Canadian education, Connections, Employment services, Newcomer support programs (before moving to Grey Bruce), Supportive employers, No help, and Others. The theme which was reported the most in the region (Grey and Bruce) is “No help”. Next is “Connections”, and the third most reported theme is “Employment services. When looking at answers by respondents from Grey and Bruce County separately, “Connections” and “Employment services” are reported by respondents in Grey County as the kind of help received the most. However, more answers fall under the theme “No help”. The most reported theme by Bruce County respondents is also “No help”, followed by “Connections” then “Employment services”.

Five answers from the respondents are listed under the theme “Others”. They are “It depends”, “Update resume. Doing volunteering in the field”, “Internet information”, “Bridging programs” and “Job search sites”. “It depends” does not indicate whether the respondent received any help. It is unclear what “Bridging programs” refers to. It could be that the respondent participating in a program provided by a service provider other than the employment services. If that is the case, they did receive help. The other answers could reflect that either the respondent was supported in the reported activity (Connections or Employment services) or they did that themselves (No help). For individual answers to Q11, refer to Appendix II

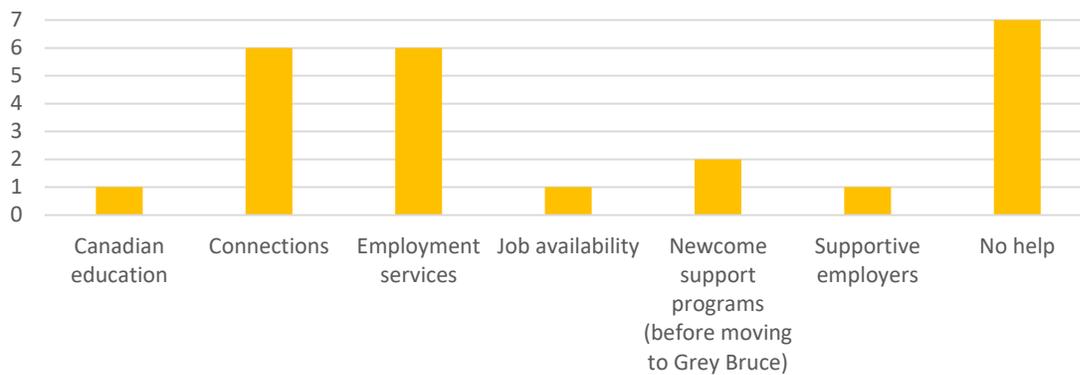
| Theme | No. of respondents in Grey | No. of respondents in Bruce | No. of respondents in region |
|---|----------------------------|-----------------------------|------------------------------|
| Canadian education | 1 | - | 1 |
| Connections | 6 | 5 | 11 |
| Employment services | 6 | 2 | 8 |
| Job availability | 1 | - | - |
| Newcomer support programs (before moving to Grey Bruce) | 2 | - | 2 |
| Supportive employers | 1 | 1 | 2 |
| No help | 7 | 6 | 13 |
| Others | 4 | 1 | 5 |

Respondents’ answers to Q11 by theme

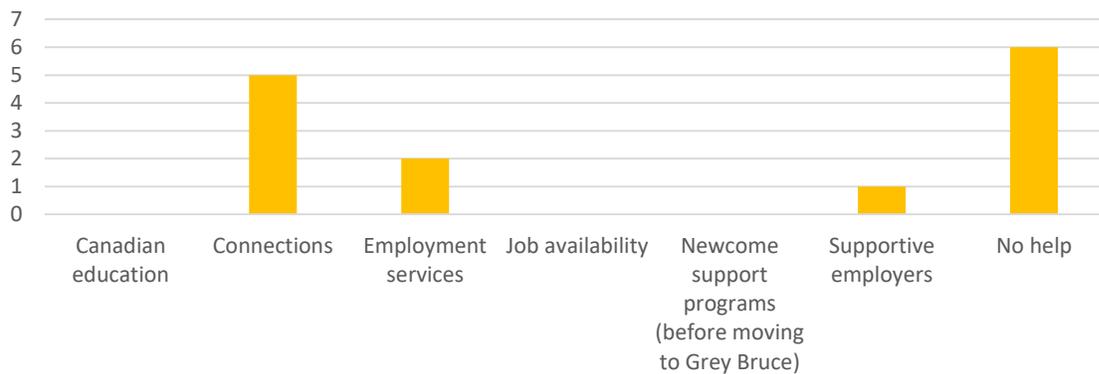
Help respondents receive to get a job/start a business by theme (whole region)



Help respondents received to get a job/start a business by theme (Grey County)



Help respondents received to get a job/start a business by theme (Bruce County)



Implications

A significant number of respondents in both counties reported that they received no help in getting a job or starting a business. It could be that they did not know that employment services were available in the region, they could not access the service because of language or transportation barriers, or there was no existing program to meet their pre-employment needs. It is necessary for the Rural Pathways project to investigate the matter, in order to support service provider organizations in developing their capacity to address the barriers which prevent visible minority newcomer/immigrant women from accessing employment services and supports.

Among Grey County respondents, “Employment services” was reported to be of significant help in finding a job, but not so much among Bruce County respondents. Employment services might be limited in their resources to address specific barriers faced by the visible minority newcomer/immigrant women in Bruce County, such as resources and support for accreditation. In such case, employment services could play the role of connecting the visible minority newcomer/immigrant women to service provider organizations that are able to help them.

“Connections” is a theme of significance to both Grey County and Bruce County respondents. It refers to different types of connection ranging from just knowing somebody in the community to knowing specifically someone in a workplace who could give the women’s resume directly to the person or department responsible for hiring. Opportunity to establish connections could be formal (e.g. workshops, training) or informal (being invited by a friendly neighbour to a social gathering). It requires efforts of service provider organizations, community groups and individual community members working separately and collectively to create a welcoming environment where visible minority newcomer/immigrant women could establish connections.

Help respondents wish were available (Q12, Q10, Q11, Q4, Q5)

33 respondents answered Q12 “What help do you wish was available when you were looking for work or starting a business?”. They have all answered Q10 and Q11.

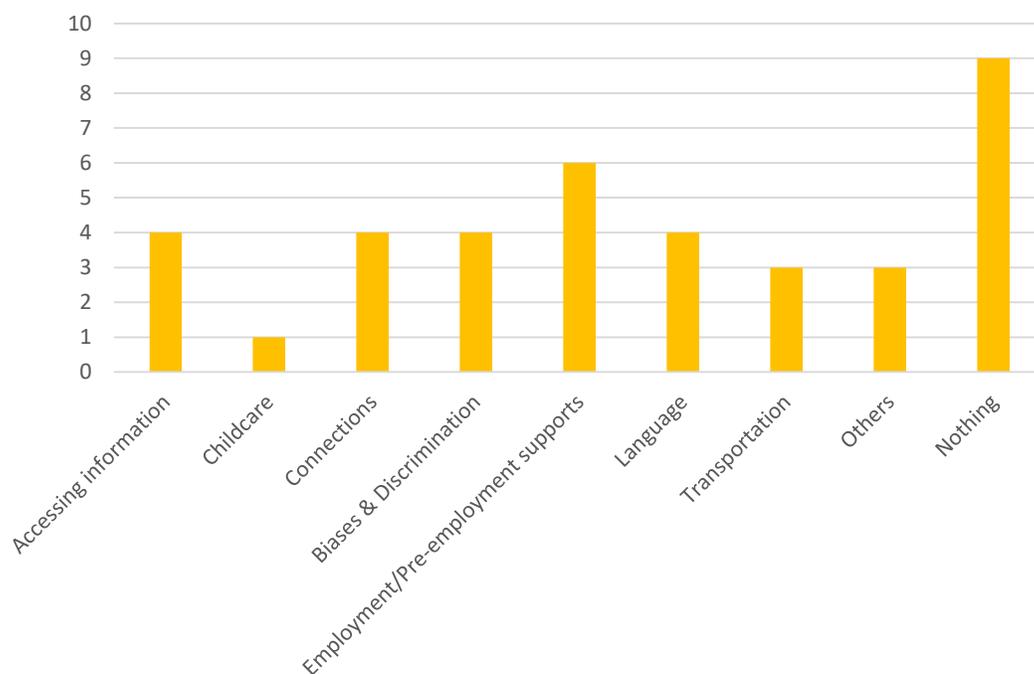
Answers of the respondents are grouped into 9 themes: Accessing information, Connections, Biases & Discrimination, Employment/Pre-employment support, Language, Support services, Transportation, Others, and Nothing. Referring to all the answers, the theme reflected the most is “Employment/Pre-employment support”, seconded by “Accessing information”, “Connections”, “Biases & Discrimination”, and “Language”. When looking at answers by respondents in Grey County, the top theme is “Biases & Discrimination”, which is followed by “Accessing information”, Employment/Pre-employment support” and “Language”. Among the respondents in Bruce County, “Connections” and Employment/Pre-employment support” are the top themes.

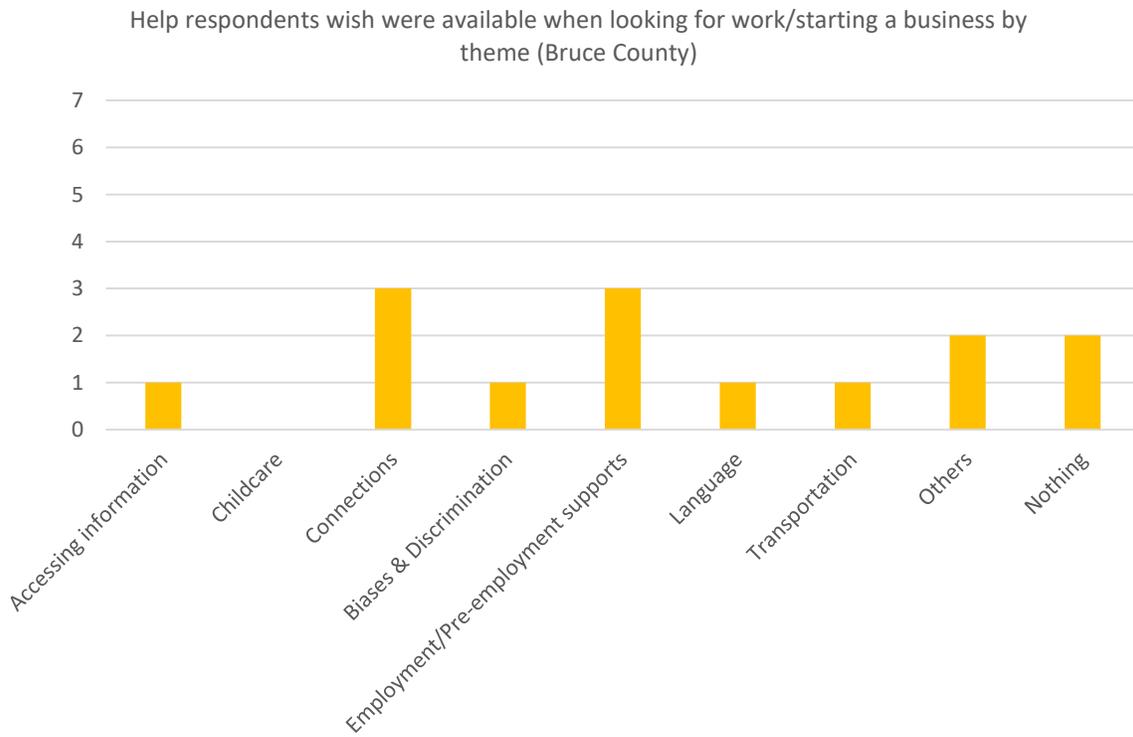
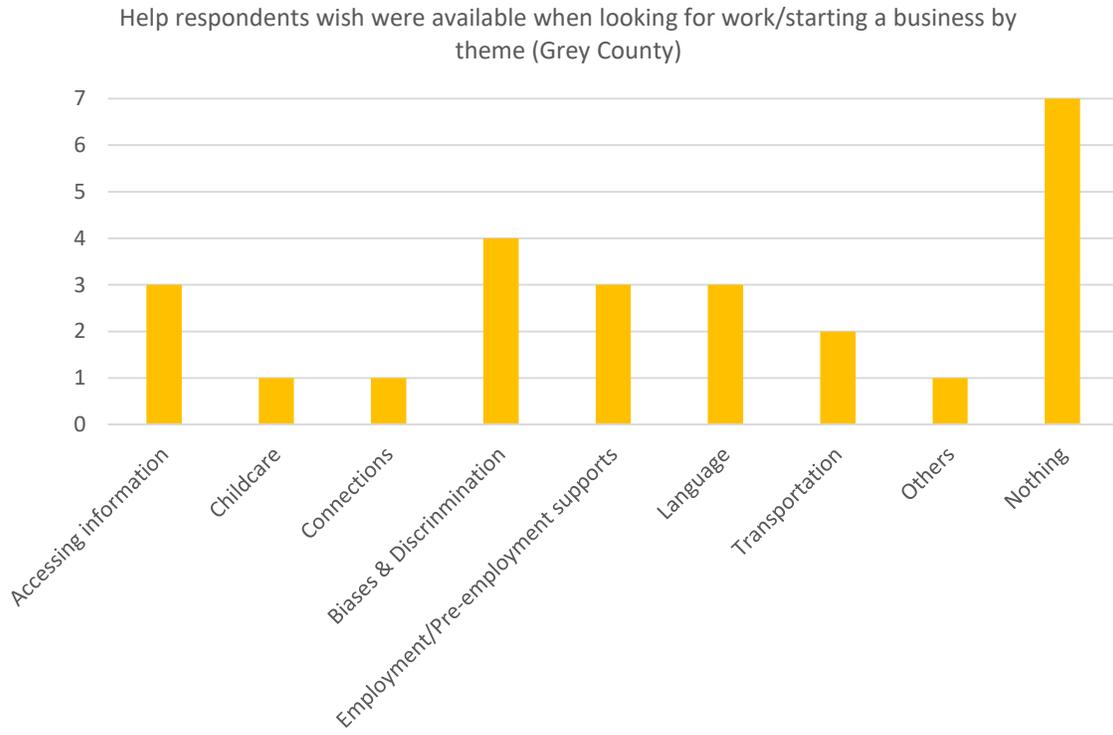
Three answers are categorized as “Others”. The answer “My request is that employers should have some vacancies for disabled persons and should have easy ways to get job and opportunities to be a part of community” reflects that the respondent felt that more help is needed to support her disability than because she is a visible minority woman. Both the answers “support services” and “Anything is better than nothing” indicate that the respondents do wish that they had help. However, it is unclear what kind. Support services might refer to services such as childcare, transportation, or services which are specifically employment related. For individual answer to Q12, refer to Appendix III.

| Theme | No. of respondents in Grey | No. of respondents in Bruce | No. of respondents in region |
|-----------------------------------|----------------------------|-----------------------------|------------------------------|
| Accessing information | 3 | 1 | 4 |
| Connections | 1 | 3 | 4 |
| Biases & Discrimination | 4 | 1 | 4 |
| Employment/Pre-employment support | 3 | 3 | 6 |
| Language | 3 | 1 | 4 |
| Childcare | 1 | - | 1 |
| Transportation | 2 | 1 | 3 |
| Others | 1 | 2 | 3 |
| Nothing | 7 | 2 | 9 |

Respondents' answers to Q12 by theme

Help respondents wish they had when looking for work/starting business by theme (whole region)





Implications

Among the Grey County respondents, a significant number reported that there wasn't any type of help which they wish they had when looking for work or starting a business. It is not uncommon that people who in need do not seek support because they do not know that such support exists. If a visible minority newcomer/immigrant woman comes to Canada and Grey Bruce from a place where certain service does not exist, they may not be aware that it does here. In order to connect with women who are unaware of the supports available, service provider organizations need to take a proactive approach and reach out to them.

In some culture, seeking help from outside of one's immediate and personal support network (family and friends), may be considered as a social stigma. In order to help visible minority newcomer/immigrant women alleviate the social stigma, it is important for the service provider organizations to provide a welcoming environment where the women feel that it is "alright" to receive help from "strangers".

The "Biases & Discrimination" theme stands out among the types of help Grey County respondents reported that they wish they had. Creating an inclusive and welcoming community requires the collective and collaborative efforts of by service provider organizations, community groups and individual community members.

To both Grey County and Bruce County respondents, multiple themes of help are of significance. That implies the need for service provider organizations to collaborate and adopt a holistic approach when supporting visible minority newcomer/immigrant women to overcome employment barriers. Among the answers by the respondents in Grey County, "Biases & discrimination" is the most significant theme. This barrier cannot be addressed without a shift in attitude of employers as well as people in the community towards embracing diversity. Referencing the answers in Q10 "What challenges did you face when looking for work or starting a business?", respondents described the biases and discrimination they faced:

"I feel people are not trust my English is good enough to work with", "Accent", "Being black", "Racist remarks, questions in where Im from and if Im taking Canadians jobs",

“People thinking that because I have an accent that I am not smart”, “When I first moved to Owen Sound 20 years ago, it was very difficult getting people to like me as I was a new immigrant and a visible minority. The majority of residents in Owen Sound were white and being an immigrant was “different”. It took a while for people and employers to open up and start hiring us”, “Discrimination on hiring and on promotion. I get asked a lot where I am from, why I am in Canada etc.”

“Connections” and “Employment/Pre-employment supports” are equally significant themes among the answers by the respondents in Bruce County. Supporting visible minority newcomer/immigrant women to establish connections requires efforts of service provider organizations, community groups and individual community members to work independently and collaboratively to create a welcoming environment. Employment service providers may have limited resources, or be restricted by their scope of service, to provide employment/pre-employment needs which are very specific to newcomers, for example, ESL support. Adopting a holistic approach, and collaborating with other service provider organizations, employment service providers could connect the women to service provider organizations which have the supports they need.

Challenges respondents faced or still facing at work or in running a business (Q13, Q4, Q5, Q7, Q8, Q10)

34 respondents (23 in Grey and 11 in Bruce County) answered Q13 “What challenged did you face or are you still facing at work or in running a business?”. They all answered Q10 and Q11. 18 (11 in Grey and 7 in Bruce County) reported in Q8 that they were working full time in one job at the time they did the survey, 8 (6 in Grey and 2 in Bruce County) part time in one job, 3 (2 in Grey and 1 in Bruce County) part time in more than one job, 2 in Grey County a full time and one or more part time job, and 3 (2 in Grey and 1 in Bruce County) did not answer Q7 “Are you working?” nor Q8 “Are you working full time or part time?”

| | Grey | Bruce |
|--|------|-------|
| Full time in one job | 11 | 7 |
| Part time in one job | 6 | 2 |
| More than one part time job | 2 | 1 |
| A full time and one or more part time jobs | 2 | 0 |
| Did not answer Q7 & Q8 | 2 | 1 |

Current employment status of respondents who answered Q13

Among the respondents who answered Q13 and live in Grey County, 1 had been living there for less than one year, 10 for between one to three years, 4 for three to five years and 8 for over five years. 2 respondents had been living in Bruce County for one to three years, 1 for three to five years and 8 for over five years.

| | Grey | Bruce |
|------------------|------|-------|
| Less than 1 year | 1 | - |
| 1 – 3 years | 10 | 2 |
| 3 – 5 years | 4 | 1 |
| Over 5 years | 8 | 8 |

No. of year respondents who answered Q13 have been in Grey / Bruce

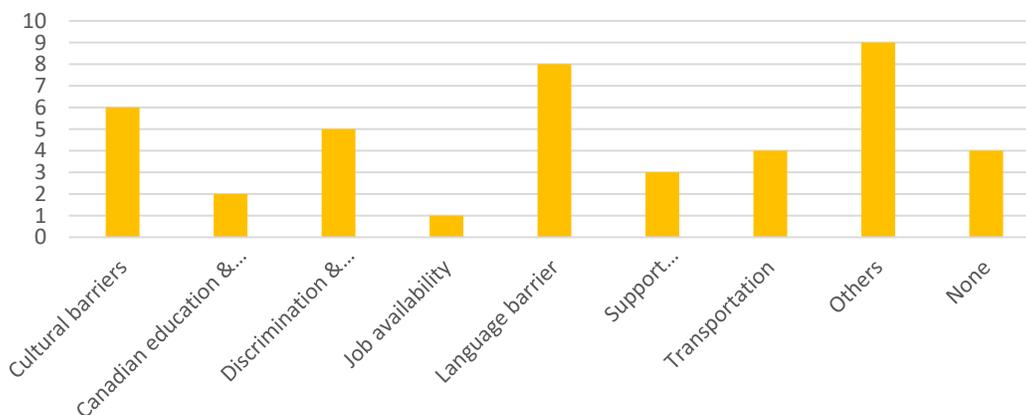
Answers of the respondents are grouped into 9 themes: Cultural barriers (including workplace culture), Canadian education & experience, Discrimination & Inclusion, Job availability, Language barrier, Support services & support network, Transportation, Others and None. The most reported theme in the Region is Language barrier, seconded by Cultural barrier, and the third most reported theme is Discrimination & Inclusion. The theme reported the most by respondents in Grey County is Language barrier, and the next are Cultural barrier and Transportation. Answers of Respondents in Bruce County indicate that the themes Cultural barrier, Discrimination & Inclusion, Language are of equal significance. Two respondents answered “not much”. That indicates that they did experience some challenges, but not significant to them enough to report in the survey.

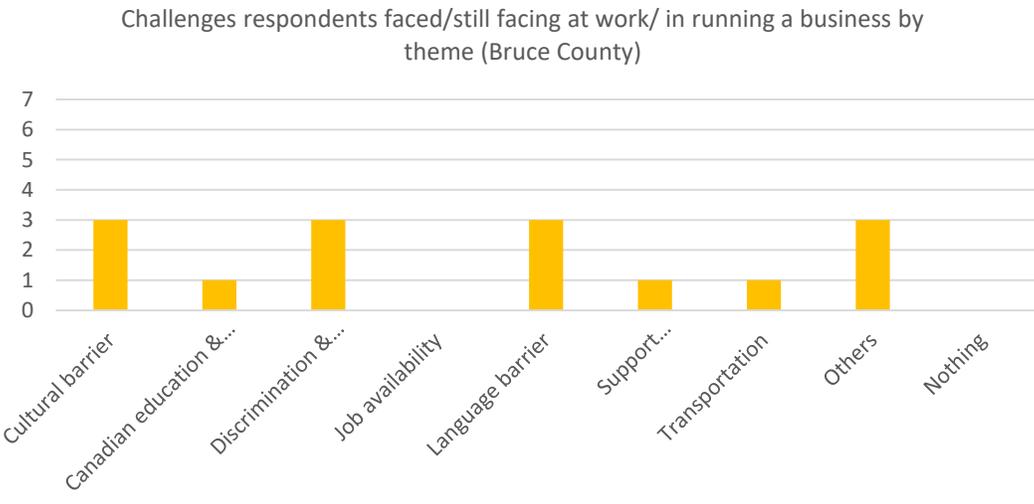
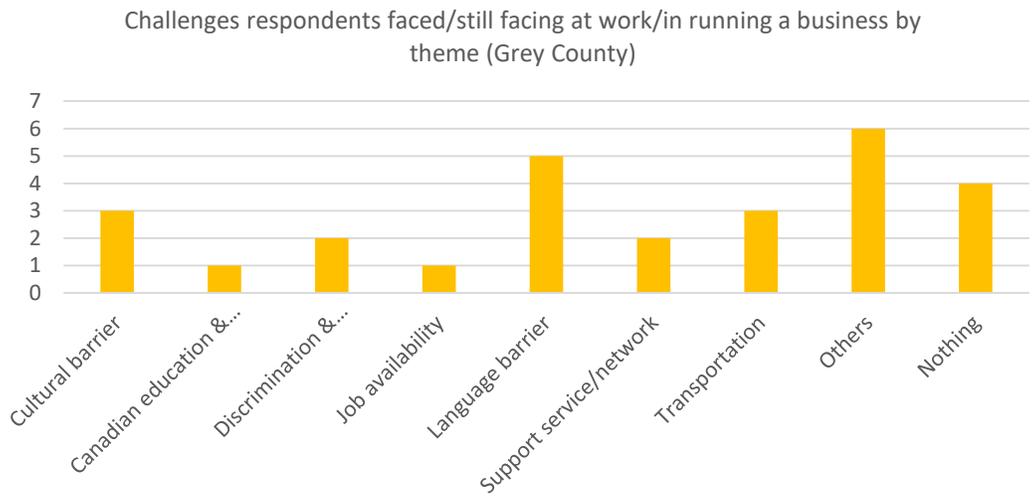
Some of the answers categorized under the theme “Others” have their own significance although it is not clear where they reflect certain theme. For example, one respondent reported the challenge to be “finding employee”. That might be an indicator of language barrier. Another respondent expressed that “time management” was a challenge. The real challenge might be lacking support network which lead to the respondents having to juggle work and home responsibilities. For individual answers to Q13, refer to Appendix IV.

| Theme | No. of respondents in Grey | No. of respondents in Bruce | No. of respondents in region |
|--|----------------------------|-----------------------------|------------------------------|
| Cultural barrier (including workplace culture) | 3 | 3 | 6 |
| Canadian education & experience | 1 | 1 | 2 |
| Discrimination & inclusion | 2 | 3 | 5 |
| Job availability | 1 | - | 1 |
| Language barrier | 5 | 3 | 8 |
| Support services/network | 2 | 1 | 3 |
| Transportation | 3 | 1 | 4 |
| Others | 6 | 3 | 9 |
| Nothing | 4 | - | 4 |

Respondents’ answers to Q13 by theme

Challenges respondents faced/still facing at work/in running a business by theme (whole region)





1 respondent who had been living in Grey County for less than one year answered Q13, and they reported that they did not face any challenge at work or in running a business. Among the respondents who had been living in Grey County for 1 to 3 years, the dominant theme is Language Barrier, and the second most reported theme is Cultural barrier. Other themes indicated include Discrimination & inclusion, Support services/network, and Transportation. Challenges faced by respondents who have been living in Grey County for 3 to 5 years fall under two themes: Job availability and Transportation. Respondents who had been living in Grey County for over 5 years reported challenges of the themes Canadian education & experience, Discrimination & inclusion, Language barrier, and Support services/network

| | Less than 1yr | 1 to 3yrs | 3 to 5yrs | Over 5yrs |
|---------------------------------|---------------|-----------|-----------|-----------|
| Cultural barrier | - | 3 | - | - |
| Canadian education & experience | - | - | - | 1 |
| Discrimination & inclusion | - | 1 | - | 1 |
| Job availability | - | - | 1 | - |
| Language barrier | - | 4 | - | 1 |
| Support services/network | - | 1 | - | 1 |
| Transportation | - | 2 | 1 | - |
| Others | - | 1 | 1 | 4 |
| None | 1 | 1 | - | 2 |

Theme of challenges by no. of year living in Grey County

Answers by respondents who had been living in Bruce County for 1 to 3 years fall into four themes: Cultural barrier, Discrimination & inclusion, Language barrier, and Transportation. Respondents who had been living in Bruce County for 3 to 5 years reported challenges of the themes Cultural barrier and Language barrier. Respondents who had been living in Bruce County for over 5 years faced challenges related to Cultural barrier, Canadian education & experience, Discrimination & inclusion, Language barrier, and Support services/network.

| | Less than 1 yr | 1 to 3yrs | 3 to 5yrs | Over 5yrs |
|---------------------------------|----------------|-----------|-----------|-----------|
| Cultural barrier | - | 1 | 1 | 1 |
| Canadian education & experience | - | - | - | 1 |
| Discrimination & inclusion | - | 1 | - | 2 |
| Job availability | - | - | - | - |
| Language barrier | - | 1 | 1 | 1 |
| Support services/network | - | - | - | 1 |
| Transportation | - | 1 | - | - |
| Others | - | - | 1 | 2 |
| None | - | - | - | - |

Theme of challenges by no. of year living in Bruce County

Comparing answers in Q10 and Q13 by respondents who answered both questions, it is found that some challenges became less significant once the respondents entered the workforce or started a business. Among the respondents in Grey County, the challenges in accessing information, Canadian education & experience, discrimination & inclusion, and job availability & accessibility became less significant. Among the respondents from Bruce County, challenges in Canadian education & experience, size of community, and support services/network became less significant.

Some Challenges became more significant after the respondents had entered the workforce or started a business. Among the respondents in Grey County, the challenges in cultural barriers and transportation became more significant. Among the respondents in Bruce County, challenges in cultural barriers, biases & discrimination and language barrier became more significant.

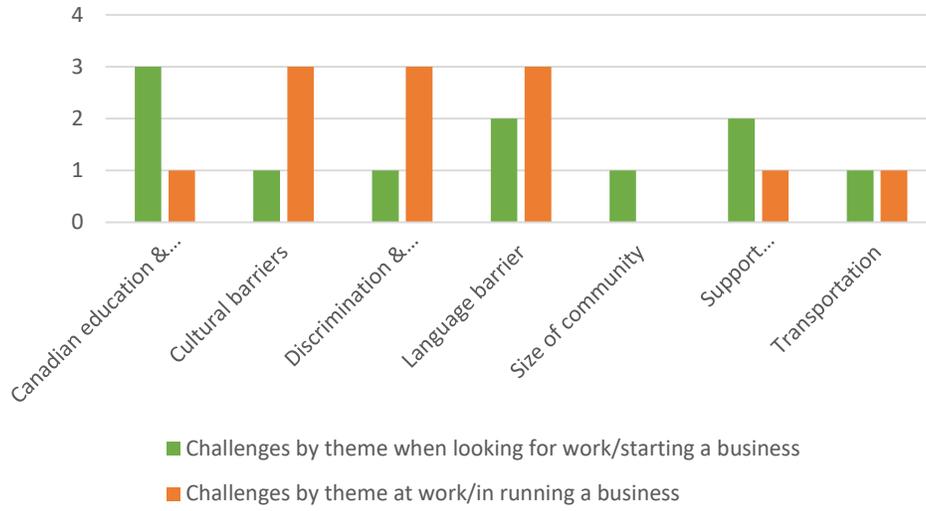
Among the respondents in Grey County, the challenges in “Language barrier” was as significant when looking for work or starting a business as at work or in running a business.

| | Grey | | Bruce | |
|---------------------------------|------|-----|-------|-----|
| | Q10 | Q13 | Q10 | Q13 |
| Accessing information | 1 | - | - | - |
| Canadian education & experience | 2 | 1 | 3 | 1 |
| Cultural barriers | 2 | 3 | 1 | 3 |
| Discrimination & inclusion | 5 | 2 | 1 | 3 |
| Job availability | 2 | 1 | - | - |
| Language barrier | 5 | 5 | 2 | 3 |
| Size of community | - | - | 1 | - |
| Support services/network | 2 | 2 | 2 | 1 |
| Transportation | 2 | 3 | 1 | 1 |

Comparing challenges by theme when looking for work/starting a business(Q10) and at work/in running a business(Q13)



Comparing challenges by theme when looking for work/starting a business and at work/in running a business as reported by respondents in Bruce County



Implications

The answers in Q13 reflect that respondents continued to face multiple challenges after they had entered the workforce or started a business, and the significance of the challenges shifted. It is important that the service provider organizations that are working with a visible minority newcomer/immigrant woman continue to support her until she is settled into the employment. It is crucial to be responsive to the shift in the significance of the challenges and address the cause of the shift. For example, both the respondents in Grey County and Bruce County reported an increase in the significance of cultural barrier after they start work. Noticing that shift, the employment service provider could engage the employers some cultural humility training, and support them in developing programs in the workplace to promote inclusiveness and cultural diversity.

Employers play a crucial role in reducing the challenges the visible minority newcomer/immigrant women face in their workplace. Potentially, they can provide opportunities for the women and other employees to learn about each other's culture and support each other at work. To reduce the language barrier visible minority newcomer/immigrant women experience in the workplace, employ could offer some English training program, such as peer lunch conversation group and job-specific terminology workshop. To address cultural barriers in workplace, the employer could organize cultural diversity training to their employee, and social gathering opportunities, like company BBQ, for employees to interact, get to know each other and build relationship.

Training respondents think will help them get a job or start a business (Q16, Q4)

58 respondents answered Q16 "What kind of training will help you get a job or start a business? (check all that apply)". 60.34% of the respondents indicated that Language(ESL) training would help, 51.72% considered Interview skills training to be helpful, 41.38% thought that Computer training would help them, and 37.93% indicated that Resume writing training would be helpful.

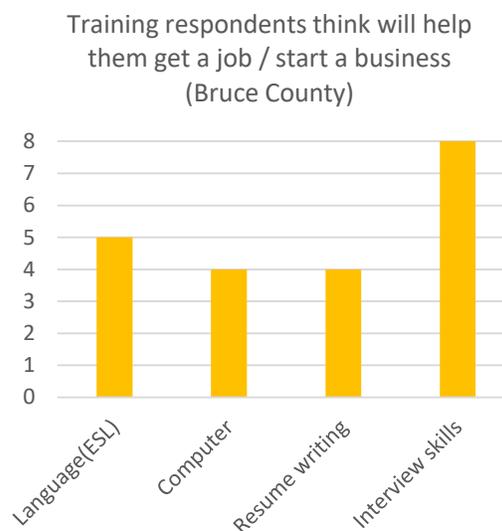
| | No. of respondents | Percentage |
|------------------|--------------------|------------|
| Language(ESL) | 35 | 60.34% |
| Computer | 24 | 41.38% |
| Resume writing | 22 | 37.93% |
| Interview skills | 30 | 51.72% |

Training respondents think will help them get a job or start a business (Region)

Among the respondents in Grey County, Language(ESL) training was considered to be the most helpful; next was Interview skills training, followed by Computer and Resume writing. Respondents in Bruce County thought that Interview skills training was the most helpful; next was Language(ESL) training, then Computer and Resume writing training.

| | No. of respondents (Grey County) | No. of respondents (Bruce County) |
|------------------|----------------------------------|-----------------------------------|
| Language(ESL) | 30 | 5 |
| Computer | 20 | 4 |
| Resume writing | 18 | 4 |
| Interview skills | 22 | 8 |

Training respondents think will help them get a job or start a business by County



Among the 58 respondents who answered Q16, the answers of 4 – “Na”, “I am fine, and I am very satisfied with my job”, “Other”, and “Not applicable” - did not indicate the kind of training they think would be helpful. Therefore, only answers of 54 respondents were considered in this part. Of the respondents in Grey County, 25 chose more than one answer, while 15 chose only one answer. “Language(ESL) is the most picked among the respondents who only chose one answer. Among the respondents in Bruce County, 6 chose more than one answers, and 8 picked only one answer. Overall, 31 respondents in the region chose multiple answers, and 23 chose only one.

| | No. of respondents (Grey County) | No. of respondents (Bruce County) | No. of respondents (Region) |
|---------------------------|-------------------------------------|--------------------------------------|--------------------------------|
| Only 1 answer | | | |
| Language(ESL) | 10 | 2 | 12 |
| Computer | 2 | - | 2 |
| Resume writing | 1 | - | 1 |
| Interview skills | 2 | 3 | 5 |
| Others | - | 3 | 3 |
| 2 answers | 9 | 3 | 12 |
| 3 answers | 4 | 2 | 6 |
| All 4 answers | 11 | 1 | 12 |
| All 4 answer and “others” | 1 | - | 1 |

No. of answers respondents chose for Q16

11 respondents (4 in Grey and 7 in Bruce County) provided additional comments. 4 answers – “Na”, I am fine, and I am very satisfied with my job”, “Other”, “Not applicable” – do not reflect what kind of training the respondents thought would be helpful. 7 answers fall under two themes: “Industry/Field specific” and “Accessing information & resources”. One comment by a respondent in Bruce County, “I believe I have the skills, I need employers to call me for interview”, does not indicate the kind of training they thought would help, but implies that the respondent needs support in order to get job interviews. For individual answers to Q16, refer to Appendix V.

Implications

Respondents in the two counties perceive different types of skill training as the most needed. They consider the other 3 types almost as equally important to each other. The respondents' answer to Q16 indicate that, visible minority newcomer/immigrant women have multiple training needs which have to be supported in order for them to successfully enter the labour market. While some of these training needs --- Computer, Resume writing, Interview skills, Industry/field specific --- are directly related to employment, others --- English (ESL), Accessing information & resources --- are also for capacity building beyond successful entry to labour market and career advancement. This multiple training needs suggests collaboration opportunities for employment service providers and other service providers

Supports respondents think would be helpful (Q17, Q4)

59 respondents answered Q17 "What other supports would be helpful?". 66.10% of the respondents indicated that Social connections would help, 40.68% considered Transportation would be helpful, 38.98% thought Childcare support would help them, and also 38.98% expressed that support in Accreditation (getting my professional qualifications recognized) would be helpful.

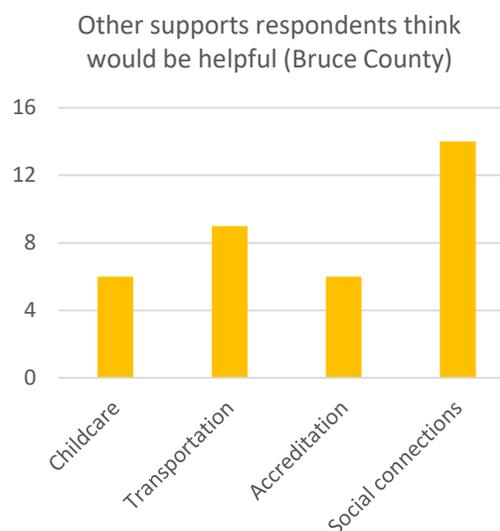
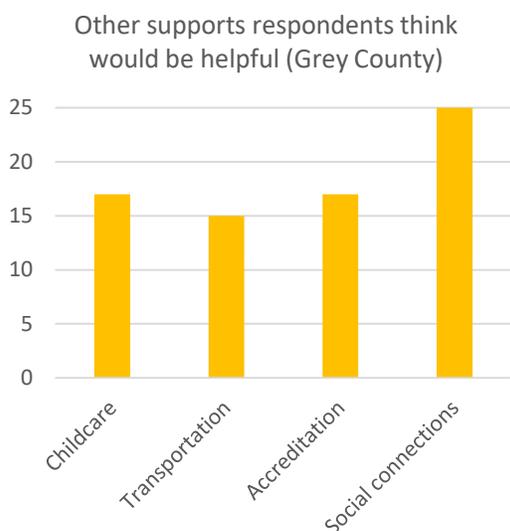
| | No. of respondents | Percentage |
|--|--------------------|------------|
| Childcare | 23 | 38.98% |
| Transportation | 24 | 40.68% |
| Accreditation (getting my professional qualifications recognized) | 23 | 38.98% |
| Social Connections (knowing people in the community) | 39 | 66.10% |

Supports respondents think would be helpful (Region)

Social connections was considered by respondents in both counties to be the most helpful support. The respondents in Grey County, indicated that Childcare and Accreditation were the second most helpful supports. Answers by the respondents in Bruce County reflect that they considered Transportation as the second most helpful support. 3 respondents checked off "Other" and provided comments: "Housing", "Better public transportation would help", and "other"

| | No. of respondents (Grey County) | No. of respondents (Bruce County) |
|--------------------|----------------------------------|-----------------------------------|
| Childcare | 17 | 6 |
| Transportation | 15 | 9 |
| Accreditation | 17 | 6 |
| Social connections | 25 | 14 |

Supports respondents think would be helpful by County



Among the 59 respondents who answered Q16, 1 respondents chose “Other” and commented “other”, which dose not reflect what support they considered helpful. Therefore, only answers of 58 respondents were counted for in this part. Of the respondents in Grey County, equal number of respondents (21) checked off only one choice and two or more choices. “Social connections” is the most picked among the respondents who only checked off one choice. Among the respondents in Bruce County, 6 checked of only one choice, with “Social connections” being the most picked, and 10 checked off two or more choices. Overall, 31 respondents indicated the needs of multiple supports, while 27 expressed that only one kind of support is needed.

| | No. of respondents (Grey County) | No. of respondents (Bruce County) | No. of respondents (Region) |
|---------------------------|-------------------------------------|--------------------------------------|--------------------------------|
| Only 1 answer | | | |
| Childcare | 6 | - | 6 |
| Transportation | 2 | 1 | 3 |
| Accreditation | 5 | 1 | 6 |
| Social connections | 8 | 3 | 11 |
| Other | - | 1 | 1 |
| 2 answers | 11 | 5 | 16 |
| 3 answers | 6 | 4 | 10 |
| All 4 answers | 3 | 1 | 4 |
| All 4 answer and “others” | 1 | - | 1 |

No. of answers respondents chose for Q17

Implications

Often, visible minority newcomer/immigrant women do not arrive in Grey Bruce with their support network (in-laws, extended family, friends). To them, becoming employment ready means more than having skills of getting them a job. It also means that various supports need to be in place for them to be able to work. For example, arrangement to have their pre-school children looked after while they are at work, reliable means of transportation to and from work etc. When those supports are absent, a woman may unwilling choose to stay home. Therefore, it is crucial for service provider organizations, community groups, neighbours etc. to work together and supporting visible minority newcomer/immigrant women in overcoming employment barrier.

Interest in participating in Rural Pathways project's program (Q20, Q6, Q21)

58 respondents answered Q20 “We are looking for visible minority newcomer women to participate in focus groups, skill development workshops, and work placements. Would you be interested? (check all that apply)”, and 45 of them expressed that they were either interested or maybe interested in focus groups, skill development workshops, and/or work experience placement. Among the respondents in Grey County, 1 from Collingwood, 2 from Hanover and 20 from Owen Sound were interested in focus groups, 1 from Collingwood, 2 from Hanover and 18 from Owen Sound are interested in workshops, and 1 in Dundalk, 2 in Hanover and 13 in Owen Sound were interested in work placement; 6 from Owen Sound indicated that they might be interested in the programs. Among the respondents in Bruce County, 2 from Kincardine and 2 from Port Elgin/Saugeen Shores were interested in focus groups, 1 in Kincardine and 4 in Port Elgin/Saugeen Shores were interested in workshops, and 1 in Kincardine and 4 in Port Elgin / Saugeen Shores were interested in work placement; 2 respondents in Kincardine and 3 in Port Elgin/Saugeen Shores expressed that they might be interested in the programs

| | No. of respondents interested in focus groups | No. of respondents interested in workshops | No. of respondents interested in work placement | No. of respondents maybe interested in programs |
|-----------------------------|---|--|---|---|
| Grey | | | | |
| Collingwood | 1 | 1 | - | - |
| Dundalk | - | - | 1 | - |
| Hanover | 2 | 2 | 2 | - |
| Owen Sound | 20 | 18 | 13 | 6 |
| Bruce | | | | |
| Kincardine | 2 | 1 | 1 | 2 |
| Port Elgin / Saugeen Shores | 2 | 4 | 4 | 3 |

Respondents interested in programs by communities

Implications

Cross-examination of the answers to Q20, Q7 and Q21 identify the community where the Rural Pathways could have focus group to help develop programs and offer programs. These communities are Hanover, Owen Sound, Kincardine and Port Elgin/Saugeen Shores. Although the no. of respondents in Hanover and Kincardine are low, through contact with service provider organizations, employ service providers, economic development office and chambers of commerce, Rural Pathways project staff have become aware of visible minority newcomer/immigrant women in those communities whom the survey was not able to reach. Public promotions and direction connections through service providers will hopefully help recruit some of the women to the focus group and programs.

There are going to be more than one focus group in Owen Sound, because of the no. of respondent interest, as well as the diverse backgrounds and challenges faced by the women. For example, one focus group may be comprised of women with college/university education who experience obstacles in getting their professional qualifications and skills recognized. Their concerns, and the programs which they perceive as needed could be very different from another focus group which consist of women who have very limit English.

Next Step

The Rural Pathways project is going to develop and implement programs - skill-building workshops and capacity-building opportunities for visible minority newcomer women, as well as training for employers - to address the employment and pre-employment barriers identified in the survey. The programs will be evaluated and included in the project's Rural Pathways to Employment Toolkit. Given the time limit as the project ends on December 31, 2020, the programs will not be able to address all the barriers identified. Instead, they will focus on three or four of the barriers.

The survey results reveal that the respondents from both counties faced the same barriers. However, the residents of each county might not have the same level of concerns towards the same barrier. Referencing the answers to questions 10, 12, and 13, an analysis to prioritize the barriers of concerns has identified the three or four barriers to be focused on when developing programs for visible minority women in the two counties. The three questions are:

1. What challenges did you face when looking for work or starting a business?
2. What help do you wish was available when you were looking for work or starting a business?
3. What challenges did you face or are you facing at work or in running your business?

The analysis involved assigning a weight to each barrier according to the number of respondents had reported it. The weight of the least reported barrier is 1; the value increases with the number of times it was reported. The barrier with the greatest weight is of the highest priority (value = 1). The two tables below show the analysis result for the two counties:

| | Weight in Q10 | Wright in Q12 | Weight in Q13 | Overall weight | Overall priority |
|---|---------------|---------------|---------------|----------------|------------------|
| Accessing information | 1 | 3 | - | 4 | 4 |
| Bias, discrimination & inclusion | 4 | 4 | 2 | 10 | 1 |
| Childcare | 1 | 1 | - | 2 | 6 |
| Connections, support network | 1 | 1 | 2 | 4 | 4 |
| Cultural barriers | 2 | - | 3 | 5 | 3 |
| Access to employment/pre-employment support | - | 3 | - | 3 | 5 |
| Job availability & accessibility | 2 | - | 1 | 3 | 5 |
| Language barrier | 3 | 3 | 4 | 10 | 1 |
| Recognition of education, experience & skills | 2 | - | 1 | 3 | 5 |
| Transportation | 2 | 2 | 3 | 7 | 2 |

Prioritizing barriers of concerns reported by respondents in Grey County

| | Weight in Q10 | Weight in Q12 | Wright in Q13 | Overall weight | Overall priority |
|---|---------------|---------------|---------------|----------------|------------------|
| Accessing information | - | 1 | - | 1 | 5 |
| Bias, discrimination & inclusion | 1 | 1 | 2 | 4 | 2 |
| Connections, support network | 2 | 2 | 1 | 5 | 1 |
| Cultural barriers | 1 | - | 2 | 3 | 3 |
| Access to employment/Pre-employment support | - | 2 | - | 2 | 4 |
| Job availability & accessibility | 1 | - | - | 1 | 5 |
| Language barrier | 2 | 1 | 2 | 5 | 1 |
| Recognition of education, experience & skills | 3 | - | 1 | 4 | 2 |
| Size of community | 1 | - | - | 1 | 5 |
| Transportation | 1 | 1 | 1 | 3 | 3 |

Prioritizing barriers of concerns reported by respondents in Bruce County

The respondents in both counties considered transportation barrier a high priority. However, it is beyond the scope of the project to address it directly, as that requires time (e.g. it takes time for a visible minority newcomer woman to get her driver's licence), resources (e.g. a woman needs money to purchase a vehicle), and involvement of community stakeholders (e.g. municipalities to develop affordable public transportation systems). However, it is possible to reduce the transportation barrier by addressing other barriers of high priority, such as language barrier (e.g. when a woman learns English, she may be able to take her G1 test and start in-car lessons sooner), and connection barrier (e.g. as a woman develops her social connection, somebody in her support network may be able to give her rides)

Bias, discrimination and inclusion, cultural barriers, lack of connections and support network, and language barrier were high priority of concerns for the respondents in both counties. For the respondents in Grey County, the barrier to access information is also of high priority, whereas the barrier to education, experience and skills recognition was considered a high priority by the respondents in Bruce County.

Conclusion

A barrier is a wall between two parties, which cannot be removed by the efforts of either one party working alone. On one side of an employment /pre-employment barrier is the growing population of visible minority newcomer women. Some comments and answers in the survey reveals frustrations the women felt because despite they motivation, skills, efforts etc., they were not able to break down the barriers. On the other side are the stakeholders who have the potential to help remove the barrier. The Visible Minority Newcomer Women & Employment Survey provides data which show who these stakeholders are and the kinds of support needed from them. The Rural Pathways Project is an attempt to connect the to sides.

It takes a village to raise a child. Addressing the multiple employment and pre-employment barriers faced by visible minority newcomer women in Grey Bruce requires all stakeholders to work in a collaborative manner. These stakeholders include employers, employment services and other service provider organizations, community groups, neighbours, and the visible minority newcomer women. Advocacy needs to take place in different levels, from direct supports for the women within the communities, to bringing into light the policies that result in service gaps.

This report was being finalized during the Covid-19 pandemic. As the whole Canadian population was affected by the unforeseen interruption to the economy and well being of Canada's communities, and the livelihood of individuals living in them, organizations who normally work independently, and political parties who often do not share common views worked together to rebuild stability and security. The crisis has provided opportunities for collaborations towards a common good. The swift response of the stakeholders towards the pandemic demonstrates that, with a clear common goal, it is possible to establish collaborative relationships in a timely manner. Grey Bruce has been experiencing workforce shortage for a few years. Meanwhile, there are visible minority newcomer women who are willing to work, and some of them already have relevant education, skills and experience. The Covid-19 pandemic has inevitably taken a toll on both the employers and the visible minority newcomer women in the region. It is essential for stakeholders – employment service providers, other service providers, community organizations, community members etc. – to collaborate and work

together to support employers and visible minority newcomer women for a common good, to sustain and grow the region's economy.

The Rural Pathways Project will invite stakeholders, including the visible minority newcomer women, to collaborate on developing and delivering programs which address the multiple barriers to labour market entry and career advancement faced by visible minority newcomer women in Grey Bruce as identified by the survey. The programs will be evaluated, and the Rural Pathways to Employment Toolkit will be created which could be used by the stakeholders as guidelines for supporting visible minority newcomer women who experience employment/pre-employment barriers in the future.

In early spring, 2020, the YMCA Owen Sound Grey Bruce announced their IRCC-funded 5-year Settlement Services program to be commenced as soon as staff were put in place. As the Rural Pathways project would end on December 31 the same year, the program could not have arrived at a more perfect time. The Y Settlement Services would succeed the Rural Pathways project, and continue to support eligible visible minority newcomer women in Grey Bruce. At the final stage will share with the Settlement Services all the project documents (e.g. survey reports, Rural Pathways to Employment Toolkit), and lessons learned (e.g. Developmental Evaluation Report), and connect them with the women.

Appendix I

Challenges faced by respondents when looking for work or starting a business by theme

| Theme | Respondents' answers |
|------------------------------------|---|
| Accessing information | <ul style="list-style-type: none"> Collecting enough start up money as well as local information (craft shows, galleries etc.) |
| Childcare | <ul style="list-style-type: none"> Childcare |
| Connections | <ul style="list-style-type: none"> It has always been very difficult for me to find job unless I know someone inside the company Not knowing anyone was a challenge for me to get a job. Seems like the company need more than just good resume, skills and knowledge to hire someone. We should know an insider to ensure our resume doesn't get lost in a volume of response! I had friend help me find job |
| Cultural barrier | <ul style="list-style-type: none"> Learning culture Culture barrier Different work system |
| Discrimination | <ul style="list-style-type: none"> I feel people are not trust my English is good enough to work with Accent Being black Racist remarks, questions in where Im from and if Im taking Canadians jobs People thinking that because I have an accent that I am not smart When I first moved to Owen Sound 20 years ago, it was very difficult getting people to like me a I was a new immigrant and a visible minority. The majority of residents in Owen Sound were white and being an immigrant was "different". It took a while for people and employers to open up and start hiring us Discrimination on hiring and on promotion. I get ask a lot where I am from, why I am in Canada etc. |
| Education & experience | <ul style="list-style-type: none"> Less experience Most people don't recognize my education and work experiences I have Experience and education outside Canada Required Canadian education and experience My degree from abroad was not accepted. Also, I was repeatedly told I needed Canadian experience for jobs where my technical skills match I do not get interview invitation as recruiters mention that employer is looking for past experience in nuclear power. This gap is something I feel can be closed. If the person is technically capable, few days unclear specific training can help (if it is a must, in my opinion seasoned professional can learn industry practice on the job as well) |
| Job availability and accessibility | <ul style="list-style-type: none"> Jobs were far between and people wanted me to experience working in the area. It took a while to find work It took a long time to find a full time job associated with my previous career When I started searching for a job I faced that there are very less jobs in the area I live |
| Language | <ul style="list-style-type: none"> Language fluency |

| | |
|-------------------|--|
| | <ul style="list-style-type: none"> • Language barrier • I didn't speak English • English • Language • Language barrier • Language problem |
| Size of community | <ul style="list-style-type: none"> • It is difficult to start a business when you are in a small town |
| Transportation | <ul style="list-style-type: none"> • No transportation like bus or train • Far away need rides as no licence • Transportation because I don't have a licence |
| Others | <ul style="list-style-type: none"> • I face many problems to get a job due to my disability. it very hard for a female to find a job with disability • It depends • Working in ski resort near by area • Not really • No challenges to find a job • Big decision • None • Find employee for us |

Appendix II

Help received by respondents in looking for work or starting a business by theme

| Theme | Respondents' answers |
|--|---|
| Canadian education | 1. I enrolled to Athabasca University to obtain the credits that were not accepted here |
| Connections | <ol style="list-style-type: none"> 1. My friend help me to find a job 2. When people get in touch with me more or hang out with me more, then they introduced me to some jobs. I feel that local business prefer to hire someone who they know 3. From friends 4. Connecting to different groups 5. A friend 6. Mokless helped 7. Friends' referrals have helped me 8. Reaching out to someone who was willing to help me route my resume to the hiring manager 9. Community of friends 10. Friends 11. The help of Canadian friends |
| Employment services | <ol style="list-style-type: none"> 1. Leads Employment help me to get job 2. I used the Y Employment Services and they were a great resource to helping me find work. In fact they helped with a salary subsidy for me employer 3. The Agency 4. The Agency 5. Y Employment Services 6. Employment agency 7. Currently I am working closely with an employment professional at VPI. I am hoping she will help me get a better job 8. Job agency |
| Job availability | 1. I was lucky because when I first moved to the area, there was a huge shortage in pharmacists so I got hired right away after I became licensed in Canada. I think if there was no shorage, I wouldn't have been so lucky as the community was not very open to accepting immigrants back then |
| Newcomer support program (before moving to Grey Bruce) | <ol style="list-style-type: none"> 1. YMCA Settlement Services 2. I attended the newcomer orientation program in Toronto which provided me with various kinds of information required to fit in the Canadian work environment |
| Supportive employers | <ol style="list-style-type: none"> 1. Blue Mountain moved me around the resort to find the hob that best suited me 2. Finding employers who are willing to hire newcomers |
| Others | <ol style="list-style-type: none"> 1. It depends 2. Update resume. Doing volunteering in the field 3. Internet information 4. Bridging programs 5. Job search sites |
| No help | 1. None |

| | |
|--|---|
| | <ol style="list-style-type: none">2. Nothing. I was looking for myself3. None4. None5. I got the job on my own6. Nothing7. None8. Nothing9. None10. None11. None12. Not really13. Nothing so far |
|--|---|

Appendix III

Help respondents wish were available by theme

| Theme | Respondents' Answers |
|-------------------------|--|
| Accessing information | <ol style="list-style-type: none"> 1. More information about child care and supports that may be available to me 2. Information about the importance to upgrade the education to be able to obtain jobs at the same level I had in my country of birth... People need to be at their full potential 3. Job information. I want to start my own business 4. Looking back when I came, I had no idea I am protected by law against discrimination. I had no idea how discrimination looks like. I thin you should have a lot more materials about that |
| Connections | <ol style="list-style-type: none"> 1. Networking 2. I did not know where to start from in Bruce County. There are great opportunities but I had no idea where to start. I wish there were training programs available to immigrant women who needed help i.e. courses/training/resume help/networking etc. 3. Someone inside a company who is willing to help 4. Mentoring program that could introduce you to the ways of the community |
| Biases & Discrimination | <ol style="list-style-type: none"> 1. If the employer pay attention to listen to me when we had interview 2. Employer and employee education / awareness 3. Often people thinking that immigrants are to come here and get "cleaning" jobs 4. Looking back when I came, I had no idea I am protected by law against discrimination. I had no idea how discrimination looks like. I thin you should have a lot more materials about that |
| Employment support | <ol style="list-style-type: none"> 1. A job/employment center that basically assist people in getting the necessary tools for jobs in the area 2. Training & co-ops 3. Job training 4. I did not know where to start from in Bruce County. There are great opportunities but I had no idea where to start. I wish there were training programs available to immigrant women who needed help i.e. courses/training/resume help/networking etc. 5. Specific industry training can help (if a must, in my opinion seasoned professional can learn industry practice on the job as well 6. Benefits, flexible time |
| Language | <ol style="list-style-type: none"> 1. Translator 2. Translating 3. ESL classes offered now are very good. I volunteered that few years ago and they do a really good job teaching the students English plus some cultural differences 4. Language |
| Childcare | <ol style="list-style-type: none"> 1. More readily available childcare at better rates with more flexible times for pickup/drop-off |
| Transportation | <ol style="list-style-type: none"> 1. Transportation 2. Driving 3. Transportation |

| | |
|---------|---|
| Others | <ol style="list-style-type: none"> 1. My request is that employers should have some vacancies for disabled persons and should have easy ways to get job and opportunities to be a part of community 2. Support services 3. Anything is better than nothing |
| Nothing | <ol style="list-style-type: none"> 1. Everything is available in my community 2. I got information I need 3. I think I could get sufficient information 4. The library in the college helped a lot when I was a student 5. No 6. None 7. None 8. N/A 9. Not really |

Appendix IV

Challenges respondents faced or still facing at work or in running a business by theme

| Theme | Respondents' answers |
|--|--|
| Cultural barriers (including workplace culture) | <ol style="list-style-type: none"> 1. Social skill 2. Culture barrier 3. Handle with customers 4. Culture gap. I am not a conversation starter but you need a lot of small talks here to be able to climb up the corporate ladder 5. Culture differences 6. Communication with others |
| Canadian education & experience | <ol style="list-style-type: none"> 1. Education outside Canada 2. In the beginning, matching the Canadian skillset |
| Discrimination & inclusion | <ol style="list-style-type: none"> 1. I have not challenges now because people I work from are equal opportunity and embrace diversity. I have a leadership position and people report to me 2. Handle with customers 3. I lived in KW before and never felt different. I feel very different in Bruce County, especially at work. My coworkers have known each other since kindergarten and I feel like an outsider 4. Not being taken seriously because of my accent 5. Acceptance of some Canadian people regarding immigrants |
| Job availability | <ol style="list-style-type: none"> 1. For the first year, I struggled because here were almost no opportunities for something in my field. To make living, I took whatever job I got |
| Language barrier | <ol style="list-style-type: none"> 1. Language 2. Language 3. Speaking English 4. Handle with costumers 5. English not good 6. Hard to answer phone calls 7. Communication with others 8. Language |
| Support service & Support network | <ol style="list-style-type: none"> 1. Organizing time to accommodate housework 2. Childcare 3. Finding daycare for my children was very challenging and very costly. Now that the kids are older, I still have issues with emergency calls from school if I have to leave work. I have no other family members in the area. Taking time off work to stay home with sick kids, or taking them to medical appointments during work hours is still very challenging |
| Transportation | <ol style="list-style-type: none"> 1. The bus schedule is just the worst. Finishing work late, you either have to walk or get a taxi 2. Transportation 3. Getting to work 4. Transportation because I don't know how to drive |

| | |
|--------|---|
| Others | <ol style="list-style-type: none">1. Many challenges every employee have to face but with medical issues it is very hard for a employee to do job in hard environment2. It all depends3. Not much4. I ask my friend about starting business5. Right now, the main challenges is finding qualified staff6. Training employee7. Networking8. Not much9. Time management |
| None | <ol style="list-style-type: none">1. None2. No challenge3. None4. None |

Appendix V

Other kinds of training respondents suggested in Q16 by theme

| | |
|-----------------------------------|--|
| Industry/Field specific | <ol style="list-style-type: none"> 1. Industry specific internship or on job training will help (this should be done for experienced professional as well and not just fresh graduate). For the people coming from different industry background but same technical skills this will really help. 2. Primavera 6 |
| Accessing information & resources | <ol style="list-style-type: none"> 3. Degree programs to further skills/education 4. Legal support 5. Funding/interest free loan for continuing education 6. As mention before, get the education required for Accreditation (if applicable) |

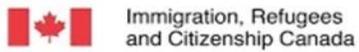
Visible Minority Newcomer Women and Employment in Grey Bruce Survey

Rural Pathways for Newcomer Women in Grey Bruce will use the information collected to develop tools which employers and agencies can use to help visible minority newcomer women overcome barriers to employment.

Thank you very much for participating in this survey. It will only take 6 to 8 minutes to complete.

Definitions for the purpose of this survey:

- 1. Visible minority persons are "Persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour". The visible minority population consists mainly of the following groups: South Asian, Chinese, Black, Filipino, Latin American, Arab, Southeast Asian, West Asian, Korean and Japanese. Source: Statistics Canada (in accordance with the Employment Equity Act)*
- 2. "Women" includes Cis-gender and Trans women whose sex assigned at birth was reported as female and whose current gender was reported as other than female; or persons whose sex assigned at birth was reported as male and whose current gender was reported as other than male. It also includes persons who were reported as being unsure of their gender or persons who were reported as both male and female, bi-gender, or neither male nor female. Source: Statistics Canada.*



1. When did you arrive in Canada?
 - In 2019
 - Between January 1, 2018 and December 31, 2018
 - Between January 1, 2015 and December 31, 2017
 - Before 2015

2. What is your immigration status?
 - I am a permanent resident
 - I have received a letter from IRCC to approve my permanent residency application
 - I have applied for permanent residency
 - I am a protected person / refugee
 - I am a temporary foreign worker
 - I am a temporary resident (including international students)
 - I am a citizen
 - Other

3. What is your education level?
 - I have never gone to school
 - Elementary school / Primary school
 - High school / Secondary school
 - College / University

4. Do you live in Bruce County or Grey County?
 - Bruce County
 - Grey County

5. How long have you been living in this county?
 - Less than 1 year
 - 1 to 3 years
 - 3 to 5 years
 - Over 5 years

6. Where do you live in the County? (e.g. Owen Sound, Hanover, Kincardine, Walkerton)

7. Are you working?
 - Yes
 - No (please go to question 14)

8. Are you working full time or part time?
 - Full time in one job
 - Part time in one job
 - Part time in more than one job
 - A full time job and one or more part time job

9. Do you work for an employer or do you have your own business?
- I work for one or more employer
 - I have my own business (including self-employment)
 - I work for one or more employer and have my own business
10. What challenges did you face when looking for work or starting a business?
11. What help did you receive to get a job or start a business?
12. What help do you wish was available when you were looking for work or starting a business?
13. What challenges did you face or are you facing at work or in running your business?
14. Are you looking for work?
- Yes, I am looking for full time job
 - Yes, I am looking for part time job
 - Not right now, but will be in the near future
 - No
15. Are you wanting to start your own business?
- Yes
 - Not right now, but will be in the near future
 - No
16. What kind of training will help you get a job or start a business? (check all that apply)
- Language (ESL)
 - Computer
 - Resume writing
 - Interview skills
 - Other (please specify: _____)
17. What other supports would be helpful?
- Childcare
 - Transportation
 - Accreditation (getting my professional qualifications recognized)
 - Social connections (knowing people in the community)
 - Other (please specify: _____)
18. Did you do paid work before moving to Canada? (check all that apply)
- Yes, I worked full time

- Yes, I worked part time
- Yes, I had my own business
- No

19. How old are you?

- 55+
- 45 – 54
- 35 – 44
- 25 – 34
- 19 – 24
- Under 19

20. We are looking for visible minority newcomer women to participate in focus groups, skill development workshops, and work placements. Would you be interest? (check all that apply)

- Yes, I am interested in focus groups (please answer question 21)
- Yes, I am interested in skill development workshops (please answer question 21)
- Yes, I am interested in work placements (please answer question 21)
- Maybe (please answer question 21)
- No

21. Please provide your name, email address and phone number in the space below

The End