

Huron-Perth Immigrant Survey 2023

Survey Findings – Full Report July 2024

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Introduction

Immigration is a key driver to creating socially and economically vibrant communities. Rural and small communities are increasingly recognizing the importance of attracting and retaining immigrants to address aging population demographics, maintain economic vitality and strengthen the social and cultural fabric (Caldwell, et al., 2017; Esses & Carter, 2019). Both provincial and federal governments have supported community plans to design and implement programs in small and rural communities to be more appealing and welcoming to newcomers to Canada (Kelly & Nguyen, 2023). Among those government-funded programs to assist immigrant settlement are Local Immigration Partnerships (LIPs), community-based partnerships that bring stakeholders from business, local governments, social and health sectors and community organizations to build capacity to create welcoming communities where newcomers thrive (IRCC, 2023a). Since the launch of the LIPs initiative in 2008, the federal government's Immigration, Refugees and Citizenship Canada has supported the development of 86 LIPs in communities in regions across Canada.

The Huron County Local Immigration Partnership (HCIP) has been working to strengthen community support to welcome newcomers to Canada since 2010. The HCIP is a collaborative effort involving a diverse network of individuals and 25 organizations dedicated to tackling the socioeconomic obstacles faced by immigrants in our rural community. The primary objective of HCIP is to create a welcoming community where newcomers to Canada feel supported, at home and integrated into all spheres of life¹. The HCIP convenes regular council and working group meetings to develop plans and activities to strengthen service provision and experiences for newcomers and strengthen welcoming activities within the community. Members of the HCIP council and working groups are representatives of service providers who serve both Huron and Perth counties. The two counties share joint health, education and housing services along with community organizations, along with similar economies with large agricultural and manufacturing sectors.

To understand immigrant experiences in Huron and Perth counties, the HCIP convened a working group of immigrant-serving organizational representatives to contextualize and update a 2021 survey of immigrants conducted in Waterloo Region. The survey intended to mobilize knowledge of immigrant experiences in Huron County and the Perth region. Through this report, HCIP hoped to learn about newcomer experiences, struggles, the diverse strengths they bring and contribute, as well as immigrant suggestions for how to improve settlement and integration in Huron-Perth region. The HCIP hopes the analysis captured in this report inform future plans and activities to build welcoming communities in Huron.

The report will include a brief overview of the immigration trends in Canada, Ontario and locally in Huron and Perth region, literature related to immigrant experiences, followed by the research design, methodology and findings from our survey.

¹ Unless otherwise specified within the report, the terms immigrant/s and newcomer/s, will be used interchangeably to signify individuals residing within Huron county and Perth region who are immigrants, refugees, claimants, international students, temporary workers and their families

Huron-Perth Immigrant Survey 2023



Research Questions:

1. What are the diverse experiences of immigrants living in Huron-Perth region, as perceived by immigrants themselves, including barriers and challenges in settling and integrating in this community? (across a wide range of topics including education, employment, income, housing, service use, settlement supports, challenges, and supports, belonging/isolation, discrimination, contributions)
2. What are the demographic, immigration and other factors that align with or impact immigrant settlement experiences, integration/belonging, well-being, service use, and resiliency?
3. What are immigrant perspectives about Huron-Perth Region's welcoming, community character, and their suggestions for future community action?
4. What do immigrants think is important for government, policymakers, community organizations and others to focus on to address their needs and desires?

Literature Review

Immigration Trends

According to the 2021 census conducted in Canada, approximately 23 per cent of country's population are immigrants (Statistics Canada, 2022a). Over the period from 2016 to 2021, Canada witnessed the settlement of more than 1.3 million new immigrants (Statistics Canada, 2022a). These newcomers predominantly hail from Asian countries, including the Middle East, and this trend has been consistent over the past few decades (Statistics Canada, 2022a). Notably, India has been a significant contributor, accounting for approximately 18.6 per cent of recent immigrants. However, immigration from African countries has also been on the rise.

On a provincial level, the 2021 census by Statistics Canada (Statistics Canada, 2021) reported a higher percentage of the immigrant population than the Canadian percentage (30 per cent). A total of 4,206,585 immigrants (foreign-born, Canadian-born and non-permanent residents) were recorded, which was a significant increase from the 3,852,145 immigrants recorded in 2016. Toronto homed most immigrants from 2016-2021 (391,680), followed by Ottawa- Gatineau, Hamilton, Kitchener - Cambridge – Waterloo region, and London.

Huron County and Perth County

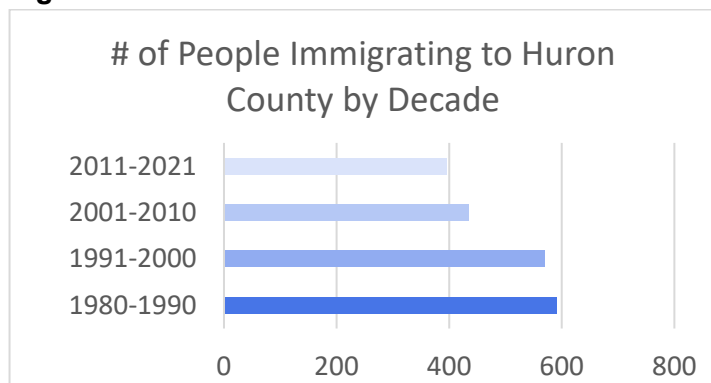
In total, immigrants in Huron and Perth Counties make up 8.2 per cent of the population, with 11,510 immigrants recorded in the 2021 Census (Statistics Canada, 2023a; Statistics Canada, 2023b). The 8.2% of immigrants in Huron and Perth match provincial statistics of the number of immigrants living in rural Ontario (Ontario, 2023).

Immigrants, on average, earned less than the total population, with the median after-tax income recorded at \$37,600 for all Huron-Perth residents in 2020, while immigrants living in the region had an after-tax median income of \$36,000 (Statistics Canada, 2023a; Statistics Canada, 2023b). Recent immigrants, who moved to Huron-Perth from 2016 to 2021, recorded a median after-tax income of \$34,800 (Statistics Canada, 2023a; Statistics Canada, 2023b). Immigrants in Huron-Perth were more likely to have a postsecondary certificate, diploma or degree, Statistics Canada data reveals, with 52.2 per cent of immigrants possessing post-secondary academic qualifications while 47.3 per cent of the total population possessing post-secondary academic qualifications (Statistics Canada, 2023a; Statistics Canada, 2023b). A total of 56.4 per cent of

recent immigrants in Huron-Perth, those who arrived from 2016 to 2021, possessed a postsecondary certificate, diploma or degree (Statistics Canada, 2023a; Statistics Canada, 2023b). More than 50 per cent of immigrant participated in the labour force, with 74.6 per cent of recently arrived immigrants participating in the Huron and Perth labour force (Statistics Canada, 2023a; Statistics Canada, 2023b). The top five industries employing immigrants in Huron Perth were listed as manufacturing; agriculture, forestry, fishing; health care and social assistance; retail trade; and construction (Statistics Canada, 2023a; Statistics Canada, 2023b).

Huron County is a land of 3,399 km² (Statistics Canada, 2017a) and encompasses nine municipalities: Ashfield- Colborne–Wawanosh, Bluewater, Central Huron, Goderich, Howick, Huron East, Morris-Turnberry, North Huron and South Huron. The current total population of Huron is more than 61,366 out of which the majority are Canadian citizens (59,200) while a small minority are not Canadian citizens (1,045) (Statistics Canada, 2023a). Among the total population, 4,200 were born in another country, with 2,205 residents moving to Canada prior to 1980, 590 moving to Canada from 1980 to 1990, 570 from 1991 to 2000, 435 from 2001 to 2010 and 395 from 2011 to 2021 (Statistics Canada, 2023a). This information may be viewed in figure 1 below.

Figure 1.



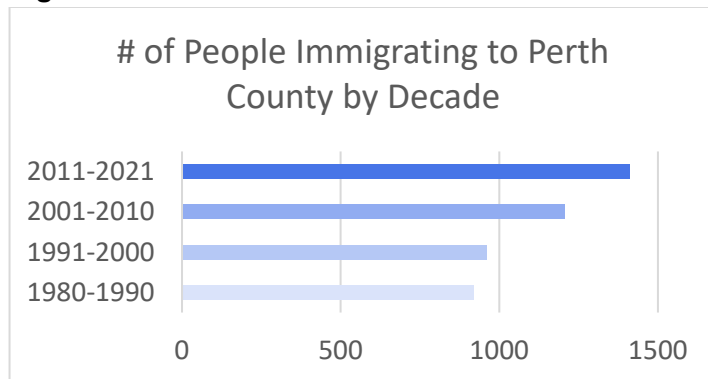
Additionally, in 2021 and 2022, a total of 980 temporary foreign work permits were issued people in Huron County, along with 170 international mobility work permits and 135 international study permits in the same period (IRCC, 2023b). The immigrant population in Huron County was mostly European immigrants (2,940 people) closely followed by the immigrants born in the Americas (South America and Mexico) with 805 individuals and then Asian countries with 365 people (Statistics Canada, 2023a). However, the recent immigrants to Huron were predominately born in American and Asian countries (Statistics Canada, 2023a).

The retention of new immigrants who move to Canada and settle in Huron County has been a challenge. In 2016, 240 new immigrants arrived in Canada and settled in Huron County during 2011 to 2016, according to the 2016 Census (Statistics Canada, 2017a). In 2021, 125 remained from the cohort who arrived from 2011 to 2016 (Statistics Canada, 2023a).

Perth County, on the other hand, has an area of 2,218 km² (Statistics Canada, 2017b) and includes four municipalities: Perth South, West Perth, Perth East and North Perth. Perth County also includes St. Marys and Stratford. Perth County’s population in 2016 was 76,812 and increased in 2021 to 81,565 which was a 6.19 per cent increase (Statistics Canada, 2023b). Among the total population, 7,310 were born in another country, with 2,815 residents moving to

Canada prior to 1980, 920 moving to Canada from 1980 to 1990, 960 from 1991 to 2000, 1,205 from 2001 to 2010 and 1,410 from 2011 to 2021 (Statistics Canada, 2023b). This information may be viewed in figure 2 below.

Figure 2.



In 2021 and 2022, a total of 280 temporary foreign work permits were issued for people arriving in Perth County, along with 385 international mobility work permits and 295 international study permits in the same time period (IRCC, 2023b). Just as in Huron County, most immigrants were from European countries (3,660 individuals) or the Americas (1,775 individuals) (Statistics Canada, 2023b). Most recent immigrants were from Asian countries (455 people), followed by countries in the Americas (300 people) (Statistics Canada, 2023b).

The 2021 Census data was not able to record subsequent arrivals – with at least 180 Ukrainian newcomers fleeing the war in Ukraine arriving in Huron and Perth counties from 2022 and 2023 (SRPC, 2023). Additionally, more than 900 temporary foreign work permits were issued in Huron and Perth in 2023 (Immigration, Refugees and Citizenship Canada, 2023b).


Retention of new immigrants in Perth County has fared better than Huron. In 2016, 550 new immigrants arrived in Perth County communities during 2011 to 2016 (Statistics Canada, 2017b). In 2021, 495 from the 2011 to 2016 cohort of new immigrants remained (Statistics Canada, 2023b).

Immigrant experiences and perceptions:

Huron County and Perth County are both rural areas and predominantly agriculturally based communities with only a modest immigration rate which is aligned with the provincial average rate in rural communities (Ontario, 2023). However, immigration rates lag behind urban areas and the national average (Lapishina & Esses, 2021). Limited research has been conducted about the unique experiences of immigrants in the Huron-Perth region. However, the following section will present the existing literature on immigrant experiences in rural Ontario regions and, more specifically, in Huron and Perth.

Positive experiences of immigrants

Immigrants have settled outside of traditional urban hotspots across not just Canada, but other countries such as Australia, New Zealand and the United States (Sanez, et al., 2003; Hamm, et.al., 2016). Traditionally, in Canada, the most common places of settlement for immigrants were Toronto, Vancouver and Montreal. More recently, places like the Kitchener-Waterloo region have seen a surge in the immigrant population (Statistics Canada, 2018; 2021). Some



immigrants have also chosen smaller towns and rural areas which could be a result of government efforts through policies and initiatives such as Ontario's Community Immigrant Retention in Rural Ontario, the Rural Employment Initiative, the Provincial Nominee, or the Rural and Northern Immigration Pilot (Patel et al., 2019; Kelly & Nguyen, 2023).

Immigrants settling in rural and small communities is mutually beneficial. The increase of immigrants to rural areas not only provides the much-needed human resources to the workforce but also rejuvenates the investment in outlets, housing, and businesses in the area (Carter, et al., 2008). For immigrants, rural areas are often highlighted as offering lower-cost housing options, along with friendly communities, low crime rates, lower living costs, short travel distances, easy access to the natural landscape, a slower pace of life, and an overall higher quality of life (Carter & Esses, 2019). As well, immigrants who settle in these smaller areas have a better chance of integrating into the labour force and securing a job (Immigration, Refugees and Citizenship Canada, 2018).


Along with a sense of economic stability, immigrants have also been reported to have a deeper sense of belonging in smaller urban or rural areas in Canada (Haugen, 2019; Kelly & Nguyen, 2023). In Haugen's research on rural Canadian immigrant settlers, it was reported that the new refugees had an overall positive experience and were "overwhelmed" by how "welcoming and excited" the rural communities were for the new members (p. 57). Similarly, in Kelly & Nguyen's research of immigrant experiences in Grey-Bruce region, immigrants highlighted personalized support from service providers and faith communities helped them develop social connections and were reasons they remained in the community. Additionally, immigrants in Kelly & Nguyen's study identified that the lifestyle associated with rural living, and enjoyment of proximity to nature contributed to their satisfaction of a place. In Huron-Perth, a Newcomer Outreach and Needs Assessment in Huron-Perth by the Social Research & Planning Council (SRPC) in 2017, privately sponsored refugees in the study also reported significant support and integration.

In the study, the participants who moved to the Huron-Perth regions mostly reported better employment (21 people) as the reason for their move to the region, followed by moving closer to family or friends (16 people). Participants in the study also spoke favourably about the education their children were getting and the relationship the teachers had with their children.

Challenges for immigrants

McAreavey & Argent (2018) argued that governments and civil society organizations have been doing a commendable job at alleviating short-term challenges for immigrants in rural communities but are unable to help them in the long term. In the study about newcomer experiences in Perth and Huron counties, participants mirrored this argument (SRPC, 2017). The SRPC study reported happy newcomers to Canada who were excited about their new circumstances while more experienced immigrants reported social isolation and barriers to employment.

Social isolation is a consistent and pervasive difficulty many rural immigrants report. DiBase and Bauder (2005) reason isolation is due to a lack of immigrant population. They suggest that in urban areas co-immigrants create a network of support. Many immigrants find themselves in neighbourhoods that are concentrated on immigrants from their country or countries that share similar cultures. However, this is not present in rural areas that are already thinly populated and mostly have White, European residents (which is also the case in Huron and Perth Counties). In Arora and Lauzon's (2019) study of rural immigrants, they also reported isolation and feelings of



loneliness. Immigrants seemed to lack an understanding of the area's social norms and thus feared communication would result in offensive talk or actions from either of the parties involved, ultimately leading to isolation.

In the Perth-Huron study (SRPC, 2017) 16 per cent of newcomers felt isolated and lonely. However, this isolation was not only due to a lack of connection with the Huron and Perth community but also due to a lack of means of transportation, the cold and snowy conditions during winter and difficulties with the English language. Some participants also complained of difficulties connecting with others from the community due to cultural differences. Cultural expectations of individuals coming from different countries may be vastly different from those where they settle. Residing in urban Canadian regions grants immigrants the opportunity to engage with individuals sharing similar or congruent cultural backgrounds, a dynamic that is not typically encountered in rural areas.

Additional research conducted among immigrants and migrant farm workers in rural Canadian communities found social isolation rose during the Covid-19 pandemic (Helps et al., 2022). The isolation was compounded by the unavailability and lack of awareness of settlement support services for newcomers along with economic marginalization. Little research has investigated the experiences of rural newcomers since Covid-19 pandemic social restrictions were lifted.


Along with cultural expectations, cultural amenities are also missing for immigrants in rural areas like Huron-Perth counties. In Arora and Lauzon's (2019) findings, the participants discussed how there is limited availability of culturally relevant amenities and opportunities to celebrate their cultural heritage. People spoke about the lack of affordable *and* culturally relevant foods such as Halal foods, Kosher foods, and vegetarian options in rural Canadian regions.

In the Newcomer Outreach and Needs Assessment survey (SRPC, 2017) 12 of the 13 participants felt that they were physically, emotionally, mentally and spiritually well. However, there were individuals in the focus group who were unhappy with the wait time for a medical specialist. Some participants also reported lower mental well-being due to difficulties with isolation and unemployment.

Unemployment was a cause for concern among Huron-Perth newcomers in the Newcomer Outreach and Needs Assessment research (SRPC, 2017). The lack of employment or under-employment caused distress and was due to difficulties with the English language, lack of appropriate certifications and/or not being able to transfer degree credits from their country of origin. A total of 72 per cent of the participants were also not taking steps to get the changes necessary to increase their levels of education. They were concerned about needing to work more than their Canadian counterparts to gain the degree. Participants also reported facing barriers to accessing opportunities (training, jobs) due to transportation and financial constraints. Visa restrictions and differences in professional fields were also noted.

Experiences of Discrimination:

Huron and Perth regions are rural towns with primarily White and European residents. In 2021, 1,225 racialized community members lived in Huron County compared with 59,015 non-racialized community members (Statistics Canada, 2023a). In the same year in Perth County, racialized community members comprised 4,405 of the population compared with 75,725 non-racialized community members (Statistics Canada, 2023b). Instances of discrimination, racism and racial/ethnically motivated microaggressions have been reported in these areas. A study by



Lapshina and Esses (2021), in collaboration with the Huron County Immigration Partnership, looked into discrimination experiences of immigrants, visible minorities, and indigenous individuals² in Huron-Perth. It revealed that 69% of immigrants and visible minorities in the study had experienced discrimination in one or more contexts in the past three years. Younger individuals were also seen to be more affected by discrimination with 81% of 18 to 35-year-old participants reporting having experienced discrimination in comparison to 55% of those ages 35 and older. In terms of race and ethnicity, Black individuals reported the highest encounters of discrimination (86%). This is consistent with not only the literature on discrimination experienced by immigrants and visible minorities but also consistent with other discrimination reports in the Guelph-Wellington region³ as well (Lapshina & Esses, 2022).

In 2023, researchers published a snapshot of discrimination in Huron and Perth and detailed the results of interviews with visible minorities living in the community (Duncan & Wrathall, 2023). The research revealed incidents of discrimination being reported in hospitals, churches, schools, sporting venues, workplaces, restaurants and shops that took the form of overt comments and insults, microaggressions and differential treatment in public spaces due to race.

Lastly, participants who experienced discrimination were more likely to report feeling excluded, powerless and discouraged and were less likely to report feeling a sense of acceptance and welcoming within Huron and Perth. According to a subsequent report comparing results from the same discrimination survey carried out in several other communities in southern Ontario, people who experienced discrimination were less likely to be engaged with their community and more likely to leave them (Vaswani et al., 2022).

Methodology

The Immigrant Survey was a collaborative project with 12 Local Immigration Partnerships (LIPS) across Canada (Waterloo Region, ON; Cape Breton, NS; St Thomas Elgin, ON; Grey-Bruce Counties, ON; Huron County, ON; Hamilton, ON; London Middlesex, ON; Niagara, ON; Bow Valley, AB; North Shore Vancouver, BC; North Vancouver Island, BC; and Guelph Wellington, ON). The survey intended to capture information to improve understanding of the experiences of immigrants in various communities. The survey questions were refined by a Research Working Group of the HCIP, comprised of representatives from service providers and post-secondary institutions, to address Huron-Perth knowledge gaps and better situate the study within the Huron and Perth context.

The Huron-Perth Immigrant Survey was a collective effort of over 20 groups and individuals associated with the Huron County Immigration Partnership (HCIP). The research was supported with funds from Immigration Refugees & Citizenship Canada. Significant in-kind support (review, promoting, translation, etc.) were provided by many partner organizations and groups involved in HCIP.

² While the study elaborated on the experiences of Indigenous individuals as well, this report does not include those experiences. This report only encompasses the experiences of immigrants.

³ Guelph-wellington region is also characterized by relatively small numbers of racialized community members compared with white-European residents like Huron-Perth.

Survey procedures and participant recruitment

The Immigrant Survey gathered responses from 195 respondents on all surveys⁴ between October 2023 and November 2023. To align with the ethical standards within community research, approval was obtained from the Community Research Ethics Office (CREO) prior to data collection. This step was taken to ensure the study was conducted with the highest ethical standards and a commitment to the well-being of participants.

Research participants were immigrants over the age of 16 who were living in either Huron or Perth Counties at the time of survey participation. Immigrants were defined broadly to include anyone born outside Canada and now living (e.g., Permanent resident), working (e.g., individuals with a temporary work visa) or studying (e.g., individuals on a student visa) within Canada.

Multiple steps were taken to facilitate inclusion of a broad spectrum of immigrant participants. First, the English survey was translated into Arabic, Spanish and Ukrainian languages. This decision was informed by front-line service providers who routinely interacted with newcomers in Huron and Perth, acknowledging the necessity for language translation within these communities. Second, posters were placed in public spaces and ethnocultural venues; targeted advertising was conducted through platforms like Huron County Facebook and Instagram, and mainstream media outlets such as radio were also used. Last, individuals from low-participation communities were recruited as 'survey ambassadors' who promoted the survey within their networks. Acknowledging the possibility that ambassadors may hold power or influential positions within their communities, they were briefly trained in promotion with attention to avoiding pressure or coercion of participation from immigrants. This step was taken to safeguard the voluntary consent of participants in the survey.


The primary form of data collection was online surveys using the Qualtrics survey platform through the University of Guelph, with Research Assistant support from the Community Engaged Scholarship Institute. Additionally, the participants were provided with alternate means of data collection, including paper-based surveys for face-to-face interactions and phone call-based surveys⁵.

Upon accessing the survey link or completing a hard copy of the survey, full information relating to the content, goals, and research methods were presented on the first page of the survey. Participants were informed that they had the option to skip any questions they did not wish to answer and could choose to discontinue participation at any point. The only questions that were mandatory were inclusion questions, specifically asking respondents about their immigrant status to gauge if they fit the inclusion criteria. Following their review of this detailed information, participants consented to participate by clicking a button to continue and complete the online survey or simply continued to fill out the hard copy survey.

The survey initially garnered a total of 200 legitimate responses (i.e. not bot or false responses), out of which 158 were from English surveys and the other 42 were from translated surveys (31 Ukrainian, 7 Spanish and 4 Arabic). An additional five English survey responses were removed from analyses as respondents did not specify the community in which they currently resided,

⁴ The survey was translated across various languages to facilitate participation from a greater diversity of respondents

⁵ While phone-based surveys were offered, no respondents opted for phone participation in the survey.
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resulting in 195 total responses being included in our analyses. Once the entire dataset was collected, data was cleaned, and non-English surveys were translated as necessary. The data was then analyzed using descriptive statistics with SPSS and Excel.

Survey Findings

This section of the report details findings from the Huron-Perth Immigrant Survey conducted by Huron County's Local Immigration Partnership (HCIP), with support from the Community Engaged Scholarship Institute (CESI) at the University of Guelph.


The majority of Huron County respondents learned of the survey through a friend or personal connection, social media, or at work, followed by a community organization and a website/newsletter. Along similar lines, most Perth respondents found out about the survey through a friend or personal connection, a community organization, or social media. Many respondents also identified 'other' channels through which they learned of the survey, such as: paper copies from a service provider, teacher/school, workplace, ESL class, or completed paper copy after hearing about survey on radio or at an event.

The report includes data from 195 immigrants living in the Huron and Perth Counties. While an initial total of 256 online survey responses were received, upon further examination and cleaning of the data, the researchers identified 55 surveys that were invalid 'bot' responses (i.e. not completed by a human respondent), found only in the English version of the survey. Bot responses were clearly identified between several criteria considered together which included the time it took to complete the survey (e.g. 2 minutes for a survey that takes much more time to complete), invalid or suspicious response patterns (e.g. selecting the first response for all questions and/or responses that were contradictory), and invalid contact information (e.g. a suspicious email address). One response was also removed from analyses due to being significantly incomplete. A final 5 respondents did not identify the community in which they were based, leaving a total 195 completed and valid survey responses.

The findings provide insights into the lived experiences of immigrants residing in Huron-Perth region, including the benefits immigrants gain from these rural regions along with the unique challenges they encounter.

Summary of Findings

- 195 immigrants participated in the survey (105 Huron participants and 90 Perth participants) and represented some of the major categories of immigrants - family, economic and temporary work visas. The survey had an over-representation of the Canada-Ukraine Authorization for Emergency Travel visa holders (CUAET) participants. Most participants (65%) had lived in Canada for 1 to 5 years.
- A total of 127 survey participants (65.1%) indicated that they were newcomers, living in Canada for less than five years, while 68 indicated that they were established immigrants (34.9%)
- Participants had diverse backgrounds, with top countries of birth being Ukraine (19%), Philippines (14%), and India (11%). A total of 62% of participants indicated they are a



racialized person (i.e. they hold at least one non-white racial identity), and participants also represented multiple languages and religious categories. Participants from Christian faith communities were the highest represented (52%) followed by no membership (25%) and Muslim faith community (8%). Ukrainian (18%) was the highest reported language, besides the official languages of Canada. However, 92% of participants reported speaking English well and 89.4% reported being proficient in reading and writing in English.

Housing


- The majority of participants reported renting their homes (50%) or being homeowners (34%), with a small proportion renting social housing (6%) or rent-g geared-to-income housing (3%); the majority of participants reported living in households of 2-5 people (75%) with a notable number also living in households of 6 or more people (22%).
- 82% of participants indicated their housing met their needs; however, only 50% of participants indicated their housing was affordable.

Education, Employment and Income

- Most immigrants reported completing post-secondary education with 37% holding a bachelor's degree and 24% holding a graduate degree. Similar levels of post-secondary education existed across the counties, with 75% of Huron participants and 65% of Perth participants holding one or more post-secondary degrees. A significant percentage (43%) of total participants reported that their level of international education did not corresponded with the level of their Canadian job, while 39% reported that their international education level and Canadian job level did correspond.
- The fields of professional experience that were most represented among survey participants included: agriculture, natural resources and related occupations (20%); business, finance, and administration occupations (15%); and health occupations (11%)
- Most (76%) participants were employed (full-time and part-time, including self-employed or owning their own business), while 7% were unemployed and looking for work.
- A total of 39% of participants reported that their income is enough for their needs; 28% reported that their income is not quite enough for their needs; 12% reported their oncome was definitely not enough for their needs.

Access to Community Services

- Participants accessed a variety of community services in both Huron and Perth regions.
- The most frequently used services were health (83%), hospital services (79%), and libraries (73%). In Huron County, 84% of participants reported positive experiences with health services, and similarly 85% of Perth participants also reported positive experiences here. Hospital services were rated positively by 88% of participants in Huron and 75% of participants in Perth. Libraries were also rated positively by 94% of participants across counties.
- Established immigrants who lived in the counties for six years or more accessed significantly less services than newcomers who lived in the area for less than 5 years. In Huron County, services accessed most by newcomers included: health services (85.9%), recreation services (79.5%), hospitals (79.4%), and employment services (75.4%). In Perth County, services accessed most by newcomers included: English language



learning (91.1%), health services (84.9%), hospitals (79.2%), libraries (72.6%), and language interpretation/translation services (70.0%).

- The least accessed services in Huron County were adult education/skills training; the least accessed services in Perth County were small business and entrepreneurial supports.

Community Integration

- Huron and Perth communities were perceived as highly welcoming by 69% of participants. Similarly, 60% of participants reported that they would be 'very likely' or 'likely' to recommend that other immigrants move to the counties.
- Over two-thirds of participants felt a sense of belonging in their communities, with 69% of participants in Huron and 65% in Perth reporting somewhat to very strong belonging with their respective communities.
- In Huron and Perth Counties, 72% of participants felt at home within two years or less, while 8% did not yet feel at home in Huron County and 13% did not yet feel at home in Perth County.
- Over 22% of participants reported feeling 'quite a bit' or 'a great deal of isolation' across the counties. However, a slightly larger portion of participants (30%) across both counties reported feeling "not at all" isolated.
- 37% of participants across both counties reported volunteering, with most volunteering their time in to serving organizations focused on immigrants and newcomers, religious services, or sports and recreation.

Experiences of Discrimination

- 17% of participants reported experiencing discrimination or having been treated unfairly, with 11% reporting discrimination in Huron and 23% reporting these experiences in Perth. The primary settings for discrimination were job-related in Huron and occurred across more varied settings in Perth. A much higher percentage of racialized/non-white immigrants experienced discrimination in comparison to white immigrants.

Key Challenges and Solutions

- A significant proportion of participants highlighted the cost of living and financial issues as primary challenges, with 53% in Huron and 41% in Perth expressing this concern; significant barriers to accessing affordable housing were reported by 35% of participants in Huron and 23% of participants in Perth; similarly, 'finding a place to live' was reported as a significant challenge for participants in Huron (21%) and Perth (14%) counties; finding a family doctor was reported as next most pressing challenge after cost of living and financial concerns; access to transportation was also a significant challenge for participants across the counties.
- The most helpful changes suggested by participants to better support immigrants in Huron and Perth Counties included: implement better programs for immigrants to find work or start a business (34% of participants), improve the availability of public transportation (28% of participants), have more affordable housing available (26% of participants), improve social integration (23% of respondents), and increased education for employers on hiring, retaining and promoting immigrants (23%).

Detailed Survey Findings

Demographics

Arriving immigrant status

Across the total of 195 immigrant participants, most participants (26.6%) had arrived in Canada as economic category immigrants which is when individuals are selected as immigrants for their ability to contribute to the Canadian economy. Immigrants also arrived in Canada as family category immigrants, sponsored by a close family member already a citizen or PR of Canada. It was noteworthy that the Canadian-Ukraine Authorization for Emergency Travel (CUAET) permit was significantly represented in the survey as well, making up 16.6% of the total participants. Temporary immigrants (work visa or student visa) were the fourth and fifth most common categories (12% and 5.5% respectively).

Table 1.

Immigration status (n = 193)	# of total participants	% of total participants	# of Huron County participants	# of Perth County participants
Economic Category Immigrant	53	26.6%	38	15
Family Category Immigrant (sponsored spouse, sponsored parent or grandparent, or other immigrant sponsored by family)	43	21.6%	24	19
Canada-Ukraine Authorization for Emergency Travel Visa	33 ⁶	16.6%	11	21
Temporary Work Visa	24	12.0%	19	5
International Student	11	5.5%	7	4
Government Assisted Refugee	7	3.5%	1	6
Unknown/Prefer not to answer	6	3.0%	1	5
Privately Sponsored Refugee	4	2.0%	0	4
Other	4	2.0%	2	2

⁶ One Ukrainian participant did not provide their status.
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Arrived as a refugee claimant and is currently Permanent resident	2	1.0%	0	2
Refugee Claimant	2	1.0%	1	1
Permanent Resident	2	1.0%	2	2

Country of Birth

Almost 20% of survey respondents (37) indicated that they were born in Ukraine, followed by almost 14% of respondents being born in the Philippines (27), and just over 11% being born in India (22). Between 3-5% of respondents indicated that they were born in each of the following countries: Jamaica (5.1%), Honduras (4.1%), Syria (4.1%), Eritrea (3.6%), Netherlands (3.6%), and the United States (3.6%), United Kingdom (3.1%).

For respondents located in Huron County, the Philippines (20%) and Ukraine (13%) were the top countries of birth. For respondents located in Perth County, Ukraine (25.6%) and India (15.6%) were the top countries of birth.

Huron County received one survey response from participants born in the following countries, with no respondents from Perth: Austria, Brazil, Chile, Finland, Kenya, Kosovo, Laos, Moldova, Portugal, Romania, Switzerland, and Vietnam.

Similarly, Perth County received one survey response from participants born in the following countries, with no respondents from Huron: Bangladesh, Bhutan, Democratic Republic of Congo, Cuba, Ecuador, El Salvador, Ethiopia, France, Nepal, Poland, South Sudan, Tanzania, Trinidad and Tobago, and Venezuela.

Table 2.

Country of Birth (n = 195)	# of total participants	% of total participants	# of Huron County participants	# of Perth County participants
Ukraine	37	19.0%	14	23
Philippines	27	13.8%	21	6
India	22	11.3%	8	14
Jamaica	10	5.1%	9	1
Honduras	8	4.1%	8	0
Syria	8	4.1%	0	8
Eritrea	7	3.6%	0	7

Netherlands	7	3.6%	2	5
United States	7	3.6%	7	0
United Kingdom	6	3.1%	6	0
China	3	1.5%	1	2
Germany	3	1.5%	2	1
Mexico	3	1.5%	2	1
Australia	2	1.0%	1	1
Columbia	2	1.0%	1	2
Denmark	2	1.0%	1	1
Iran	2	1.0%	1	1
Pakistan	2	1.0%	1	1
South Africa	2	1.0%	2	0
Thailand	2	1.0%	1	1
Argentina	1	0.5%	2	1
Austria	1	0.5%	1	0
Bangladesh	1	0.5%	0	1
Bhutan	1	0.5%	0	1
Brazil	1	0.5%	1	0
Chile	1	0.5%	1	0
Congo {Democratic Rep}	1	0.5%	0	1
Cuba	1	0.5%	0	1
Ecuador	1	0.5%	0	1

El Salvador	1	0.5%	0	1
Ethiopia	1	0.5%	0	1
Finland	1	0.5%	1	0
France	1	0.5%	0	1
Kenya	1	0.5%	1	0
Korea South	1	0.5%	1	0
Kosovo	1	0.5%	1	0
Laos	1	0.5%	1	0
Korea South	1	0.5%	1	0
Moldova	1	0.5%	1	0
Nepal	1	0.5%	0	1
Poland	1	0.5%	0	1
Portugal	1	0.5%	1	0
Romania	1	0.5%	1	0
South Sudan	1	0.5%	0	1
Switzerland	1	0.5%	1	0
Tanzania	1	0.5%	0	1
Trinidad & Tobago	1	0.5%	0	1
Venezuela	1	0.5%	0	1
Vietnam	1	0.5%	1	0

Time Living in Canada

Most study participants are considered as newcomers, or people who arrived and have lived in Canada for less than five years. In total, 65% of respondents had lived in Canada for five years or less. This amounted to 65.7% of Huron participants and 64.4% of Perth participants being considered newcomers. A total of 39 participants (19.5%) across Huron (26) and Perth (13) have lived in the country for more than 10 years.

Table 3.

Time Living in Canada (n = 195)	# of total participants	% of total participants	# of Huron County participants	# of Perth County participants
Less than 1 year	43	22.1%	19	24
1 to 5 years	84	43.1%	50	34
6 to 10 years	29	14.9%	10	19
10+ years	39	20%	26	13

Age

Immigrants in the survey were most commonly between the ages of 25-54 (78%). These ages are also commonly observed in immigrants across Canada and are considered *core working age* (Statistics Canada, 2022). Among Huron survey participants, 79% were of this core working age, while 76.7% of Perth participants were between 25-54. In Huron, 11.4% of participants were older while 3.3% of the participants from Perth reported being over 55+.

Table 4.

Age in Years (n=195)	# of total participants	% of total participants	# of Huron County participants (n = 105)	# of Perth County participants (n = 90)
16-19	17	8.7%	2	15
20-24	11	5.6%	8	3
25-34	59	30.3%	37	22
35-44	71	36.4%	36	35

45-54	22	11.3%	10	12
55-64	9	4.6%	8	1
65 or older	6	3.1%	4	2

Gender

Almost half of participants identified as men (49%) while slightly less (48.5%) identified as women. This amounted to 52.4% of Huron participants and 44.9% of Perth participants identifying as men, and 46.7% of Huron participants and 50.1% of Perth participants identifying as women. One individual from Huron identified as non-binary and one selected prefer not to answer. Those who selected 'prefer to self-describe' did not offer further details or described other traits.

Table 5.

Gender Identity	# of total participants	% of total participants	# of Huron County participants (n = 105)	# of Perth County participants (n = 89)
Man	95	49.0%	55	40
Woman	94	48.5%	49	45
Non-binary	1	0.5%	1	0
Prefer not to answer	1	0.5%	0	1
Prefer to self-describe	3	1.5%	0	3

LGBTQ+ Identity

Additionally, only 1% of the participants (2 participants, one from each Huron and Perth communities) identified as being a part of the LGBTQ+ community. Interestingly, almost 7% of participants selected 'prefer not to say'.

Table 6.

LGBTQ+ Identity	# of total participants	% of total participants	# of Huron County participants	# of Perth County participants
No	176	92.1%	97	79
Prefer not to say	13	6.8%	6	7
Yes	2	1.0%	1	1

Disability

Next, a total of 3.1% or 6 participants (2 from Huron and 4 from the Perth community) identified as living with a disability.

Table 7.

Disability	# of total participants	% of total participants	# of Huron County participants	# of Perth County participants
No	185	95.4%	101	84
Yes	6	3.1%	2	4
Prefer not to answer	3	1.5%	2	1

Racial Background and Identities

Participants also provided information on their racial backgrounds and identities. A large portion (37.8%) of participants identified as white (of European descent) with similar numbers being found across the two Counties. A total of 62% of survey participants indicated they were racialized (i.e. they hold at least one non-white racial identity). Substantial numbers of participants across the Counties also identified as Southeast Asian (14%), Black (12.4%), and South Asian (11.4%).

Notably, a higher proportion of Huron participants identified as Southeast Asian (21%) in comparison with Perth participants (5.7%).

Perth County participants were more likely to identify as South Asian (14.8%) compared with Huron participants (8.6%). Also, a slightly higher proportion of Perth participants identified as Middle Eastern (6.8%) compared with Huron County (1.9%).

Table 8.

Racial Background and Identities (n = 193)	# of participants	% of participants	# of Huron County participants (n = 105)	# of Perth County participants (n = 88)
White (e.g. European descent)	73	37.8%	41	32
Southeast Asian (e.g. Filipino, Vietnamese, Cambodian, Laotian, Thai, Indonesian)	27	14.0%	22	5
Black (e.g. African, African Canadian, Afro-Caribbean)	24	12.4%	12	12
South Asian (e.g. Bangladeshi, Indian, Pakistani, Sri Lankan, Indo-Caribbean)	22	11.4%	9	13
Latin American (e.g. Mexican, Honduran)	17	8.8%	9	8
Prefer not to answer	9	4.7%	3	6
Middle Eastern (e.g. Afghan, Egyptian, Iranian, Lebanese, Syrian, Turkish)	8	4.1%	2	6
Do not know	8	4.1%	3	5
East Asian (e.g. Chinese, Japanese, Korean, Taiwanese descent)	5	2.3%	4	1

Faith Community

Participants were asked to provide information related to their faith. Among Huron County participants, Christianity was the most prevalent response, with 55 individuals, followed by Atheists with 5 individuals. Muslim, Hindu, Sikh, and Buddhist communities were also represented, albeit in smaller numbers. Additionally, 27 individuals identified as not being part of any faith community.

In Perth County, the Christian community again had the highest representation with 45 participants, followed by 20 individuals who were not part of any faith community. More

participants in Perth County identified as Muslim and Hindu, with slightly less identify as Atheist. Interestingly, there were no Sikh or Buddhist participants from Perth County.

Table 9.

Faith Community (n = 191)	# of total participants	% of total participants	# of Huron County participants (n = 104)	# of Perth County participants (n = 87)
Christian	100	52.4%	55	45
I am not a member of a faith community	47	24.6%	27	20
Muslim	15	7.9%	3	12
Prefer not to answer	8	4.2%	5	3
Atheist	7	3.7%	5	2
Hindu	5	2.6%	1	4
Other	5	2.6%	4	1
Sikh	3	1.6%	3	0
Buddhist	1	0.5%	1	0

Languages Spoken

Participants spoke a diverse array of languages. Most commonly Ukrainian was reported (18.5%), reflecting the high representation of Ukrainian immigrants and newcomers who participated in the survey. English (15.9%) was the second most common language, followed by Spanish (11.8%), Tagalog (10.8%), and Malayalam (6.7%) underscoring the rich linguistic culture of Huron and Perth.

In Huron County, English was the most common language, with 27.6% of participants, followed by Tagalog (17.1%), Ukrainian (13.3%) and Spanish (13.3%).

In Perth County, Ukrainian was the most common language, with 24.4% of participants, followed by Malayalam (13.3%). Spanish (10%), Arabic (7.8%). Perth participants were less likely to report speaking English as a first language (2%).

Table 10.

Language First Learned at Home (n = 195)	# of total participants	% of total participants	# of Huron County participants (n = 105)	# of Perth County participants (n = 90)
Ukrainian	36	18.5%	14	22
English	31	15.9%	29	2
Spanish	23	11.8%	14	9
Tagalog	21	10.8%	18	3
Other*	22	11.3%	10	12
Malayalam	13	6.7%	1	12
Arabic	8	4.1%	1	7
Dutch	7	3.6%	2	5
Tigrinya	6	3.1%	0	6
German	4	2.1%	3	1
Gujarati	3	1.5%	2	1
Punjabi	3	1.5%	3	0
Afrikaans	2	1.0%	2	0
Ilonggo	2	1.0%	0	2
Korean	2	1.0%	2	0
Mandarin	2	1.0%	0	2
Nepali	2	1.0%	0	2
Portuguese	2	1.0%	1	1
Swahili	2	1.0%	1	1

Thai	2	1.0%	1	1
Urdu	2	1.0%	1	1

Across the two counties, over 70% of participants reported speaking 2-3 languages well. Under 20% reported speaking only one language well and almost 9% spoke 4-5 or more languages.

Table 11.

How many languages can you speak well? (n = 192)	# of total participants	% of total participants	# of Huron County participants	# of Perth County participants
One	36	18.8%	24	12
Two	100	52.1%	55	45
Three	39	20.3%	20	19
Four	14	7.3%	3	11
Five or more	3	1.6%	1	2

While English was not a common first language for immigrants in the survey, most immigrants were proficient in their English-language abilities. In Huron County, 52.4% spoke English very well, followed by 29.5% who spoke English well, with an additional 12.4% indicating a fairly good level of proficiency. In Perth County, a slightly lower number of participants reported speaking English very well at 43.2%, followed by 29.5% of participants who indicated that they spoke English well (same as Huron County participants), and 17% stating a fairly good level of proficiency. Some Huron County (5.7%) and Perth County (16.7%) participants indicated that they spoke English poorly. This amounts to a total of 92% of participants reporting that they speak English well.

Regarding reading and writing English, 50.5% of participants in Huron County and 42.2% in Perth County reported a very good level of proficiency. Similarly, 31.4% of Huron participants and 31.1% of Perth participants indicated that they read and write English well. For Huron County, 11.4% of participants indicated they read and write English fairly well, with 12.2% of Perth participants indicating the same. However, 5.7% of Huron participants and 14.4% of Perth participants reported a poor level of proficiency. This amounts to a total of 89.4% of participants reporting that they read and write English well.

Table 12.

English Language Abilities by County and Total Participants	Very Well	Well	Fairly Well	Poorly	Not at all
Huron County: Speak English	55	31	13	6	0
Huron County: Read and Write English	53	33	12	6	1
Perth County: Speak English	38	26	15	9	0
Perth County: Read and Write English	38	28	11	13	0
# of total participants: Speak English	93	57	28	15	0
# of total participants: Read and Write English	91	61	23	19	1

*Note: n = 193 for 'Speak English', and n = 195 for 'Read and Write English'; Huron County, n = 105; Perth County, Speak English n = 88, Read and Write English n = 90

Housing

Place of Residence

Survey participants were based across the Huron-Perth region, however the most common places of residence were Stratford (20%), North Perth (17%), South Huron (15%), Goderich (13%) and Ashfield-Colborne-Wawanosh (11%) areas.

Table 13.

Huron County: Place of Residence	# of total participants	% of total participants
Ashfield-Colborne-Wawanosh (Auburn, Dungannon, Port Albert, Benmiller, St. Helens, Saltford)	22	11%
Bluewater (Varna, Bayfield, Hensall, Zurich)	4	2%
Central Huron (Clinton, Holmesville)	6	3%
Goderich	26	13%
Howick (Fordwich, Gorrie, Wroxeter)	1	0.5%
Huron East (Seaforth, Brussels, Vanastra)	8	4%
North Huron (Wingham, Blyth)	8	4%
South Huron (Exeter, Dashwood, Huron Park)	30	15.5%

Table 14.

Perth County: Place of Residence	# of total participants	% of total participants
North Perth (Listowel, Atwood, Monkton)	33	17%
Perth East (Milverton, Shakespeare, Milton, Millbank)	4	2%
Perth South (Sebringville, Avonton, Kirkton)	3	1.5%
St. Marys	9	5%

Stratford	38	20%
West Perth (Mitchell, Dublin)	3	1.5%

The survey inquired about immigrant’s current living circumstances to better understand their experiences with housing in Huron-Perth Counties. The majority of participants across the counties reported that they lived in 2-5 people households (74.8%) with a notable number also reporting living in households of 6 people or more (22%). This information and more is in Table 15 below.

Table 15.

Number of people per household (n = 191)	# of total participants	% of total participants	# of Huron County participants (n = 103)	# of Perth County participants (n = 88)
1 person	7	3.7%	5	2
2 people	40	20.9%	23	17
3 people	37	19.4%	23	14
4 people	44	23.0%	17	27
5 people	22	11.5%	10	12
6 people	16	8.4%	12	4
7 to 9 people	16	8.4%	5	11
10 or more people	9	4.7%	8	1

More specifically, Huron County participants frequently reported that they lived in 1-4 people households (66%) while over one quarter of participants (26.2%) reported living in 5-9 person households. It is noteworthy that 7.8% of Huron County participants reported that there were more than 10 people living in their homes. This number was significantly less in Perth County (1.1%) since participants reported either 1-4 people (68.1%) or 5-9 people (30.7%) households.

In Huron, the participants reported commonly either no children (42.7%) or one child (37.8%) under 16 years of age. Nine participants also reported 2 children under 16 (8.7%), 6 participants reported 3 children under 16 (5.8%), and 5 participants (4.6%) reported 4 or more children under 16.

In Perth, just over 42% of participants reported no children under 16. However, more commonly participants reported either 1 (20%), 2 (22%) or 3 (11.2%) children under 16. Only 3 individuals (3.4%) reported 4 or more children under 16.

Table 16.

Number of children under 16 years of age	# of total participants (n = 192)	% of total participants	# of Huron County participants	# of Perth County participants
No	82	42.7%	44	38
1	57	29.7%	39	18
2	29	15.1%	9	20
3	16	8.3%	6	10
4 or more	8	4.2%	5	3

In Huron County, the majority of participants reported being renters (52.9%) or homeowners (37.3%). A small number of participants reported renting social housing (3.9%). Participants who selected 'other' reported living with family, being partnered with a homeowner, or living with a host family. Employment status, income, and/or cost of rent may be significant factors for participants who reported renting social housing or rent-geared-to-income housing.

In Perth, 47.2% of the participants rented their homes while 30.3% were homeowners. Almost 8% of participants also reported living in social housing while 3.4% lived in rent-geared-to-income housing. Participants in Perth reported dissatisfaction with high rent prices and had similar living arrangements as Huron participants did. Participants who selected 'other' reported housing arrangements such as living with parents, relatives, or sponsors, with one person reported that they lived with an altruist other who took them in. Similarly, factors related to employment, income, and cost of housing may be significant barriers to rental and homeowner markets for some immigrants. More information is presented below in Table 17.

Table 17.

Which of the following describes your living status? (n = 191)	# of total participants	% of total participants	# of Huron County participants (n = 102)	# of Perth County participants (n = 89)
Homeowner	65	34.0%	38	27
Renter	96	50.3%	54	42
Rent social housing (houses or apartments made available to rent at a low cost)	11	5.8%	4	7
Rent geared to income housing	5	2.6%	2	3
I don't have a permanent place to live (couch surfing, homeless)	0	0.0%	0	0
Other	8	4.2%	3	5
Prefer not to answer	6	3.1%	1	5

Next, 83.2% of Huron participants reported that their housing satisfied their needs with 7.9% (25 participants) reporting that it did not, and 8.9% (12 participants) preferring not to answer.

Similarly, 80.7% of Perth participants also reported that their housing needs were met while 7.2% (8 participants) reported that the housing did not meet their complex needs, and 12.1% preferring to not answer. More information is included in Table 18 below.

Table 18.

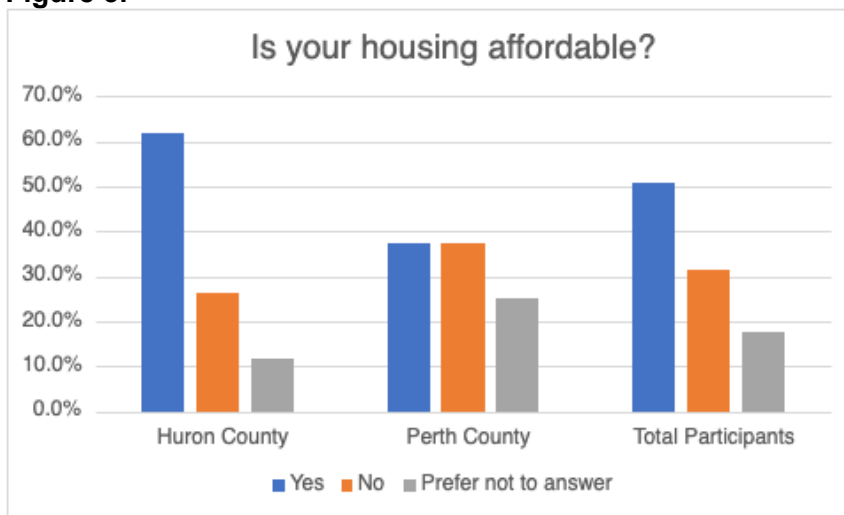
Does your housing suit your needs? (n = 184)	# of total participants	% of total participants	# of Huron County participants (n = 101)	# of Perth County participants (n = 83)
Yes	151	82.1%	84	67
No	14	7.6%	8	6
Prefer not to answer	19	10.3%	9	10

Delving further into experiences with housing, the affordability of housing for participants in both Counties is presented in the figure below. Approximately 50% of all participants reported their housing was affordable (costs less than 30% of their household's before-tax income). Just over 31% of all participant selected 'no', their housing is not affordable, with 17.8% of participants preferring not to answer. More participants in Huron County responded 'yes' (61.8%) in saying their housing was affordable than in Perth County, where participants were evenly split between 'yes' and 'no' (both at 37.4%). Notable proportions of participants also selected 'prefer not to answer', particularly in Perth County at 25.3% compared with 11.8% in Huron County. This information is provided in table 19 and figure 3 below along with the number of survey respondents for each category.

Table 19.

Is your housing affordable? (n = 185)	# of total participants	% of total participants	# of Huron County participants (n = 102)	# of Perth County participants (n = 83)
Yes	94	50.8%	63	31
No	58	31.4%	27	31
Prefer not to answer	33	17.8%	12	21

Figure 3.



Finally, participants were asked if their household income was enough to meet the needs of their household. Under half (45.2%) of Huron County participants stated that their household income was enough to meet their needs, whereas 31.1% of Perth County participants stated the same. A notable number of participants in Huron County also stated their household income was not quite enough to meet their needs (26.9%) with a slightly higher proportion stating the same in Perth County (30%). Only 10.8% of participants across counties stated that their income was more than enough to meet their needs, and just under 10% preferred not to answer. More information is included in Table 20 below.

Table 20.

Is your household income enough for the needs of your household? (n = 194)	# of total participants	% of total participants	# of Huron County participants (n = 104)	# of Perth County participants (n = 90)
Our income is more than enough for our needs	21	10.8%	14	7
Our income is enough for our needs	75	38.7%	47	28
Our income is not quite enough for our needs	55	28.4%	28	27
Our income is definitely not enough for our needs	24	12.4%	8	16
Prefer not to answer	19	9.8%	7	12

Education, Employment and Income

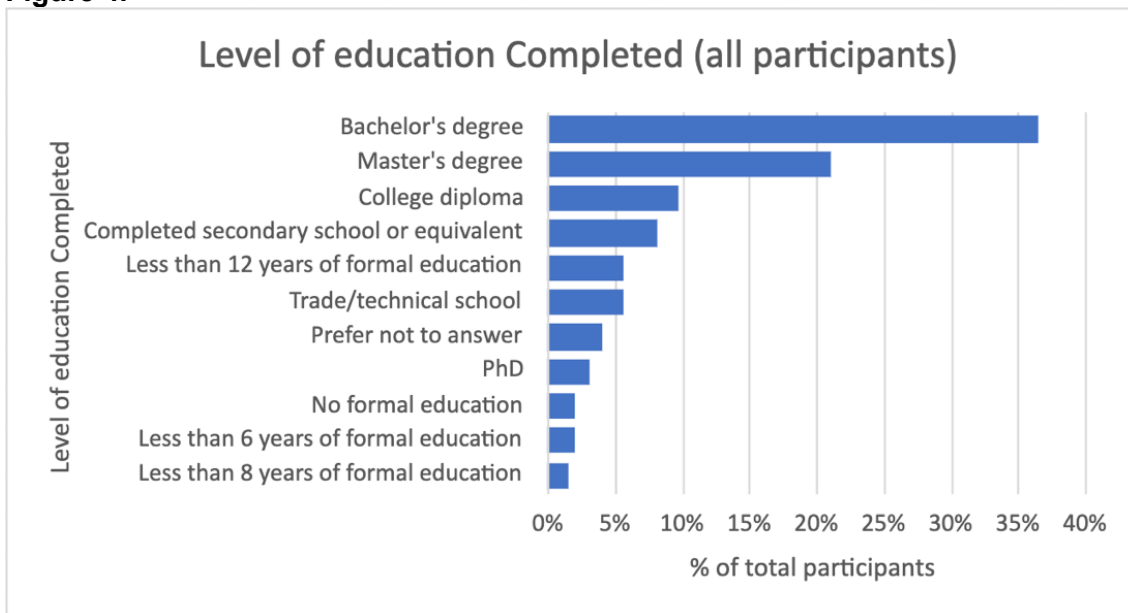
Most immigrants reported completing post-secondary education. Across the two Counties, 36.6% (71 participants) held a bachelor's degree while 24.2% of participants completed graduate degrees. Similar levels of post-secondary education existed across the counties, with a slightly higher percentage of Huron participants (75.2%) holding one or most post-secondary degrees compared with Perth participants (65.2%). This and more information may be found in Table 21 and Figure 4 below.

Table 21.

What is the highest level of education you have completed? (n = 194)	# of total participants	% of total participants	# of Huron County participants (n = 105)	# of Perth County participants (n = 89)
No formal education	4	2.1%	2	2
Less than 6 years of formal education	4	2.1%	1	3
Less than 8 years of formal education	3	1.6%	1	2
Less than 12 years of formal education	11	5.7%	2	9

Completed secondary school or equivalent	16	8.2%	10	6
Trade/technical school	11	5.7%	9	2
College diploma	19	9.8%	13	6
Bachelor's degree	71	36.6%	44	27
Master's degree	41	21.1%	18	23
PhD	6	3.1%	4	2
Prefer not to answer	8	4.1%	1	7

Figure 4.



A significant number of immigrants across both Counties (42.6%) reported that their current job did not match their international level of education, while 38.5% reported that their job did match their international education. Thirty participants (15.4%) reported being unemployed.

Table 22.

Are you in a job that is at the same level as your international experience and education? (n = 195)	# of total participants	% of total participants	# of Huron County participants (n = 105)	# of Perth County participants (n = 90)
Yes	75	38.5%	50	25
No	83	42.6%	42	41
I'm not currently employed	30	15.4%	10	20
Prefer not to answer	7	3.6%	3	4

Similarly, just under half of participants noted that their international skills and experience were recognized in Canada, with almost one third saying their international skills and experience were not recognized. More information is included in Table 23 below.

Table 23.

Was your international skills and experience recognized in Canada? (n = 192)	# of participants	% of participants	# of Huron County participants (n = 103)	# of Perth County participants (n = 89)
Yes	88	45.8%	54	34
No	62	32.3%	38	24
I'm not currently employed	25	13.0%	4	21
Prefer not to answer	17	8.9%	7	10

The following table shows the total participants across Huron and Perth Counties in terms of level of education and the extent to which their current job(s) match their level of international experience and education. For those who completed secondary school, trade/technical school, bachelor's, or master's degrees, there was almost an even split between participants who selected 'yes' or 'no' to holding a job at the same level of their international experience and education. For those who completed a college diploma or PhD, the proportion of participants who felt their current job matched their level of international experience and education was slightly higher. At the same time, a higher proportion of participants in these categories noted they were not currently employed compared with those who completed bachelor's or master's degrees. A notable number of participants who completed secondary school were also not currently employed. More information is included in Table 24 below.

Table 24.

Are you in a job in Canada that is at the same level as your international experience and education? (n = 195) (Huron and Perth Counties)	Yes	No	I'm not currently employed	Prefer not to answer
No formal education	2	1	1	0
Less than 6 years of formal education	1	0	1	1
Less than 8 years of formal education	0	0	2	1
Less than 12 years of formal education	2	6	2	1
Completed secondary school or equivalent	5	5	6	0
Trade/technical school	5	4	1	1
College diploma	8	5	3	2
Bachelor's degree	30	34	4	1
Master's degree	19	20	2	0
PhD	3	1	2	0
Prefer not to answer	0	4	4	0

Professional Skills, Experience, and Income

Just over 20% of all survey respondents indicated that they were most skilled and experienced in the field of agriculture, natural resources and related occupations, which amounted to 27 individuals in Huron County and 12 in Perth (39 total).

Other fields with notable representation include business, finance, and administration occupations (over 14% of respondents), and health occupations (over 10%). Twenty-one percent of all participants (7% in each category) indicated skills and experience within the fields of arts, culture, recreation and sport occupations, manufacturing and utilities occupations, or sales and service occupations. More information is included in Table 25 below.

Table 25.

In what professional field are you most skilled and experienced? (n = 188)	# of total participants	% of total participants	# of Huron County participants (n = 102)	# of Perth County participants (n = 86)
Agriculture, natural resources and related production occupations	39	20.7%	27	12
Business, finance and administration occupations	28	14.9%	17	11
Sales and service occupations	22	11.7%	14	8
Health occupations	20	10.6%	8	12
Art, culture, recreation and sport occupations	15	8.0%	8	7
Manufacturing and utilities occupations	14	7.5%	5	9
Trades, transport and equipment operators and related occupations	13	6.9%	5	8
Other	17	9.0%	6	11
Natural and applied sciences occupations	9	4.8%	4	5
Education, law and social, community and government service occupations	10	5.3%	7	3
Legislative and senior management occupations	1	0.5%	1	0

In Huron County, full-time employment was the most commonly reported category with 60.2% of Huron participants indicating such status, while part-time employment follows with 12.6%. Other categories, such as homemaker and people who are retired have relatively lower representation. Notably, a larger number of workers (14 or 13.6%) reported that they were self-employed in Huron County.

In contrast, Perth County shows a lower percentage of participants employed full-time at 46.1%. Part-time employment is reported at 14.6%, only slightly higher than in Huron County. Self-employment also had a notably lower representation at 2.2%. More information is included in Table 26 below.

Table 26.

What is your paid employment status? (n = 192)	# of total participants	% of total participants	# of Huron County participants (n = 103)	# of Perth County participants (n = 89)
Employed full-time at one job (30 hours a week or more)	96	50.0%	57	39
Employed part-time at one job (Less than 30 hours a week)	18	9.4%	7	11
Self-employed or own your own business	16	8.3%	14	2
Unemployed, looking for work	14	7.3%	3	11
Student	11	5.7%	3	8
Employed part-time at more than one job (Less than 30 hours a week)	8	4.2%	6	2
Homemaker	8	4.2%	2	6
Employed full-time at more than one job (30 hours a week or more)	7	3.6%	5	2
Other	6	3.1%	3	3
Retired	4	2.1%	2	2
Unemployed, not looking for work	2	1.0%	1	1
Prefer not to answer	2	1.0%	0	2

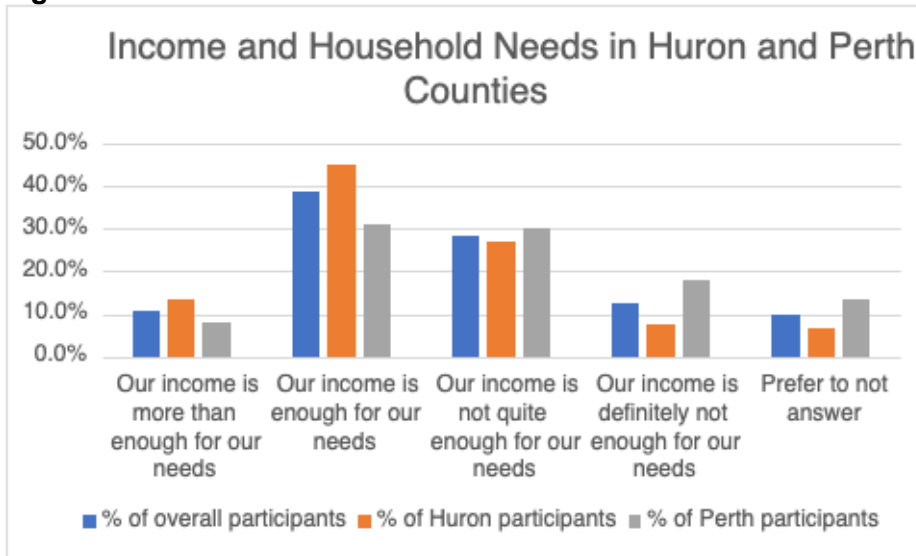
Next, participants were asked if their income was enough to meet the needs of their household. A significant proportion of participants reported that their income was enough for their needs (75 participants, or 38.7%). However, 55 participants (28.4%) reported that their income was not quite enough for their needs and 24 participants (12.4%) reported that their needs were definitely not being met with their incomes. More information is included in Table 27 below.

Table 27.

Is your household income enough for the needs of your household? (n = 194)	# of total participants	% of total participants	# of Huron County participants (n = 104)	# of Perth County participants (n = 90)
Our income is more than enough for our needs	21	10.8%	14	7
Our income is enough for our needs	75	38.7%	47	28
Our income is not quite enough for our needs	55	28.4%	28	27
Our income is definitely not enough for our needs	24	12.4%	8	16
Prefer not to answer	19	9.8%	7	12

A higher proportion of participants in Huron County reported that their income was 'enough to meet their needs' (45.2%) compared with those in Perth County (31.1%). A substantial number of participants in Huron (26.9%) and Perth (30.0%) indicated that their income was 'not quite enough' for their needs. A notable number of participants also indicated that their income was 'definitely not enough' for their needs, with 7.7% of Huron participants and 17.8% of Perth participants indicating this. See Figure 5 people for this and more information.

Figure 5.



Access to services

Participants were asked to rate a variety of government funded services they had accessed in Huron and/or Perth Counties. A total of 127 survey participants (65.1%) indicated that they were newcomers (immigrated less than 5 years ago) while 68 survey participants (34.9%) indicated that they were established immigrants (immigrated more than 6 years ago). The proportion of newcomers and established immigrants is important to consider in terms of the weighting of responses between the two groups in the analyses of overall survey findings. We will also explore the experiences of newcomers and established immigrants by county where possible as well.

Overall, the most commonly accessed services included health services (83.4% of participants), hospitals (79.3% of participants), and libraries (73.1% of participants). Services that received top ratings as 'excellent' or 'good' included libraries (94.5% of users), police (93.5% of users), and children's education (88.7% of users) and recreation services (88.7% of users). This and more information may be found below in Table 28.

Table 28.

Please rate your experience with the following <u>government funded</u> services in the last 12 months in Huron and/or Perth Counties (n = 193)	# of participants who used service overall	% of participants who used the service overall	% of users of this service that rated their experience as excellent or good	# of Huron County participants that rated their experience as excellent or good	# of Perth County participants that rated their experience as excellent or good
Health	161	83.4%	84.5%	73	63
Hospitals	153	79.3%	81.7%	73	52
Libraries	141	73.1%	94.3%	69	64
Recreation services	133	68.9%	88.7%	69	49
English language learning	126	65.3%	87.3%	50	60
Children's education	115	59.6%	88.7%	46	56
Police	108	56.0%	93.5%	54	47
Employment services	116	60.1%	78.5%	53	38
Social services	101	52.3%	88.1%	47	42
Language interpretation/translation	102	52.8%	82.4%	36	48
Settlement/immigration services	106	54.9%	77.4%	43	39
Mental health	95	49.2%	80.0%	35	41
Childcare	85	44.0%	84.7%	36	36

Adult education/skills training	88	45.6%	81.8%	30	42
Small business/entrepreneurial support	84	43.5%	71.4%	32	28

In Huron County, the most accessed services were health services, with 87 respondents indicating access. Health services received high ratings, with 32% rating them as ‘excellent’ and 52% rating them as ‘good’. Hospital services followed closely, with 83 total accesses and 26.5% rating them as “excellent” and 61.5% as ‘good’. Children’s educational services, while not accessed as frequently, were rated high with 45.5% ‘excellent’ ratings and 38.2% ‘good’ ratings. Library services on the other hand were accessed frequently as well as rated highly (excellent - 47.3%, good - 45.9%, poor - 6.8%). The service with the least reported access in Huron County was adult education/skills training, with 39 total accesses. Services that received a substantial number of positive ratings as well as negative ratings included mental health services (27.1% rating as ‘poor’), language interpretation/translation services (26.5% rating as “poor”), immigration and settlement services (24.6% rating as ‘poor’), adult education and skills training (23.1% rating as ‘poor’), and small business and entrepreneurial support (20.4% rating as ‘poor’).

In Perth County, the most accessed service was also health services, with 74 respondents accessing these services. Health services received positive ratings, with 28.4% rating it as ‘excellent’ and 56.8% as ‘good’. Hospitals followed closely, with 71 total accesses and 25.3% rating them as “excellent” and 49.3% as “good”. The least accessed services in Perth County were small business and entrepreneurial supports, with 38 total accesses. Services that received a substantial amount of positive as well as negative ratings included small business/entrepreneurial support (26.3% rating as ‘poor’), hospital services (25.4% rating as ‘poor’), employment services (22.5% rating as ‘poor’), and settlement and immigration services (20.4% as ‘poor’).

Appendix A provides the above information and deeper insight into ratings of the various community services across the counties. It is important to note where participants indicated not accessing services and to consider the relatively small number of overall participants that accessed and provided ratings for some services. We want to emphasize that readers use caution in interpreting these numbers as they may not be representative of overall population experiences with particular services and are meant to provide initial insights where future research will need to be completed to obtain more in-depth and representative analyses.

As previously mentioned, it is also helpful to consider the experiences of newcomers (those who immigrated less than 5 years ago) in comparison with established immigrants (those who immigrated 6 or more years ago). As a reminder, a total of 127 survey participants (65.1%) indicated that they were newcomers while 68 indicated that they were established immigrants (34.9%).

In Huron County, 69 participants (65.7%) indicated that they are newcomers and 36 indicated that they were established immigrants (34.3%). The services accessed by the highest number of newcomers who lived in the area for less than 5 years were health services (85.9%), recreation

services (79.5%), hospitals (79.4%), and employment services (75.4%). For established immigrants who lived in the area for more than 6 years, the services accessed by the highest number of participants were hospitals (91.7%), health services (88.9%) and libraries (88.9%), and recreation services (83.3%). It is notable that established immigrants accessed services far less across many categories than newcomers who lived in the area less than 5 years. This and more information is provided in Table 29 below.

Table 29.

Huron County Participant Access to Services	# of newcomer participants (less than 5 years)	% of newcomer participants who accessed service	# of established immigrant participants (6+ years)	% of established immigrant participants who accessed service
Childcare	30	46.9%	14	40.0%
Children's Education	36	56.3%	19	54.3%
Adult Education/skills training	28	42.4%	11	68.6%
Employment services	49	75.4%	18	52.9%
English language learning	47	71.2%	12	34.4%
Health	55	85.9%	32	88.9%
Hospitals	50	79.4%	33	91.7%
Language interpretation/translation	37	58.7%	12	35.3%
Libraries	42	66.7%	32	88.9%
Mental health	30	48.4%	18	51.4%
Police	35	56.5%	24	66.7%
Recreation services	50	79.5%	30	83.3%
Settlement/immigration services	44	72.1%	12	33.3%

Small business/entrepreneurial support	26	42.6%	20	57.1%
Social services	39	62.9%	14	40.0%

*Note: the percentages reported above do not include blank responses through which participants may have intended to indicate that they did not access services or preferred to not answer. In future research, a response option indicating 'prefer not to answer' should be included along with 'did not access'. The number of blank responses varied by question.

In Perth County, 58 participants (64.4%) indicated that they are newcomers and 32 indicated that they were established immigrants (35.6%), which are comparable to Huron County. The services accessed by the highest number of respondents who lived in the area for less than 5 years were English language learning (91.1%), health services (84.9%), hospitals (79.2%), libraries (72.6%), and language interpretation/translation services (70.0%). The rates of accessing English language and language interpretation/translation services for newcomers in Perth County are notably higher than for Huron County participants. For established immigrants who have lived in Perth County for more than 6 years, the services accessed by the highest number of participants were health services (96.7%), libraries (93.3%), hospitals (90.6%), recreation services (86.7%), police (83.3%), and children's education (80.7%). Notably higher percentages of established immigrants in Perth County indicated accessing police and children's education services in comparison to those in Huron County. This and more information is provided in Table 30 below.

Table 30.

Perth County Participant Access to Services	# of newcomer participants (less than 5 years)	% of newcomer participants who accessed service	# of established immigrant participants (6+ years)	% of established immigrant participants who accessed service
Childcare	26	47.3%	15	50.0%
Children's Education	35	64.8%	25	80.7%
Adult Education/skills training	34	65.4%	15	48.4%
Employment services	32	60.4%	17	54.8%
English language learning	51	91.1%	16	50.0%
Health	45	84.9%	29	96.7%

Hospitals	42	79.2%	29	90.6%
Language interpretation/translation	35	70.0%	17	54.8%
Libraries	37	72.6%	28	93.3%
Mental health	29	54.7%	18	62.1%
Police	24	46.2%	25	83.3%
Recreation services	27	51.9%	26	86.7%
Settlement/immigration services	32	61.5%	17	54.8%
Small business/entrepreneurial support	21	40.4%	17	56.7%
Social services	25	54.4%	18	60.0%

*Note: the percentages reported above do not include blank responses through which participants may have intended to indicate that they did not access services or preferred to not answer. In future research, a response option indicating 'prefer not to answer' should be included along with 'did not access'. The number of blank responses varied by question.

Language Interpretation Services (in-person and/or by phone or video)

Over half (57.1%) of Huron respondents and just under half of Perth respondents (46.7%) indicated that they did not need language interpretation when speaking with a health professional(s).

Similar numbers of Huron and Perth respondents indicated that they either 1) brought a family member or friends because interpretation was not available (7.6% and 7.8%, respectively), or 2) brought a family member or friends because I prefer this instead of a professional interpreter (4.8% and 3.3%, respectively)

In Huron County, about 5% of respondents indicated that language interpretation was provided when needed, with another 5% indicating that they wanted language interpretation but that it was not provided. In Perth County, about 13% of respondents indicated that language interpretation was provided, with another 4% indicating that they wanted language interpretation but that it was not provided. Participants who selected 'other' felt interpretation services were not needed or applicable for them, the wait time was too long, or they did not know about them.

Similar percentages of respondents in Huron (13%) and Perth (14.4%) did not visit a hospital, clinic or health professional and could not comment on interpretation services as a result. This and more information is presented in Table 31 below.

Table 31.

If you or a family member went to a hospital, health clinic or talked to a health professional in the past year, did the clinic provide in-person or phone/video interpretation? (n = 187)	# of total participants	% of total participants	# of Huron County participants (n = 100)	# of Perth County participants (n = 87)
Language interpretation was provided for me	17	9.1%	5	12
I wanted language interpretation but did not receive it	9	4.8%	5	4
I brought a family member or friend because interpretation was not available	15	8.0%	8	7
I brought a family member or friend because I prefer this instead of a professional interpreter	8	4.3%	5	3
I did not need language interpretation	104	55.6%	60	44
I did not go to a hospital, clinic or health professional	26	13.9%	13	13
Other	8	4.3%	4	4

Preference for Receiving Information about Community and Settlement Services

The majority of survey respondents preferred to receive information about community and settlement services from Facebook, emails, and family or friends, with the least popular options being LinkedIn and Twitter.

Huron respondents largely preferred to get information about community and settlement services from Facebook, emails, family or friends, local media (newspaper, radio), library, community organization websites, and a co-worker or work-related contact.

Perth respondents largely preferred to get information about community and settlement services from emails, Facebook, family or friends. Perth respondents were more evenly divided among preferences for local media (newspaper, radio), community organization websites, Instagram,

newsletter, a co-worker or work-related contact, community of faith, library, messaging apps (WhatsApp, Telegram, etc.), and settlement worker or other community organization staff.

Welcoming to Huron-Perth Communities

Sixty percent of participants reported that they would be ‘very likely’ or ‘likely’ to recommend to other immigrants to move to Huron or Perth Counties. Just under ¼ of participants saying that they would be ‘somewhat likely’ to recommend Huron and Perth Counties. On the other hand, 16% of total participants said it is ‘unlikely’ or ‘not likely’ that they would recommend other immigrants to move to Huron or Perth County. This and more information is presented in Table 32 below.

Table 32.

How likely would you be to recommend to other immigrants to move to Huron or Perth Counties? (n = 186)	# of total participants	% of total participants	# of Huron County participants (n = 101)	# of Perth County participants (n = 85)
Very likely	51	27.4%	28	23
Likely	61	32.8%	32	29
Somewhat likely	44	23.7%	26	18
Unlikely	21	11.3%	12	9
Not likely	9	4.8%	3	6

In Huron County, 33.3% of respondents rated the community as very likely welcoming on a scale from 1-5 (5 being very likely welcoming, 1 being very unlikely unwelcoming) indicating a significant proportion of residents felt warmly received. Additionally, 39.2% rated the community at a 4 on the same scale, further emphasizing the overall positive perception of welcome. Similarly, in Perth County, 34.5% of respondents rated the community as very likely welcoming and 29.9% rated the community a 4, suggesting a high level of welcoming from the Perth community toward immigrants.

The data highlights a strong sense of welcome in both Huron and Perth Counties. These findings suggest that residents in both counties generally view their communities positively in terms of hospitality and inclusivity. More information is presented below in Table 33.

Table 33.

How welcoming is your community to immigrants and newcomers to Canada? (n = 189)	# of total participants	% of total participants	# of Huron County participants (n = 102)	# of Perth County participants (n = 87)
5 - Very likely welcoming	64	33.9%	34	30
4	66	34.9%	40	26
3 - Neutral	38	20.1%	18	20
2	19	10.1%	10	9
1 - Very likely unwelcoming	2	1.1%	0	2

Given that the community was perceived as welcoming, it is not surprising that participants from both counties reported strong feelings of belonging in their respective communities. Over 68% of participants in Huron and 64% of participants in Perth County felt somewhat strong or very strong feelings of belonging within their respective communities. At the same time, it is notable that 20% of Huron County participants and 25% of Perth County participants felt a somewhat weak or very weak feeling of belonging in their respective communities. This and more information is presented in Table 34 below.

Table 34.

How do you describe your sense of belonging in your community? (n = 193)	# of total participants	% of total participants	# of Huron County participants (n = 105)	# of Perth County participants (n = 88)
Very strong	62	32.1%	32	30
Somewhat strong	67	34.7%	40	27
Somewhat weak	33	17.1%	16	17
Very weak	10	5.2%	5	5
Don't know / no opinion	21	10.9%	12	9

Participants also did not need long to feel at home in their community. Over 21% of Huron participants reported feeling at home when they arrived in Huron County while over 18% reported feeling instantly at home in Perth County. While 50% of Huron County participants reported feeling at home within two years or less, 7.6% (or 8 participants) reported that they still do not feel at home in their community. Similarly in Perth, over 53% of participants reported

feeling at home within two years or less, while 13.3% reported that they still do not feel at home. This and more information is presented in Table 35 below.

Table 35.

How long did it take you to feel at home in this community? (n = 195)	# of total participants	% of total participants	# of Huron County participants (n = 105)	# of Perth County participants (n = 90)
When I arrived	40	20.5%	23	17
Less than a year	49	25.1%	28	21
1-2 years	52	26.7%	25	27
3-5 years	24	12.3%	12	12
6-10 years	4	2.1%	4	0
More than 10 years	6	3.1%	5	1
I still don't feel at home in this community	20	10.3%	8	12

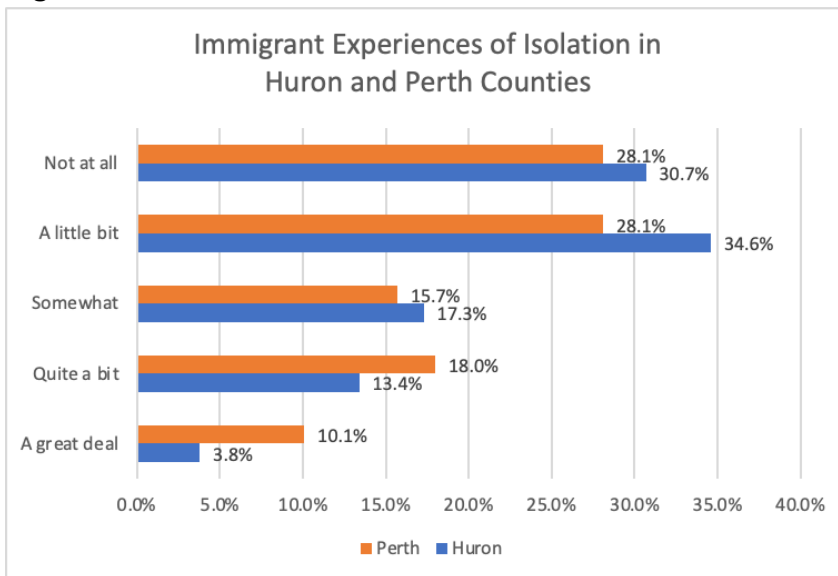
While most immigrants experienced a sense of welcome, belonging, and felt at home in their communities, they also experienced some feelings of isolation. Over 22% of participants experienced quite a bit or a great deal of feelings of isolation in their respective communities. More information about feelings of isolation is presented in Table 36 below.

Table 36.

How often have you felt isolated or alone in the last 12 months in Huron or Perth? (n = 193)	# of total participants	% of total participants	# of Huron County participants (n = 104)	# of Perth County participants (n = 89)
Not at all	57	29.5%	32	25
A little bit	61	31.6%	36	25
Somewhat	32	16.6%	18	14
Quite a bit	30	15.5%	14	16
A great deal	13	6.7%	4	9

More specifically, in Huron County, 17.2% participants reported feeling either "quite a bit" (13.4%) or "a great deal" (3.8%) of isolation. In Perth County, a higher number of participants (28.1%) felt quite a bit (18.0%) or a great deal (10.1%) of isolation. In Huron County, 34.6% of participants felt "a little bit" isolated compared with 28.1% of Perth participants. A lower percentage of participants in Huron County felt 'somewhat' isolated (17.3%) with a lower percentage still in Perth County (15.7%). Interestingly, the data also shows that a notable percentage of participants in Huron (30.7%) and Perth (28.1%) Counties reported feeling "not at all" isolated. This information is also presented in Figure 6 below.

Figure 6.



Community Contribution (Volunteering)

A significant proportion of participants reported giving back to the communities that welcomed them. While the majority (56%) of participants reported not volunteering, a substantial number (36.8%, or 71 participants) reported belonging to an organization and/or volunteering in some capacity. This information is presented in Table 37 below along with county specific information (more information also in text following table).

Table 37.

Do you belong to or volunteer with any organizations? (n = 193)	# of total participants	% of total participants	# of Huron County participants (n = 103)	% of Huron County participants	# of Perth County participants (n = 90)	% of Perth County participants
Yes	71	36.8%	40	38.8%	31	34.4%
No	108	56.0%	56	54.4%	52	57.8%
Prefer not to answer/unsure	14	7.3%	7	6.8%	7	7.8%

In Huron County, 40 respondents (38.8%) indicated that they volunteered, with the largest number of respondents dedicating their time to immigration or newcomer (7) and religious (7) oriented organizations. Seven respondents also selected 'other' and noted they volunteered at organizations such as a vaccination centre, the Agricultural Society, the Rotary Club, the Huron County Immigration Partnership (2), fire department, and library. A similar number of respondents volunteered in arts and culture (3), sports and recreation (3), and grant-making, fundraising and volunteer promotion (2). Organizations represented with only 1 respondent in each included: Business and professional associations and unions, education and research, environment, hospital/healthcare, international organizations, and social services. This and more information is presented in Table 38 below.

In Perth County, 31 respondents (34.4%) indicated that they had volunteered, with respondents dedicating their time to immigration or newcomer (3), religious (3), and sports and recreation (3) oriented organizations. Six respondents dedicated their time to volunteering with education and research (2), environment (2), and hospital/healthcare (2) organizations. Two respondents selected 'other' and noted they volunteered at school events (1) and in promoting diversity and inclusion (1). Organizations represented with only 1 respondent in each included: Business and professional associations and unions, development and housing, grant-making, fundraising and volunteer promotion, international organizations, and social services. This and more information is presented in Table 38 below.

Table 38.

If yes, what type of volunteer organization is it? (n = 57)	# of total participants	% of total participants
Immigration or newcomer	10	17.5%
Religious organization	10	17.5%
Other	9	15.8%
Arts and culture	3	5.3%
Education and research	3	5.3%
Environment	3	5.3%
Grant-making, fundraising and volunteer promotion	3	5.3%
Hospital/health care	3	5.3%
Business and professional associations and unions	2	3.5%
International organizations	2	3.5%
Social services	2	3.5%
Sports and recreation	6	3.5%
Development and housing	1	1.8%

* Location not identified for each type of organization due to low numbers so as to not compromise confidentiality

Over 46% of participants reported volunteering between 1-3 hours (12.3% of overall survey participants) with their respective organizations. Additionally, 25% of participants reported spending between 4-10 hours volunteering and more than 15% reported spending over 10 hours volunteering. This and more information is presented below in Table 39.

Table 39.

If you volunteer, how many hours per month? (n = 52)	# of total participants	% of total participants	# of Huron County participants (n = 32)	% of Huron County participants	# of Perth County participants (n = 20)	% of Perth County participants
Less than 1 hour	7	13.5%	1	3.1%	6	30%
1-3 hours	24	46.2%	20	62.5%	4	20%
4-10 hours	13	25%	6	18.8%	7	35%
10+ hours	8	15.4%	5	15.6%	3	15%

The majority of participants reported that the organization they volunteer with is based in their home community. Just over 15% of participants reported that they volunteered outside of their home community or that they preferred not to answer. This and more information is presented in Table 40 below.

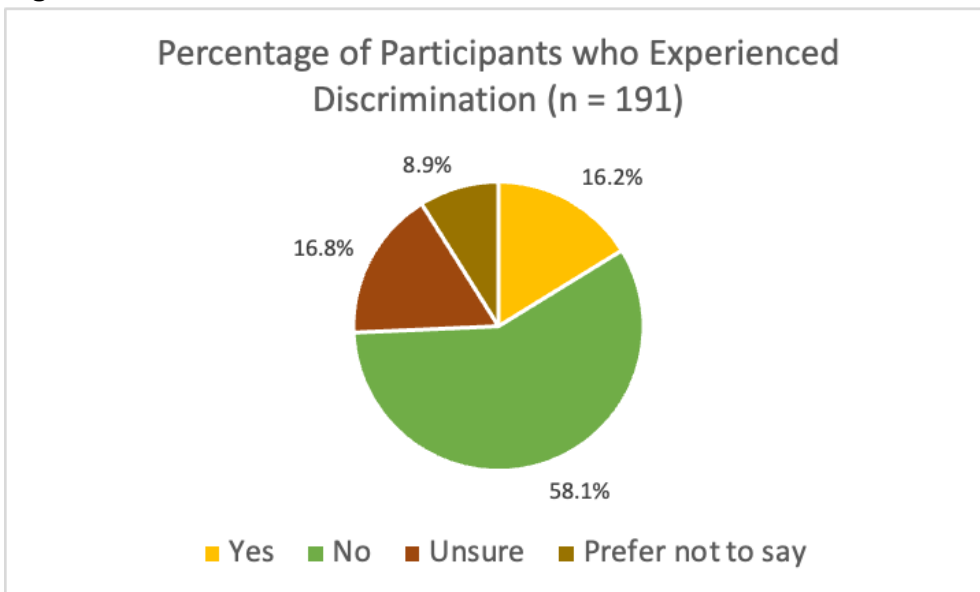
Table 40.

If yes, is the organization based in your community? (n = 71)	# of total participants	% of total participants	# of Huron County participants	# of Perth County participants
Yes	60	84.5%	37	23
No	8	11.3%	2	6
Prefer not to answer, unsure	3	4.2%	1	2

Discrimination

Across both counties, 58.1% reported not having experienced discrimination or having been treated unfairly in the past year. At the same time, 16.2% of participants reported having experienced discrimination or having been treated unfairly in Huron or Perth County in the past year. Similarly, 16.8% of participants reported being unsure as to whether they experienced discrimination or unfair treatment in the previous year, while 8.9% preferred not to answer. This information is presented in Figure 7 below.

Figure 7.



Eleven Huron participants (10.6%) reported experiencing discrimination or unfair treatment whereas 58 participants (55.8%) reported not experiencing discrimination or unfair treatment. In Perth County, 20 participants (23.0%) reported experiencing discrimination or unfair treatment while 53 participants (60.1%) reported not experiencing discrimination or unfair treatment. It is notable that a higher percentage of Huron County participants specified that they were 'unsure' if they experienced discrimination or unfair treatment. This and more information is presented in Table 41 below.

Table 41.

In the last 12 months, have you experienced discrimination or unfair treatment in the Huron-Perth area? (n = 191)	# of total participants	% of total participants	# of Huron County participants (n = 104)	# of Perth County participants (n = 87)
Yes	31	16.2%	11	20
No	111	58.1%	58	53
Unsure	32	16.8%	25	7
Prefer not to say	17	8.9%	10	7

To gain a more in-depth understanding of experiences of discrimination or unfair treatment, we also asked participants about the locations in which they experienced discrimination or unfair treatment. Over 62% of participants who experienced discrimination reported that this occurred at their job, followed by 48.3% reporting that they experienced discrimination in a store, bank, or restaurant, with 41.4% reporting experiences of discrimination or unfair treatment while attending social gatherings. It is notable that in the majority of settings outlined, 20% or more of participants indicated experiencing discrimination or unfair treatment. This information and more is presented in Table 42 below.

Table 42.

If yes, in what locations have you experienced discrimination or unfair treatment? (n = 29)	# of all participants who experienced discrimination	% of all participants who experienced discrimination	Often	Sometimes	Rarely
At your job – for example, from supervisors, co-workers, or clients.	18	62.1%	4	13	1
In a store, bank, or restaurant.	14	48.3%	1	12	1
While attending social gatherings.	12	41.4%	2	7	3
While using public areas, such as parks and sidewalks.	11	37.9%	3	7	1

When interacting with your neighbours.	10	34.5%	1	6	3
When applying for a job or promotion.	9	31.0%	5	3	1
When looking for housing (for example, buying a house or renting an apartment).	8	27.6%	1	4	3
When participating in a club, meeting, or organization.	8	27.6%	1	4	3
When attending school or classes.	8	27.6%	1	4	3
When interacting with hospitals or health care workers.	7	24.1%	1	4	2
While using libraries, community/recreational centres, arenas.	7	24.1%	1	3	3
While using public transit, such as buses, trains or taxis.	6	20.7%	1	3	2
When interacting with the police.	5	17.2%	1	4	0
When applying for a program or benefit.	3	10.3%	1	0	2
When interacting with the courts.	1	3.4%	0	1	0

In Huron County, discrimination was faced mostly at jobs (by supervisors, co-workers, or clients), with 4 individuals reporting experiencing discrimination or unfair treatment sometimes, and 1 participant selecting 'often'. Four participants also reported experiencing discrimination in public areas, such as parks and sidewalks, or in stores, banks or restaurants, along with 3 participants saying they experienced it sometimes, and 1 said often for each. This and more information about experiences of discrimination in Huron County is presented in Table 43 below.

Table 43.

Huron County If yes, in what locations have you experienced discrimination or unfair treatment?	Sometimes	Often
While using libraries, community/recreational centres, and arenas.	0	0
While using public areas, such as parks and sidewalks.	3	1
While using public transit, such as buses, trains or taxis.	0	0
In a store, bank, or restaurant.	3	1
When applying for a job or promotion.	0	2
At your job – for example, from supervisors, co-workers, or clients.	4	1
When interacting with the police.	1	0
When interacting with the courts.	0	0
When attending school or classes.	0	0
When looking for housing (for example, buying a house or renting an apartment).	2	1
While attending social gatherings.	3	0
When interacting with your neighbours.	3	0
When participating in a club, meeting, or organization.	0	0
When interacting with hospitals or healthcare workers.	1	0
When applying for a program or benefit.	0	0

Perth County participants reported experiencing discrimination most commonly at their jobs from supervisors, co-workers, or clients, with 9 individuals reporting discrimination or unfair treatment sometimes, with 3 participants selecting 'often'. Similarly, participants commonly experienced

discrimination or unfair treatment in stores, banks, or restaurants with 9 individuals reporting they experienced this 'sometimes'. Other common settings in which Perth participants experienced discrimination or unfair treatment, with 'sometimes' being reported by 4 individuals, include: while using public areas, such as parks and sidewalks; when attending school or classes; while attending social gatherings; and when participating in a meeting, club, or organization. Notably, 2 participants also reported experiencing discrimination 'often' when using public areas, such as parks and sidewalks and while attending social gatherings. One respondent across each category also responded that they experienced discrimination or unfair treatment 'often' while attending school or classes, or when participating in a meeting, club, or organization. This and more information about experiences of discrimination in Perth County is presented in Table 44 below.

Table 44.

Perth County If yes, in what locations have you experienced discrimination or unfair treatment?	Sometimes	Often
While using libraries, community/recreational centres, and arenas.	3	1
While using public areas, such as parks and sidewalks.	4	2
While using public transit, such as buses, trains or taxis.	3	1
In a store, bank, or restaurant.	9	0
When applying for a job or promotion.	3	3
At your job – for example, from supervisors, co-workers, or clients.	9	3
When interacting with the police.	3	1
When interacting with the courts.	1	0
When attending school or classes.	4	1
When looking for housing (for example, buying a house or renting an apartment).	2	0
While attending social gatherings.	4	2
When interacting with your neighbours.	3	1

When participating in a club, meeting, or organization.	4	1
When interacting with hospitals or healthcare workers.	3	1
When applying for a program or benefit.	0	1

In terms of the types of discrimination experienced, Huron participants most commonly reported inappropriate jokes (4 participants) and verbal threats (3 participants) with some participants also experiencing derogatory language (2 participants) and verbal abuse (2 participants).

Experiences of discrimination most commonly reported by Perth participants included derogatory language (7 participants) and inappropriate jokes (4 participants), with 2 participants also experiencing verbal abuse (1 participant) or verbal threat (1 participant). This and more information is presented in Table 45 below.

Table 45.

In the past year, have you experienced any of the following specific forms of discrimination or mistreatment? (n = 30)	# of total participants	% of total participants	# of Huron County participants	# of Perth County participants
Derogatory language	9	30.0%	2	7
Inappropriate jokes	8	26.7%	4	4
Did not experience	5	16.7%	0	5
Verbal abuse	3	10%	2	1
Verbal threat	4	13.3%	3	1
Other	1	3.3%	0	1

Last, we examined experiences of discrimination or unfair treatment in the past 12 months in terms of participants' racial identities. Due to low survey numbers we are unable to draw broad conclusions, however, the data in the table below provide initial insights into heightened experiences of discrimination for racialized immigrants compared with white immigrants (people of European descent). Experiences of discrimination were particularly heightened among survey respondents identifying as Latin American, South-East Asian, followed by South Asian and Black participants. More details about experiences of discrimination for immigrants across racial identities is presented in Table 46 below.

Table 46.

Racial Identity and Experiences of Discrimination in Huron-Perth Counties	# of participants	% of participants ⁷
White	4	6.9%
Black	5	17.4%
Latin American	6	35.3%
East Asian	0	0%
Middle Eastern	1	12.5%
South Asian	5	22.7%
South-East Asian	8	29.6%

Key Challenges

The challenges experienced by participants in Huron and Perth counties reflect a diverse range of concerns, from economic hardships, to accessing housing and core services and goods, to cultural and social integration. More details are included in the text below and in Table 47 which follows.

A significant proportion of participants in both counties highlighted the cost of living and financial issues as primary challenges, with 53.3% in Huron and 41.1% in Perth expressing this concern. Although the majority of respondents from both Huron (80%) and Perth counties (74.5%) indicated that their housing suits their needs, 6.7% of Huron respondents and 3.3% of Perth respondents indicated that their housing does not suit their needs. Notable numbers of respondents also selected 'prefer not to answer' in Huron (8.6%) and Perth (11%). Regardless of perceived suitability of housing, significant barriers to accessing affordable housing were reported by 34.8% of participants in Huron and 23.3% of participants in Perth. Similarly, 'finding a place to live' was reported as a significant challenge for participants in Huron (20.7%) and Perth (14.4%) counties.

Next, accessing healthcare emerged as a significant concern for participants in Huron (34.8%) and Perth (32.2%) counties, with 'finding a family doctor' being reported as the second most pressing challenge after cost of living and financial issues. Challenges in accessing other healthcare services such as dentists and optometrists was also noted by 15.4% of participants across counties. Notably, finding mental health care was noted as a challenge by only 3.8% of participants across counties.

⁷ The percentage is calculated according to the total number of participants in the category
Huron-Perth Immigrant Survey 2023

Not surprisingly, access to transportation was also named as a significant challenge for participants in Huron (32.6%) and Perth (22.2%).

Following access to transportation, in-line with previous responses, participants also reported finding work that matches their professional qualifications as a major challenge, with 25% of Huron participants and 24.4% of Perth participants identifying access to suitable work as an issue.

Finally, cultural and social integration also featured as prominent issues for participants. concerns ranged from finding food that aligns with cultural preferences (16.3% in Huron, 17.8% in Perth) and making friends (13.0% in Huron, 20.0% in Perth). A significant proportion of participants across counties also noted learning English as a challenge (14.3%).

Table 47.

What are the biggest challenges you or your family have experienced in the last year in Huron or Perth Counties? (n = 182)	# of total participants	% of total participants	# of Huron County participants (n = 92)	# of Perth County participants (n = 90)
Cost of living or money problems	86	47.3%	49	37
Finding a family doctor	61	33.5%	32	29
Finding affordable housing	53	29.1%	32	21
Transportation	50	27.5%	30	20
Finding work that matches my professional qualifications	45	24.7%	23	22
Finding a place to live	32	17.6%	19	13
Finding food that is a cultural preference	31	17.0%	15	16
Making friends	30	16.5%	12	18
Finding other health care (dentist, optometrist, etc.)	28	15.4%	16	12
Learning English	26	14.3%	7	19
Finding a place to practice my religion	21	11.5%	11	10

Finding childcare	19	10.4%	11	8
Starting a new business	18	9.9%	7	11
Opportunities for your children's future	16	8.8%	9	7
Discrimination	15	8.2%	7	8
Receiving public or social services (e.g. settlement services, government services, etc.)	15	8.2%	8	7
Learning where and how to do things	14	7.7%	4	10
Finding relevant programming in local community centres, arts and culture spaces, libraries, etc.	13	7.1%	8	5
Getting information in a language you understand	12	6.6%	2	10
Making sure your children are safe and happy at school and in the community	8	4.4%	3	5
Finding mental health care	7	3.8%	6	1

Helpful changes

Participants identified helpful changes that would address many of the most prominent challenges they experienced and facilitate them reaching their full potential in their home communities. More details are presented in the text below and in Table 48 which follows.

The top change recommended by 34.4% of participants across counties was implementing better programs for immigrants to find work or start a business, with 26 Huron participants and 17 Perth participants identifying this as a helpful change.

In-line with previously identified challenges, the second most prominent change identified by 28.0% of participants across counties was access to public transportation, with 24 Huron participants and 11 Perth participants selecting public transportation as having potential to affect helpful changes.

Similarly, affordable housing was named as the third most helpful potential change for immigrants and newcomers, with 26.4% of overall participants naming affordable housing as a needed change, including 21 Huron participants and 12 Perth participants.

Social integration through welcoming and acceptance was identified as another major point of needed change by 23.2% of newcomers and immigrants, with 16 Huron participants and 13 Perth participants noting the importance of social integration. Notably, actions to improve the social connections of immigrants was also selected as a needed change by 15.2% of overall participants.

At the same level of importance as social integration was educating employers on the value and ways of hiring, retaining and promoting immigrants, also with 23.2% of participants across counties identifying this as a needed change. Closely following this was 18.4% of participants across counties identifying the need for a central place for both employers to find immigrant workers and for workers to find employment.

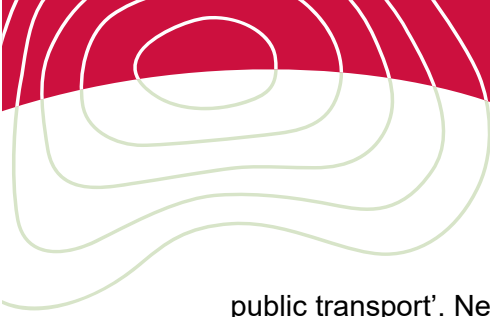
Table 48.

What changes would help immigrants and other newcomers to Canada to reach their full potential in your community? (n = 125)	# of total participants	% of total participants	# of Huron County participants	# of Perth County participants
Better programs for immigrants to find work or start a business	43	34.4%	26	17
Availability of public transportation	35	28.0%	24	11
More affordable housing	33	26.4%	21	12
Actions to increase welcoming and acceptance of immigrants	29	23.2%	16	13
Educate employers on the value and ways of hiring, retaining and promoting immigrants	29	23.2%	17	12
A central place for both employers to find immigrant workers and for workers to find employment	23	18.4%	15	8
Actions to improve the social connections of immigrants	19	15.2%	12	7
Availability of a worship space for your religion	14	11.2%	4	10

Actions to reduce discrimination towards immigrants	13	10.4%	6	7
More opportunities to help improve English language skills	13	10.4%	9	4
English learning opportunities in workplaces	10	8.0%	4	6
Access to internet	7	5.6%	0	7
More available childcare	7	5.6%	5	2
Greater involvement in community leadership and planning	6	4.8%	4	2
More immigrant programming in local community centers, arts & culture spaces, libraries, etc.	6	4.8%	0	6
Availability of interpretation and translation services	5	4.0%	1	4
Computer access and training	5	4.0%	1	4
Mentorship opportunities	5	4.0%	1	4
More effort by community services to better serve immigrants	4	3.2%	2	2
More opportunities to help improve language skills other than English	4	3.2%	2	2
One place to get all settlement, immigration and other services	4	3.2%	3	1
Service agencies working together more	4	3.2%	4	0

Appendix B provides more insights into how participants ranked response options across a range of potentially helpful changes. All participants were provided the opportunity to rank a range of options as 1st (most helpful), 2nd (second most helpful), and 3rd (third most helpful). Rankings across response options are presented in the following table.

Most Huron participants ranked 'more affordable housing' as the **number 1** improvement, followed by 'actions to increase welcoming and acceptance of immigrants' and 'availability of Huron-Perth Immigrant Survey 2023



public transport'. Next, Huron participants ranked 'educate employers on the value and ways of hiring, retaining and promoting immigrants' as the **number 2** improvement, followed by 'better programs for immigrants to find work or start a business' and 'more affordable housing'. Lastly, the **number 3** improvement was given to 'Better programs for immigrants to find work or start a business', 'Availability of public transportation' and 'Educate employers on the value and ways of hiring, retaining and promoting immigrants', and 'actions to increase welcoming and acceptance of immigrants'.

On the other hand, Perth participants ranked 'better programs for immigrants to find work or start a business' **first**, followed by 'actions to increase welcoming and acceptance of immigrants', 'availability of a worship space for your religion', followed closely by 'availability of public transportation'. **Rank 2** was given most frequently to 'Better programs for immigrants to find work or start a business', followed by 'More affordable housing', 'educate employers on the value and ways of hiring, retaining and promoting immigrants', and 'availability of public transportation'. Lastly, Perth participants most frequently ranked the following categories in 3rd place: 'educate employers on the value and ways of hiring, retaining and promoting immigrants', 'more affordable housing', 'a central place for both employers to find immigrant workers and for workers to find employment', and 'actions to increase welcoming and acceptance of immigrants'.


In summary, across both counties and ranks, '**better programs for immigrants to find work or start a business**', '**more affordable housing**', '**availability of public transportation**', '**actions to increase welcoming and acceptance of immigrants**', and '**educate employers on the value and ways of hiring, retaining and promoting immigrants**' were reported more often by the participants as improvements that would help immigrants reach their full potential in their home communities.

These changes are consistent with the challenges that were most frequently reported by the immigrants in the survey and the different rankings of the services accessed in the communities.

Discussion

The 2023 immigrant survey focusing on Huron and Perth Counties provided empirical data about experiences of newcomers and immigrants, illuminating significant aspects of their lives in their communities. While it is crucial to acknowledge that the survey data was derived from a limited sample size of 195 participants across both communities (105 from Huron and 90 from Perth), the survey included a rich group of participants representing diverse racial, cultural, linguistic, professional and experiential backgrounds. A total of 127 survey participants (65.1%) indicated that they were newcomers while 68 indicated that they were established immigrants (34.9%).

Participants most commonly reported arriving in Canada as an economy category or family category immigrant, having lived in Canada for less than five years, being between 25-54 years of age, having 0-3 children under 16 years of age, and being highly educated at the level of a bachelor's degree or more. While these characteristics suggest a potentially good fit into the Canadian workforce, only 38.5% reported that their job matched their international education. The underemployment highlighted in this survey reflects concerns expressed by Huron and Perth immigrants in 2017, as outlined in the Newcomer Outreach and Needs Assessment research (SRPC, 2017). In 2017, immigrants noted that under-employment caused distress and was due to difficulties with the English language, lack of appropriate certifications and/or not



being able to transfer degree credits from their country of origin. In 2017, participants also reported facing barriers to accessing opportunities (training, jobs) due to transportation and financial constraints. In the 2023 survey, respondents ranked strengthening employment programs as the top change they believed would help immigrants reach their full potential in Huron and Perth. As such, renewed effort by local immigrant focused organizations, service providers and governments should address underemployment and strengthen workplace capacity to hire and retain international talent.


This may also have relevance to the income levels of some of the participants who reported that what they had was not enough or *definitely not enough* to financially sustain them and their families. Although many survey participants reported that their housing was suitable, many immigrants also reported having difficulties with finding affordable housing and thus relying on extended family/sponsors and others' support.

Newcomers who arrived in Canada less than five years ago accessed far more services than established immigrants who lived in the counties for six years or more. In Huron County, services accessed most by newcomers included: health services (85.9%), recreation services (79.5%), hospitals (79.4%), and employment services (75.4%). In Perth County, services accessed most by newcomers included: English language learning (91.1%), health services (84.9%), hospitals (79.2%), libraries (72.6%), and language interpretation/translation services (70.0%). The least accessed services in Huron County were adult education/skills training; the least accessed services in Perth County were small business and entrepreneurial supports. In terms of helpful improvements suggested by immigrants, the most recommended change was for better programs for immigrants to find work or start a business, followed by access to public transportation, housing affordability, social integration, and educating on the value and ways of hiring, retaining and promoting immigrants. Given participants' concerns with income levels and incongruence between education levels and suitable work, attention to potential gaps and opportunities related to immigrant awareness and access to education and training and small business and entrepreneurial services and supports is one future direction on which service providers in Huron and Perth may wish to continue their efforts.

Both the patterns mentioned above are striking since rural areas such as Huron and Perth Counties are expected to be areas with a less competitive job market as well as affordable housing which are main attractions for new-coming immigrants for choosing rural over urban areas (Caldwell, et al, 2017). However, the survey presents a different picture of immigrant experiences which include substantial challenges in finding affordable housing and work that matches one's level of education. These aspects, therefore, warrant a more detailed conversation and further investigation.

Additional challenges noted as significant by immigrants included access to transportation, finding a family doctor, and integrating socially into their home communities. Notable levels of isolation were reported by some participants. Increased attention to gaps in transportation services may also support progress toward employment and social integration goals by ensuring immigrants may physically access significant places for them within and beyond their home communities.

The current survey data related to access, use, and ratings of community services provides initial insights into patterns of usage among newcomers and established immigrants that are useful starting points. However, given the relatively small sample size for this survey, we highly recommend that future research and/or program evaluation that is service-specific be conducted




to gain deeper insights into rates of access, reach, and more specific recommendations to ensure accessibility, suitability, and outcomes for newcomers and immigrants.

Next, immigrants reported experiencing discrimination most commonly at work in both counties followed by in stores, banks, or restaurants. While the 16% of participants who reported experiencing discrimination or unfair treatment is significantly below the 69% prevalence of discrimination reported by immigrants and visible minorities in a 2021 survey of immigrants and visible minorities in Huron-Perth (Lapshina & Esses, 2022), the sites where discrimination took place are consistent. The difference in the statistics could be attributed to a few different variables. The discrimination study was conducted specifically to understand experiences of discrimination in immigrants and visible minorities and was presented as such. Individuals with experiences with discrimination may have been more inclined to participate in a survey that inquires about such experiences. Alternatively, in the 2021 survey, participants were asked about experiences of discrimination over a 3-year period, whereas the current survey asked only about the last year. Further, the discrimination data captured in this survey is consistent with other research which shows increased rates of discrimination for racialized immigrants (Lapshina & Esses, 2021; Lapshina & Esses, 2022). An important suggestion from 23% of participants was for increased education for employers on hiring, retaining and promoting immigrants which is one step employers can strongly consider in their efforts to welcome and provide meaningful employment of immigrants.

The 2023 immigrant survey for Huron and Perth highlights that about two-thirds of immigrants feel a sense of welcoming in Huron and Perth, would likely recommend their community in Huron and Perth to other immigrants considering moving, and have a strong sense of belonging in their community. For 62% of respondents, it took two years or less to feel at home within their community in Huron or Perth. These achievements are significant and should be explored further in future research.

As Huron and Perth Counties seek to attract and retain more immigrants, understanding the experiences of those who have weaker social ties in the community is important so that solutions may be collaboratively developed. In this survey, more than 20% of respondents felt a weak sense of belonging in Huron and Perth, and 13% said it took more than 10 years to feel at home, or that they still did not feel at home in their community in Huron-Perth. Although we did not establish direct connections in the current research, in their research on experiences of discrimination in Huron-Perth, Lapshina and Esses (2021) noted that immigrants and visible minorities who had experienced an act of discrimination were less likely to report feeling accepted and welcome. Following this, it is very possible that differences in immigrant experiences of discrimination in Huron-Perth is an important factor which contributes to variation in feelings of belonging. More research is required to gain deeper understanding of and address factors that drive immigrant dissatisfaction with a rural or small community, and result in immigrants leaving the area.






Conclusion

The findings in the 2023 immigrant survey for Huron and Perth Counties provide insights into significant experiences, strengths, ongoing needs, and important recommendations relevant to a wide variety of service providers and policymakers across Huron-Perth and beyond. The HCIP hopes that insights from this initial immigrant survey are used widely to inform the ongoing development of programming and services while centering the lived experiences of immigrants. Future investigations are encouraged to build upon and deepen what has been learned in this initial research so we may collaboratively strengthen integration and supports while meeting specific needs in Huron-Perth so diverse communities of immigrants may thrive.

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Appendices

Appendix A: Access to Community Services Additional Data by County

Table 49.

Access to Services in Huron County	Excellent	Good	Poor	Total Accessed	Did not access
Childcare	15	21	8	44	55
Children's Education	25	21	9	55	44
Adult Education/skills training	14	16	9	39	62
Employment services	24	29	14	67	32
English language learning	19	31	9	59	42
Health	28	45	14	87	13
Hospitals	22	51	10	83	16
Language interpretation/translation	13	23	13	49	48
Libraries	35	34	5	74	25
Mental health	15	20	13	48	49
Police	25	29	5	59	39
Recreation services	30	39	11	80	19
Settlement/immigration services	21	22	14	57	41
Small business/entrepreneurial support	9	23	14	46	50
Social services	17	30	6	53	44

Table 50.

Access to Services in Perth County	Excellent	Good	Poor	Total Accessed	Did not access
Childcare	20	16	5	41	20
Children's Education	31	25	4	60	31
Adult Education/skills training	25	14	7	46	25
Employment services	14	24	11	49	14
English language learning	25	35	7	67	25
Health	21	42	11	74	21
Hospitals	18	35	18	71	18
Language interpretation/translation	15	33	5	53	15
Libraries	34	30	3	67	34
Mental health	14	27	6	47	14
Police	18	29	2	49	32
Recreation services	16	33	4	53	29
Settlement/immigration services	16	23	10	49	32
Small business/entrepreneurial support	13	15	10	38	43
Social services	14	28	6	48	14

Appendix B: Rankings of Helpful Changes Identified by Immigrants by County

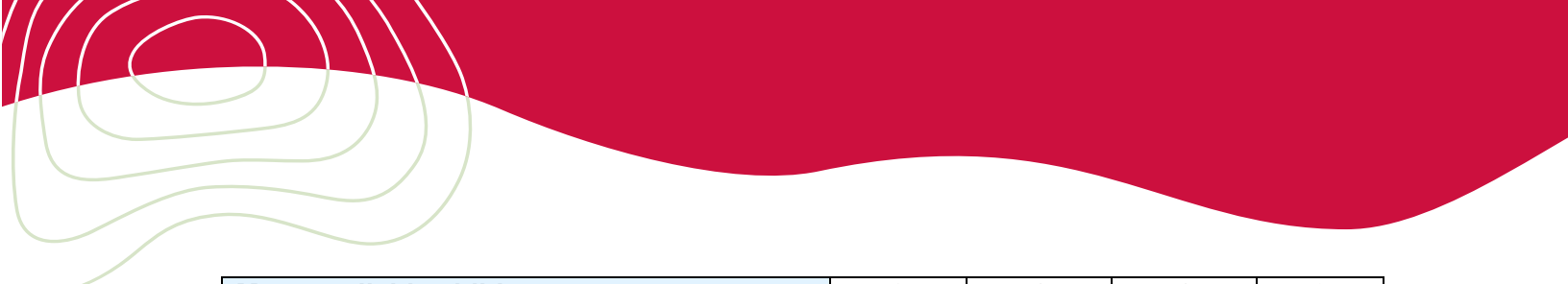
Table 51.

Changes helpful to immigrants in Huron County	Ranked 1st	Ranked 2nd	Ranked 3rd	TOTAL
Better programs for immigrants to find work or start a business	8	7	10	26
Availability of public transportation	9	7	8	24
More affordable housing	12	6	3	21
Actions to increase welcoming and acceptance of immigrants	10	1	5	16
Educate employers on the value and ways of hiring, retaining and promoting immigrants	3	9	5	17
A central place for both employers to find immigrant workers and for workers to find employment	6	6	3	15
Actions to improve the social connections of immigrants	6	3	3	12
Availability of a worship space for your religion	1	1	2	4
Actions to reduce discrimination towards immigrants	2	3	1	6
More opportunities to help improve English language skills	5	2	2	9
English learning opportunities in workplaces	1	1	2	4
Access to internet	0	0	0	0
More available childcare	1	2	3	5
Greater involvement in community leadership and planning	0	4	0	4
More immigrant programming in local community centers, arts & culture spaces, libraries, etc.	0	0	0	0
Availability of interpretation and translation services	0	1	0	1


Computer access and training	0	0	1	1
Mentorship opportunities	0	0	1	1
More effort by community services to better serve immigrants	1	1	0	2
One place to get all settlement, immigration and other services	1	2	0	3
More opportunities to help improve language skills other than English	0	0	2	2
Service agencies working together more	0	0	4	4

Table 52.

Changes helpful to immigrants in Perth County	Ranked 1st	Ranked 2nd	Ranked 3rd	TOTAL
Better programs for immigrants to find work or start a business	10	6	1	17
Availability of public transportation	5	4	2	11
More affordable housing	3	4	5	12
Actions to increase welcoming and acceptance of immigrants	7	2	4	13
Educate employers on the value and ways of hiring, retaining and promoting immigrants	2	4	6	12
A central place for both employers to find immigrant workers and for workers to find employment	2	2	4	8
Actions to improve the social connections of immigrants	1	3	3	7
Availability of a worship space for your religion	6	1	3	10
Actions to reduce discrimination towards immigrants	2	1	4	7
More opportunities to help improve English language skills	2	1	1	4
English learning opportunities in workplaces	3	1	2	6
Access to internet	2	3	2	7



More available childcare	0	1	1	2
Greater involvement in community leadership and planning	0	1	1	2
More immigrant programming in local community centers, arts & culture spaces, libraries, etc.	2	1	3	6
Availability of interpretation and translation services	1	2	1	4
Computer access and training	2	1	1	4
Mentorship opportunities	1	2	1	4
More effort by community services to better serve immigrants	1	1	0	2
One place to get all settlement, immigration and other services	0	1	0	1
More opportunities to help improve language skills other than English	0	1	1	2
Service agencies working together more	0	0	0	0





Appendix C: Huron-Perth Immigrant Survey 2023

Huron-Perth Immigrant Survey - Information and Consent Letter

Immigrants make the Huron-Perth region a more diverse and vibrant community – and your story is an important part of that. We want to hear from immigrants about the welcoming, integration and well-being of immigrants. The Immigration Partnership will use the survey results to guide how more than 25 organizations work together to improve services and living experiences for immigrants in the Huron-Perth region.

This survey is for all immigrants in the Huron-Perth region who are age 16 or older. This includes anyone born outside Canada who is now living, working, or studying in this community (permanent residents, Canadian citizens, refugees, temporary residents, refugee claimants, and international students).

This research is being conducted by the Huron County Immigration Partnership - a group of community members and more than 25 organizations working together to help immigrants reach their full potential and contribute to creating and sustaining a thriving, prosperous community for everyone. To find out more visit www.HuronCounty.ca/Immigration-Partnership. The Immigration Partnership receives funding from the federal government (Immigration Refugees & Citizenship Canada, IRCC). **Personal information**

You do not have to provide your name to do the survey. The survey will ask both multiple choice questions and short answer questions about your thoughts, and a short section about demographic information. When the survey is finished, you can choose to enter your name into a draw for a prize. If you provide your name, it will not be connected to your survey answers and will only be used for the draw.

Draw prizes include one \$200 prepaid credit card, three \$100 prepaid credit cards, and ten \$10 Tim Horton's gift cards. The chance of being selected for a prize depends on how many participants enter the draw. We are aiming to hear from 200 immigrants and newcomers to Canada. If all 200 participants enter the draw, it would mean a 1 in 200 chance of getting a \$200 prepaid card, a 1 in 66 chance of getting a \$100 prepaid card, and a 1 in 20 chance of getting a Tim Horton's gift card.

You can also leave your name at the end of the survey if you are interested in participating in future research by the Immigration Partnership. If you provide your name, it will not be connected to your survey answers and will only be used to share information about this and future research opportunities. If you consent to share your contact information for future research, you can withdraw that consent at any time by contacting the Immigration Partnership at mnonkes@huroncounty.ca or calling (519) 524-0296.

Completing the survey is voluntary and you can skip any question you do not want to answer. You can stop or close the browser window any time you like without consequences, but we cannot remove your answers once you submit them because we will not be able to separate the answers from the rest of the data. If you choose to leave the survey at any point before submitting it, you will not be able to return to the saved answers. You would have to restart the survey.

Online surveys

It will take about 10 to 20 minutes to complete the survey. Survey responses will be collected through Qualtrics survey software. Because the survey is being completed over the Internet, absolute confidentiality cannot be guaranteed. Survey responses will be deleted from the Qualtrics servers two months after the data collection period is complete.

Paper surveys

If someone is not able to fill out the survey online and would like to respond by phone, email or on paper, they can contact us at mnonkes@huroncounty.ca or call (519) 524-0296. Paper copies of filled out surveys will be sent to the Immigration Partnership and entered by Immigration Partnership staff. Paper copies will be stored in a locked space at Immigration Partnership offices and will be destroyed shortly after they are entered into the survey database.

Translated surveys

The immigrant survey is available in English and 3 other languages that are most frequently spoken in the Huron-Perth region. Surveys that are translated are identical to the English surveys and take about the same time to complete (10-20 minutes).

Collected surveys in other languages will be translated into English. Translators will only have access to individual pages or questions that need to be translated. They will email the translation of individual questions to the lead researcher who will enter the data into the survey database.

Data management

Survey responses will be stored in a password-protected file on secure County of Huron servers. Only Mark Nonkes (Huron County Immigration Partnership Manager), and Shruti Nadkarni (Research Assistant) will have access to the raw survey data. We are hoping to hear from 200 immigrants in this survey. All the responses will be anonymous and will be summarized in a series of reports and presentations. They will be available on the Immigration Partnership website at www.HuronCounty.ca/Immigration-Partnership later this year.

Benefits, Risks and Supports


Participating in the survey is an opportunity to influence how services for immigrants are offered in the Huron-Perth region and impact the development of policies at municipal, provincial and federal levels. We don't anticipate that there will be any significant risks to participating in this survey. Each person may react differently when reflecting on the questions, and it may raise anxiety for some people. If you need support at any time, you can call the Huron Perth Helpline and Crisis Response Team crisis line at 1-888-829-7484. If you need help but are not in crisis, you can call the Canadian Mental Health Association Huron office at 1-877-218-0077.

Contact information

If you have questions about the survey, technical aspects of the research, or your rights as a survey participant, you can contact the principal researcher, Mark Nonkes, at mnonkes@huroncounty.ca or call (519) 524-0296.

This project has been reviewed and approved by the Community Research Ethics Board. If you feel you have not been treated according to the descriptions in our information, or your rights as a participant in research have been violated during the course of this project, you may contact the Chair, Community Research Ethics Board, at:

Community Research Ethics Office (Canada) Corp.
c/o Centre for Community-Based Research
Huron-Perth Immigrant Survey 2023



190 Westmount Road North, Waterloo ON N2L 3G5
Email: creo@communitybasedresearch.ca

Thank you for sharing your experiences and helping build community through immigration!

This survey is for anyone born outside of Canada who is now living, working or studying in the Huron or Perth regions.

This group includes:

- Permanent residents
- Canadian citizens
- Refugees
- Temporary residents
- Refugee claimants
- International students
- Others

You must be 16 years old or older to complete this survey.

- I have read and understand the purpose of this study and have read the consent letter. I agree to take in this survey.


Basic Information

1. What was your immigration status when you arrived in Canada?

- I immigrated to Canada as an economic-category immigrant (e.g. Federal Skilled Worker Program, Provincial Nominee Program, Canadian Experience Class, and dependents of economic applicants)
- I immigrated to Canada as a family-category immigrant (sponsored spouse, sponsored parent or grandparent, or other immigrant sponsored by family)
- I immigrated to Canada as a government assisted refugee
- I immigrated to Canada as a privately sponsored refugee
- I immigrated to Canada as a refugee claimant and am now a permanent resident or citizen
- I am currently in Canada as a refugee claimant
- I am currently in Canada as an international student
- I am currently in Canada on a temporary work visa
- I am currently in Canada on a CUAET (Canada-Ukraine Authorization for Emergency Travel) visa
- Unknown or I prefer not to answer
- Other (please specify)

2. What is your current immigration status in Canada?

- I immigrated to Canada as an economic-category immigrant (e.g. Federal Skilled Worker Program, Provincial Nominee Program, Canadian Experience Class, and dependents of economic applicants)
- I immigrated to Canada as a family-category immigrant (sponsored spouse, sponsored parent or grandparent, or other immigrant sponsored by family)
- I immigrated to Canada as a government assisted refugee
- I immigrated to Canada as a privately sponsored refugee

- 
- I immigrated to Canada as a refugee claimant and am now a permanent resident or citizen
 - I am currently in Canada as a refugee claimant
 - I am currently in Canada as an international student
 - I am currently in Canada on a temporary work visa
 - I am currently in Canada on a CUAET (Canada-Ukraine Authorization for Emergency Travel) visa
 - Unknown or I prefer not to answer
 - Other (please specify)
-

3. What country were you born in? (Drop-down list of all countries provided)

4. How long have you been living in Canada?

- Less than a year
- 1-2 years
- 3-5 years
- 6-10 years
- More than 10 years

5. Where do you currently live?

- Ashfield-Colborne-Wawanosh (Auburn, Dungannon, Port Albert, Benmiller, St. Helens, Saltford)
 - Bluewater (Varna, Bayfield, Hensall, Zurich)
 - Central Huron (Clinton, Holmesville)
 - Goderich
 - Howick (Fordwich, Gorrie, Wroxeter)
 - Huron East (Seaforth, Brussels, Vanastra)
 - Morris-Turnberry (Bluevale)
 - North Huron (Wingham, Blyth)
 - South Huron (Exeter, Dashwood, Huron Park)
 - North Perth (Listowel, Atwood, Monkton)
 - Perth East (Milverton, Shakespeare, Milton, Millbank)
 - Perth South (Sebringville, Avonton, Kirkton)
 - St. Marys
 - Stratford
 - West Perth (Mitchell, Dublin)
 - Others (please specify)
-

Language

6. What is your first language?

(Your first language is the language you first learned at home.)

- English
- French
- Arabic
- Dutch
- German
- Gujarati
- Korean

- Lao
 - Malayalam
 - Mandarin
 - Nepali
 - Portuguese
 - Punjabi
 - Russian
 - Spanish
 - Tagalog
 - Ukrainian
 - Urdu
 - Other (please specify) _____
-

7. How many languages can you speak well?

- 1
- 2
- 3
- 4
- 5 or more

8. How well can you speak and understand English?

- Very well
- Well
- Fairly well
- Poorly
- Not at all

9. How well can you read and write English?

- Very well
- Well
- Fairly well
- Poorly
- Not at all

Use of Community Services

10. Please rate your experience with following government-funded services in the last 12 months in Huron and/or Perth Counties. (Rated as excellent, good, poor, or did not access)

- Childcare
- Children's education
- Adult education/skills training
- Employment services
- English language learning
- Health
- Hospitals
- Housing
- Language interpretation/translation
- Libraries
- Mental health

- Police
- Recreation services
- Settlement/immigration services
- Small business/entrepreneurial support
- Social services
- Transportation services

11. What are the biggest challenges you or your family have experienced in the last year in Huron or Perth Counties? (Choose all that apply.)

- Cost of living or money problems
- Discrimination
- Finding a place to live
- Finding affordable housing
- Finding childcare
- Finding a family doctor
- Finding food that is a cultural preference
- Finding other health care (dentist, optometrist, etc.)
- Finding mental health care
- Finding a place to practice my religion
- Finding relevant programming in local community centres, arts and culture spaces, libraries, etc.
- Finding work that matches my professional qualifications
- Getting information in a language you understand
- Learning English
- Learning where and how to do things
- Making friends
- Making sure your children are safe and happy at school and in the community
- Opportunities for your children's future
- Receiving public or social services (e.g. settlement services, government services, etc.)
- Starting a new business
- Transportation
- Other (please specify)

12. What changes would help immigrants to reach their full potential in your community? (Choose your top 3)

Immigrants includes people born outside Canada who are now living, working or studying in this community (permanent residents, Canadian citizens, refugees, temporary residents, refugee claimants, and international students). (Rank – choose only 3)

- Access to internet
- Actions to improve the social connections of immigrants
- Actions to increase welcoming and acceptance of immigrants
- Actions to reduce discrimination towards immigrants
- Availability of interpretation and translation services
- Availability of public transportation
- Availability of a worship space for your religion
- Better programs for immigrants to find work or start a business
- Computer access and training
- A central place for both employers to find immigrant workers and for workers to find employment

- Educate employers on the value and ways of hiring, retaining and promoting immigrants
- English learning opportunities in workplaces
- Great involvement in. community leadership and planning
- Mentorship opportunities
- More affordable housing
- More available childcare
- More effort by community services to better serve immigrants
- More immigrant programming in local community centres, arts & culture spaces, libraries, etc.
- More opportunities to help improve English language skills
- More opportunities to help improve language skills other than English
- One place to get all settlement, immigration and other services
- Service agencies working together more
- More funding for...(please list)
- Other (please specify)

13. If you or a family member went to a hospital, health clinic or talked to a health professional in the past year, did the clinic provide in-person or phone/video interpretation?

- Language interpretation was provided for me
- I wanted language interpretation but did not receive it
- I brought a family member or friend because interpretation was not available
- I brought a family member or friend because I prefer this instead of a professional interpreter
- I did not need language interpretation
- I did not go to a hospital, clinic or health professional
- Other (please specify)

Welcoming Community

14. How likely would you be to recommend to other immigrants to move to Huron or Perth Counties? (Scale rating from 1-5, Not very likely to Very likely)

15. How welcoming is your community to immigrants? (Scale rating from 1-5, Not very likely to Very likely)

16. How do you describe your sense of belonging in your community?

- Very strong
- Somewhat strong
- Somewhat weak
- Very weak
- Don't know / no opinion

17. How long did it take you to feel at home in this community?

- When I arrived
- Less than a year
- 1-2 years
- 3-5 years

- 6-10 years
- More than 10 years
- I still don't feel at home in this community

18. How often have you felt isolated or alone in the last 12 months in Huron or Perth?

- A great deal
- Quite a bit
- Somewhat
- A little bit
- Not at all

Volunteerism

19. Do you belong to or volunteer with any organizations?

- Yes
- No
- Prefer not to answer/ Unsure

20. If yes, is the organization based in your community?

- Yes
- No
- Prefer not to answer/ Unsure

21. If yes, what is type of organization is it?

- Arts and culture
 - Business and professional associations and unions
 - Development and housing
 - Education and research
 - Environment
 - Grant-making, fundraising and volunteer promotion
 - Hospital/health care
 - Immigration or newcomer
 - International organizations
 - Law, advocacy and politics
 - Religious organization
 - Social services
 - Sports and recreation
 - Universities and colleges
 - Other – please define
-

22. If you volunteer, how many hours a month?

- Less than one hour
- One to three
- Four to 10
- 10 or more

Discrimination

23. The next questions are about your experience with discrimination in the past 1 year (or in the time you have lived in the Huron-Perth area if that time is less than 1 year).

Discrimination is defined as an action or a decision that treats a person or a group badly for reasons such as their race, age, disability, gender, religion, sexuality, etc. by the Canadian Human Rights Commission.

In the last 12 months have you experienced discrimination or been treated unfairly by others in the Huron-Perth area?

- Yes
- No
- Unsure
- Prefer not to say

If yes, In what locations have you experienced discrimination or unfair treatment?

Discrimination Location	Never	Rarely	Sometimes	Often	Does not apply
While using libraries, community/recreational centres, arenas.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
While using public areas, such as parks and sidewalks.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
While using public transit, such as buses, trains or taxis.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In a store, bank, or restaurant.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
When applying for a job or promotion.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At your job – for example, from supervisors, co-workers, or clients.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
When interacting with the police.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
When interacting with the courts.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
When attending school or classes.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
When looking for housing (for example,	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

buying a house or renting an apartment).

While attending social gatherings.

When interacting with your neighbours.

When participating in a club, meeting, or organization.

When interacting with hospitals or health care workers.

When applying for a program or benefit.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

In another situation that you were not asked about – Please describe that situation:

24. In the past 1 year, have you experienced any of the following specific forms of discrimination or mistreatment? (You can choose more than one.)


- Inappropriate jokes
 - Derogatory language
 - Verbal threat
 - Verbal abuse
 - Physical threat
 - Physical abuse
 - Damaged property
 - Did not experience
 - Other, please specify
-

Demographics

These final demographic questions are intended to help us build programs and services that meet the needs of diverse groups. While all these questions are optional, your answers are important. We want to hear from immigrants in all different groups in Huron and Perth Counties.

25. What is your age?

- 16-19 years
- 20-24
- 25-34
- 35-44
- 45-54
- 55-64
- 65 or older



26. In our society, people are often described by their race or racial background. These are not based on science, but our race may influence the way we are treated by individuals and institutions. Which category(ies) best describe you? (Choose all that apply)

- Black (e.g. African, African Canadian, Afro-Caribbean)
- East Asian (e.g. Chinese, Japanese, Korean, Taiwanese descent)
- Indigenous (First Nations, Inuk/Inuit, Metis descent)
- Latin American (e.g. Mexican, Honduran)
- Middle Eastern (e.g. Afghan, Egyptian, Iranian, Lebanese, Syrian, Turkish)
- South Asian (e.g. Bangladeshi, Indian, Pakistani, Sri Lankan, Indo-Caribbean)
- Southeast Asian (e.g. Filipino, Vietnamese, Cambodian, Laotian, Thai, Indonesian)
- White (e.g. European descent)
- Another race (please specify)
- Do not know
- Prefer not to answer

27. How would you describe your gender identity?

- Man
- Woman
- Non-binary
- Prefer to self-describe (please specify)

Prefer not to answer

28. Do you have children under the age of 16 in your family?

- No
- 1
- 2
- 3
- 4
- 4 or 4+

29. Do you self-identify as a member of the LGBTQ+ community? (lesbian, gay, bisexual, transgender, queer/questioning)

- Yes
- No
- Prefer not to answer

30. Are you living with a disability (physical or mental) or a chronic illness that limits your activity?

- Yes
- No
- Prefer not to answer

31. If you are a member of a faith community, please share which one:

- Atheist
 - Buddhist
 - Christian
 - Hindu
 - Jewish
- 

- Muslim
 - Sikh
 - I am not a member of a faith community
 - Other (please specify)
-
- Prefer not to answer

Employment and Education

32. What is the highest level of education you have completed?

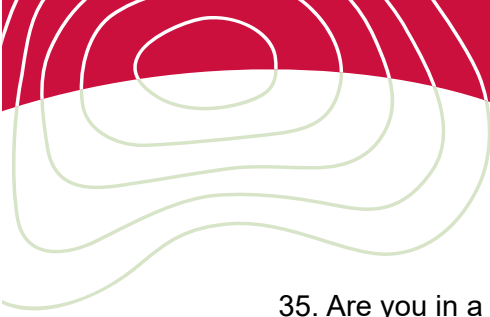
- No formal education
- Less than 6 years of formal education
- Less than 8 years of formal education
- Less than 12 years of formal education
- Completed secondary school or equivalent
- Trade/technical school
- College diploma
- Bachelor's degree
- Master's degree
- PhD
- Prefer not to answer

33. What is your paid employment status?

- Employed full-time at one job (30 hours a week or more)
 - Employed full-time at more than one job (30 hours a week or more)
 - Employed part-time at one job (Less than 30 hours a week)
 - Employed part-time at more than one job (Less than 30 hours a week)
 - Self-employed or own your own business
 - Unemployed, looking for work
 - Unemployed, not looking for work
 - Retired
 - Student
 - Homemaker
 - Other (Please specify)
-
- Prefer not to answer

34. In what professional field are you most skilled and experienced?

- Agriculture, natural resources and related production occupations
 - Art, culture, recreation and sport occupations
 - Business, finance and administration occupations
 - Education, law and social, community and government service occupations
 - Health occupations
 - Legislative and senior management occupations
 - Manufacturing and utilities occupations
 - Natural and applied sciences occupations
 - Sales and service occupations
 - Trades, transport and equipment operators and related occupations
 - Other, please specify
-



35. Are you in a job in Canada that is at the same level as your international experience and education?

- Yes
- No
- I'm not currently employed
- Prefer not to answer

36. Was your international skills and experience recognized in Canada?

- Yes
- No
- I'm not currently employed
- Prefer not to answer

37. How many people live in your house or apartment?

- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10 or more

38. Which of the following describes your living status?

- Homeowner
- Renter
- Rent social housing (houses or apartments made available to rent at a low cost)
- Rent geared to income housing
- I don't have a permanent place to live (couch surfing, homeless)
- Other: _____
- Prefer not to answer

39. Does your housing suit your needs?


(Are there enough bedrooms and is it in good repair)

- Yes
- Prefer not to answer
- No

40. Is your housing affordable? (Housing is considered "affordable" if it costs less than 30% of a household's before-tax income)

- Yes
- No
- Prefer not to answer

41. Is your household income enough for the needs of your household needs?

- Our income is more than enough for our needs
 - Our income is enough for our needs
 - Our income is not quite enough for our needs
- 

- Our income is definitely not enough for our needs
- Prefer not to answer

Accessing Information

42. Where do you prefer to get information about community and settlement services? (For each option, select Yes, Sometimes, or No)

- Twitter
- Facebook
- Instagram
- Linked In
- Community organization websites
- Emails
- Newsletter
- Library
- Information session
- Settlement worker or other community organization staff
- Family or friends
- Local media (newspaper, radio)
- Co-worker or work related contact
- At a community of faith
- Messaging apps (e.g. WhatsApp, Telegram)
- Other: Please Specify

43. How did you find out about this survey?

- A community organization
 - Ambassador
 - A university or college institution
 - At work
 - At an event
 - Poster
 - Newspaper/media
 - Social media
 - Website/newsletter
 - A friend or personal connection
 - Other (please specify)
-


Conclusion

Are you interested in participating in future surveys or research by the Immigration Partnership? (You can always say no in the future if you change your mind.)

- Yes
- No

44. If yes, please provide your email address

45. If you want to, you can choose to enter your name and contact information into a draw for a prize. The prizes include one \$200 prepaid credit card, \$100 prepaid credit card and Tim Horton's gift cards. The information you share for the draw will not be linked to your



survey answers.

Do you want to enter your contact information into a draw for a prize?

- Yes
- No

46. If yes, please provide your name, phone number and email address

- First name _____
- Surname _____
- Phone Number _____
- Email Address _____

47. Preferred method of contact:

(You will only be contacted if you are the winner of this gift card. This survey remains anonymous and data about personal information will not be stored with the survey results – a way to maintain confidentiality.)

- Email
 - Phone
- 