Partnership Grants Midterm Report

File number:	895-2016-1004
Host institution:	York University
Project director:	Valerie Preston
Project title:	Migration and Resilience in Urban Canada: Identifying Strengths and Building Capacity/ Immigration et ré silience en milieu urbain (BMRC-IRMU)

The Midterm Report should provide an overall view of what the partnership has accomplished by the midpoint of the award, and provide sufficient information to allow the Midterm Review Committee to assess the progress of activities undertaken during this time. It is both a description of the activities and accomplishments to date, and a forward-looking document that confirms and updates the plan of activities designed to ensure the achievement of the stated goals and objectives of the partnership. It is expected that key members of the partnership will participate in the preparation of the report's contents and endorse it prior to submission.

Instructions: Provide information about your project for each of the seven evaluation criteria listed below. For each of the green text boxes below, provide the information requested while limiting your responses to 500 words. If you choose to include any charts, tables, graphics, diagrams, images, etc., include these at the end of the document as an appendix. In total, keep the appendices to a maximum of twenty pages. Do not enter text in the blue text boxes. The midterm review committee will assess your progress (i.e., exceeds expectations; meets expectations; may not meet expectations, clarification required; does not meet expectations) and provide feedback in the blue text boxes.

Progress Summary

Provide a plain-language summary of the results of your project to date.

Project Response:

Beginning from the recognition that international migration and settlement is invariably difficult, the partnership uses a social resilience approach to investigate how institutions enhance settlement. Our research poses the question of how newcomers develop capacities and strategies to overcome settlement challenges. We also pay close attention to views of resilience among key actors in settlement, such as policymakers, service providers, employers, and newcomers themselves (See Appendix 1 for a detailed description).

The partnership has met its major milestones and followed the recommendations of the Committee and Expert Panel. Establishing city networks in Quebec and Ontario has proved extremely productive, generating research that interests our partners outside the university. For example, a report about the settlement sector garnered interest from non-governmental organizations and government officials in both provinces. The partnership focuses on settlement in metropolitan areas, complementing the research from the Pathways to Prosperity partnership funded by SSHRC that concentrated on second and third-tier urban places. In Toronto and Montreal, two of Canada's immigrant gateway cities, we are investigating newcomers' resilience in downtown and suburban neighbourhoods. Comparative research takes multiple forms across different groups of newcomers, i.e., international students and temporary foreign workers and across provinces and cities, e.g., sanctuary city policies and the impacts of neighbourhood institutions on resilience. The findings from the research projects are framed by detailed analysis of secondary data from the 2016 census and administrative data. In response to the Review

Project Response:

Committee, regular face-to-face and electronic meetings are used to coordinate activities across the city networks.

Following the recommendations of the Expert Panel, *t*he partnership expanded in Quebec with new partners in Montreal and Gatineau that are connected with non-governmental organizations, relevant municipal offices, and the provincial immigration department in Quebec. The partnership has also involved the Local Immigration Partnerships in each of the Ontario city networks. Collegially, the partnership has developed detailed Governance principles and guidelines that facilitate the equitable involvement of all partners in the knowledge exchange by outlining the partnership's procedures for allocating research, dissemination and travel funds, data-sharing, decision-making, and expanding the partnership.

With the skilled assistance of the KM Officer, a vibrant knowledge exchange has been established involving all partners at every stage of the research. Each research project involves at least one partner from outside the university. As planned, our training activities have concentrated on graduate students and postdoctoral fellows. We are considering extending training opportunities to MA and PhD students who do relevant research involving a partner organization.

The partnership's activities have been affected, however by administrative regulations and the recent strike at York University. Both slowed some activities, especially the planned evaluation and projects being led by York faculty members. During the strike, the partnership relocated its June 2018 community forum to an off-campus location, an expensive decision but one that attracted more than 100 participants.

1) Research and/or related activities are proceeding and evolving as planned or, if not, the partnership has overcome challenges and adjusted plans appropriately and effectively to keep the project on track.

With respect to the project's research and/or research-related activities, explain your accomplishments to date and the extent to which your project is meeting the measures of success as outlined in your application and/or Milestone Report. If the expert panel and/or the adjudication committee at the Formal application stage raised concerns or made suggestions for improvement related to research activities, describe how this feedback has been addressed. If you have experienced challenges, describe them and how they have been addressed. If you have significantly adjusted your plans, explain and justify these changes. Finally, briefly outline your plans moving forward and describe how they will allow you to meet the goals and objectives of your project.

Project Response:

The research program is well underway, with modifications to incorporate recommendations from the Expert Panel and Review Committee and respond to the growing challenges of survey research. Research activities (See Appendix 2) are organized around three approaches to migrant resilience:

- Policy analysis
- Individual resilience
- Institutional resilience.

The policy analysis and literature review recommended by the Expert Panel is providing invaluable background information for the entire partnership. A large project examines resilience discourses in federal, provincial, and municipal policy documents and among policymakers and a synthetic review of English and French literature about resilience and migration has also been drafted. As planned, a second research thrust investigates individual resilience through research projects with four groups: immigrants whose success has been recognized by Canadian Immigrant Awards, international students, refugees, and temporary foreign workers. Using a gender

Project Response:

lens, studies in Ottawa and Kitchener-Waterloo focus on the settlement stories of women and two studies examine how family dynamics shape settlement. Institutions' impacts on resilience are the focus of studies that examine the roles of churches as well as those of municipal governments and immigrant-serving organizations. In Montreal, Ottawa and Gatineau, the impacts of neighbourhood institutions of all types on newcomers' resilience is being investigated. We have not begun the planned survey since response rates to telephone and web surveys have declined precipitously in Canada since we planned the partnership's activities. Longitudinal research methods are under review to identify the most effective for the partnership.

The analysis of secondary data is progressing, albeit more slowly than planned. Analyses began after extensive consultations with partners whose requests included comparative analyses of the immigration class of newcomers and their industries of employment. Similar reports are planned regarding the occupations of migrant men and women, their educational attainments, and the skills mismatch in each metropolitan area.

Using the initial findings from these studies,

- Consultations are ongoing regarding **analysis of administrative data** to which we gained access after lengthy negotiations.

- Having delayed the planned survey in light of declining response rates to telephone and web surveys, **longitudinal research methods** are under review to identify the most effective for the partnership and two pilot studies in Toronto and Kitchener-Waterloo are being used to evaluate the feasibility of various sampling and survey methods.

- The feasibility of piloting **techniques for scanning and mapping local resources and services** available to each immigration class as part of on-going neighbourhood studies is being assessed.

Coordinating research across the city networks is a challenge as the Expert Panel and Review Committee anticipated. The partnership has face-to-face meetings twice each year where research progress and challenges are major topics, network meetings review research activities at regular intervals, and electronic communication among researchers in comparative projects is frequent. Three research tables link projects in different networks by bringing together partners who are working on similar studies.

Midterm Review Committee Feedback: Choose a descriptor.

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2) Knowledge mobilization activities are proceeding and evolving as planned or, if not, the partnership has overcome challenges and adjusted plans appropriately and effectively to keep the project on track.

Provide links to the project's website and/or any social media:

BMRC-IRMU Project Website: http://bmrc-irmu.info.yorku.ca/

BMRC-IRMU Twitter: https://twitter.com/bmrc_irmu

BMRC-IRMU Facebook: https://www.facebook.com/BMRCIRMUResearch/

BMRC-IRMU Youtube: https://bit.ly/2xA8aH5

BMRC-IRMU Flickr: https://www.flickr.com/photos/153169556@N08/sets/72157692123391670/

Refer to SSHRC's Guidelines for Effective Knowledge Mobilization for examples of effective knowledge mobilization activities.

Describe the knowledge mobilization activities and events that have been accomplished to date and the extent to which your project is meeting the measures of success as outlined in your application and/or Milestone Report. If the expert panel and/or the adjudication committee at the Formal application stage raised concerns or made suggestions for improvement related to knowledge mobilization, describe how this feedback has been addressed. If you have experienced challenges, describe them and how they have been addressed. If you have adjusted your plans, explain and justify these changes. Finally, briefly outline your plans moving forward and describe how they will allow you to meet the goals and objectives of your project. You may wish to include, as an appendix, diagrams or charts that help to clarify your knowledge mobilization plans.

Project Response:

The partnership uses multiple modes of dissemination, guided by a KM strategy that focuses on knowledge exchange, capacity building and knowledge synthesis. Developed by the KM Officer, the strategy is reviewed regularly by a small committee that includes an academic partner with experience as a policy analyst and a community partner with a background in public education and community engagement and KM initiatives are approved by the co-chairs of the city networks.

The partnership is generally on target to achieve its knowledge mobilization objectives (See Appendix 3). We have completed over 26(*25*) presentations and 4(*10*) media interviews with plans for another 21 presentations and 2 more media interviews (Numbers in parentheses are targets from *Milestone Report*). Partners produced 6(*6*) peer-reviewed journal articles, 3(*5*) book chapters and 19(*20*) reports; another 15 journal articles, 3 chapters and 27 additional reports are planned. We had planned 3 conferences and 15 workshops. So far, 2 community fora, 2 partnership meetings, 10 conference sessions and 12 workshops took place. Another 2 community fora, 3 partnership meetings, 7 conference sessions and 8 workshops are planned.

As planned, we created a bilingual website that hosts core content including publications, audio and video recordings, and announcements regarding the project and ongoing research. We are actively engaging audiences on social media and through the BMRC-IRMU monthly E-Bulletin. Most knowledge mobilization activities have been implemented by the city networks with the assistance of the KM Officer. He coordinated the planning and organization of the most recent community forum in Toronto that welcomed over 100 people from the settlement sector, including academics, community leaders, service providers and policymakers even though it had to be relocated at the last moment due to the York strike.

At this early stage, journal articles have been published mainly in open access journals although many peer-reviewed subscription-based journal articles and book chapters are planned. At least one book about a resilience approach to settlement is also under discussion. We have three strategies to increase media coverage and interactions with the general public.
- The partnership will participate in an online publishing platform, *The Conversation* that attracts academics and policy analysts. Its articles are often used by major media outlets that are read widely by the general public.

Project Response:

- We are emphasizing training in plain language writing so research summaries and short articles generate more interest from the media.
- Each city network has been asked to nominate a social media champion, initiating and forwarding social media reports about the partnership. Through these social media champions, we hope to engage our non-university partners in KM and increase our outreach to ethnic media.

We are considering how to supplement the numerical metrics that do not capture fully the partnership's reputation for relevant and important research. For example, *La Stratégie montréalaise pour une ville résiliente* released in June 2018 by the Resilience Office of the City of Montreal acknowledges the partnership's contributions to its initiatives.

Has your project involved any of the following methods of knowledge mobilization? Select all that apply.

☒ Academic dissemination (*essentially, a one-way flow to other scholars in or near your field(s) of research*)

☒ Knowledge transfer (*transferring knowledge to scholars in other fields of research*)

☒ Knowledge translation (*writing or presenting research findings in more readable or useable forms e.g., writing for a wider or more diverse public*)

☒ Knowledge exchange (*exchanging or sharing knowledge with other disciplines or across sectors (two-way flow) e.g., workshop or conference*)

☒ Knowledge brokering (*facilitating the flow of knowledge between others*)

☒ Knowledge synthesis (*pulling together existing research in a useful form for other researchers or organizations*)

☒ Co-production (*building research teams or alliances that generate new knowledge based on an ongoing exchange of knowledge*)

☒ Networking (*organizing ongoing networks of scholars and/or other experts to mobilize knowledge*)

How many research products (including those under submission) have resulted from the grant?

Products	Number Developed	Number Planned
Presentations	26	21
Interviews (broadcast or text)	4	2
Peer-reviewed journal articles (open access)	6	3
Peer-reviewed journal articles (subscription based)	0	12
Edited journal issues	0	3
Books (including edited books)	0	1
Book chapters	3	3

Products	Number Developed	Number Planned
Entries (dictionary and encyclopedia)	0	0
Conference publications	9	3
Articles in popular media	9	2
Reports, briefs, and other forms of grey literature	19	27
Artistic performances	2	1
Other (specify: Click here to enter text.)		

List the number of knowledge mobilization events that occurred as a result of the grant.

Event	Number Developed	Number Planned
Conference	10	7
Workshop	12	8
Summer institute	0	0
Media events (such as television/radio presentations)	2	0
Public debates	2	1
Other (specify: Community forum, partnership meeting)	4	5

Midterm Review Committee Feedback:	Choose a descriptor.
Click here to enter text.	

3) Training and mentoring commitments have been executed and projected as planned or, if not, the changes are well justified and appropriate.

Refer to SSHRC's Guidelines for Effective Research Training for examples of effective research training activities.

With respect to the project's training and mentoring activities, explain your accomplishments to date and the extent to which your project is meeting the measures of success as outlined in your application and/or Milestone Report. If the expert panel and/or the adjudication committee at the Formal application stage raised concerns or made suggestions for improvement related to training and mentoring, describe how this feedback has been addressed. Describe progress made to date in the training and/or development of research or support staff. Explain the expected degree of participation of the research staff (students, specialists, individuals from partner organizations and others) to be expected by the end of the project.

If you have experienced challenges, describe them and how they have been addressed. If you have adjusted your plans, explain and justify these changes. Briefly outline your plans moving forward and describe how they will allow you to meet the goals and objectives of your project.

Project Response:
We are certainly on track to meet the commitments in the Milestone Report. We had planned to hire 4

Project Response:

undergraduate students, 22 Master's students, 6 doctoral students and one Postdoctoral researcher with SSHRC funding. In addition, we planned to hire 1 Canadian undergraduate student, 11 Master's students and 3 Doctoral students with partners' contributions. We met most of these goals. With SSHRC funds, 4 undergraduate students, 18 Master's students, 12 Doctoral students, and 3 Postdoctoral Fellows have been supported. Partner contributions have supported another undergraduate student, 8 Master's students and 1 Doctoral student.

Students have played a key part in the research and our ongoing outreach activities with community partners. A notable highlight is that all research teams have included students in all research activities. This is true for Undergraduates, Master's and doctoral students as well as Postdoctoral Fellows. The mix of students is slightly different than we had planned. We have hired more Postdoctoral Fellows than anticipated because they have the experience and time to help initiate the research program. With their research experience, they also facilitate relationships among research partners within and outside the university as well as across disciplines. Although we lag slightly in hiring Master's students, we expect to meet the targets over time. To counteract the loss of Master's and Doctoral students during the York strike, the partnership will provide small stipends and seek matching funds to expand the involvement of graduate students who do relevant research with a partner organization.

The KM Officer has delivered training sessions at community fora and partnership meetings, helped partnership members produce numerous KM products including brief descriptions of research plans in text and video, Research Digests, infographics, and posters, and provided one-on-one training in plain language writing in both official languages for faculty, Postdoctoral Fellows and graduate students. He also teaches social media and other communication skills to undergraduate and graduate students who assist with KMb activities.

To date, students have been involved only slightly in teaching and training activities with the exception of one Post-Doctoral Fellow and undergraduate students in the Windsor city network. Building on the success of a Ryerson University placement, we are currently designing a student placement program that will offer new research and skills development opportunities to students and allow students to participate more in the training and teaching that our partners have requested.

How many students, postdoctoral researchers and/or non-students, respectively, have participated in your project?

Student Level	Number supported by SSHRC grant		Number supported by host and/or partner contributions	
	Canadian	Foreign	Canadian	Foreign
Undergraduate students	6	1	4	0
Master's students	8	0	8	1
Doctoral students	12	1	1	0
Postdoctoral researchers	2	1	0	0
College students	0	0	0	0
Other (e.g., technician, professional research associate)				
Total Number	28	3	13	1

Indicate, if applicable, the kinds of activities in which students and/or postdoctoral researchers, supported by the SSHRC grant, have been engaged as part of this initiative. Select all that apply.

Activities	Undergraduate students	Master's students	Doctoral students	Postdoctoral researchers	College Students
Data collection	☒	☒	☒	☒	☐
Data entry	☒	☒	☒	☒	☐
Data analysis and literature review	☒	☒	☒	☒	☐
Communications (e.g., lecturing or presenting at conferences)	☒	☒	☒	☒	☐
Mentoring	☒	☒	☒	☒	☐
Networking and collaborations	☒	☒	☒	☒	☐
Outreach activities	☒	☒	☒	☒	☐
Participation in publications	☒	☒	☒	☒	☐
Project Design	☒	☒	☒	☒	☐
Report writing/editing	☒	☒	☒	☒	☐
Teaching (including pedagogy and/or educational training).	☒	☒	☐	☒	☐
Internships or other activities in the business, not-for profit or government sectors	☒	☒	☐	☐	☐
Activities that provide international experience	☐	☐	☒	☒	☐
Other (specify: Social media and website design)	☒	☒	☐	☐	☐

Midterm Review Committee Feedback: Choose a descriptor.

Click here to enter text.

4) Governance and management structure is functional and appropriate

Start this section by identifying any changes (i.e., additions, withdrawals or removals) in the project team and/or partner organizations from the start of the project and offer a brief justification for these changes.

Briefly describe the management and governance approaches and structures of the partnership, including details about how the partnership is organized (e.g. working groups, clusters, teams, etc.). List the research and/or related activities or sub-projects associated with each grouping within the partnership, as appropriate. If the expert panel and/or the adjudication committee at the Formal application stage raised concerns or made suggestions for improvements related to governance, describe how this feedback has been addressed.

Assess the effectiveness of these structures and approaches employed by the partnership (e.g., approaches to communication, decision-making, conflict resolution, etc.). Highlight the successes that have been facilitated by the project's structure and identify challenges that have been encountered. If the structure has changed over the duration of the project, explain and justify these changes.

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Project Response:

The partnership is organized by city networks of academics, students, and local governmental and non-governmental representatives. Their size and composition varies, but they usually include representatives from immigrant-serving organizations, coordinating groups such as the Local Immigration Partnerships, and local government. The city networks have proved very effective for planning and undertaking research activities and facilitating knowledge exchange. They are represented on the main governance committees (See Appendix 4) that have operated as planned with minor changes to their composition:

- The **Executive Committee** oversees the budget and personnel issues and reviews all requests for research and travel funds. It currently consists of five people; the PI, one academic and one NGO or government representative from Ontario, one academic and one NGO or government representative from Quebec. It proved difficult to find a volunteer to represent York University on the Executive Committee.

- The **Steering Committee** is the major decision-making body that consists of the academic and non-academic co-chairs from the city networks. We initially proposed the inclusion of a member of the evaluation team on the Steering Committee, however its members are preoccupied with evaluation activities delayed when they lost their York TA during the strike.

- A small **KM Committee** has been formed to advise the Steering Committee on KMb activities.

These structures have proven flexible and effective, evolving with the partnership's goals and activities. For the moment, there do not appear to be issues regarding equity in representation and votes however, we monitor the issue carefully. Now that the governance committees are functioning effectively, the partnership will discuss the merits of the international advisory group recommended by the Expert Panel.

A detailed governance document to guide the partnership's activities is available to all partnership members. Reviewed regularly by the city networks, this living document was updated last in spring 2018. An *ad hoc* subcommittee will make proposals for data-sharing at the next partnership meeting.

On the management side, we have responded to concerns about translation and ensuring equitable representation of Quebec partners by hiring a bilingual KM Officer, having presentations and discussions in French and English at each meeting and ensuring moderators are bilingual. We encourage people to speak in French and ensure there are sufficient people who are bilingual to provide informal translation. On the website, materials are available in both languages. Acting on the recommendations from our francophone colleagues, we have concentrated first on making French language materials available in English. For example, English summaries of the projects being conducted in French are available on line, along with a couple of research summaries in both languages. Currently, we are consulting our francophone colleagues about the merits of translating materials from English into French.

Our initial proposal to coordinate research activities by grouping partners according to predefined Research Themes has evolved. Research tables now link partners engaged in related research projects. For example, participants in three projects about international students met to discuss research design and data sharing during the last community forum.

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Midterm Review Committee Feedback: Choose a descriptor.

Click here to enter text.

5) Partner organizations are engaged in the project.

Assess the extent to which the partnership structures have facilitated partner engagement and describe how partner organizations are contributing to project activities. If the expert panel and/or the adjudication committee at the Formal application stage raised concerns or made suggestions for improvements related to partner engagement, describe how this feedback has been addressed. If partner engagement could be improved, provide a strategy or plan to further engage partners moving forward. You may wish to include, as an appendix, diagrams or charts that help to clarify your governance and management structures.

Project Response:

Partner engagement has intensified as the number of partner organizations has increased and their involvement has deepened. To ensure involvement in all aspects of the partnership from governance to research design and KM (See Appendix 5 for examples), we have taken the following steps:

1. Planning for each community forum is always collaborative. Non-academic partners contribute to planning the schedule, organizing sessions that respond to their concerns and priorities, and inviting speakers and participants. In Ottawa in October, 2017, a session was devoted to community-university collaboration at the request of partner organizations and a follow-up session is being planned for the next community forum in Kitchener-Waterloo in winter, 2019. These sessions enable the partnership to identify challenges to collaboration and evaluate strategies for addressing them. For example, to ensure the relevance of the research, we introduced an opportunity for all partners to comment on proposed research activities before funding is allocated.

2. Partner organizations have also been involved in evaluating research progress and ensuring proposed research is relevant to their institutional goals through membership on the Executive Committee, the Steering Committee, and discussions at the partnership meetings and community fora. The success of these efforts is evident in projects that were initiated by partners from outside the university. They include *Migration and Resilience in York Region: Supporting flexible information access across multiple communities* led by M. Hynie and L. McDonough and *Transformative Resilience and Post-migration Stressors* led by R. Bhuyan and Y. Shakya. The research activities arose from extensive consultations conducted by our community partners in York Region and Toronto, respectively. In Windsor, the latest project entitled *It Takes A Village: Building Resilience by Connecting International Students to the Broader Community* was proposed initially by the community co-chair.

3. Presentations by partners from outside the university have been part of each public event sponsored by the partnership. We aim for almost equal numbers of participants from the governmental and non-governmental sectors as from the university. The success of this strategy was clear in Toronto last June when the Knowledge Exchange attracted a very diverse audience of policymakers, practitioners, and academics.

In response to a question asking how the *Building Migrant resilience/ Immigration et résilience en milieu urbain* partnership has benefited your organization, partners described numerous benefits ranging from more knowledge of settlement issues and practices to valuable contacts with practitioners and academics (See Appendix 5 for examples). The opportunity for knowledge exchange between Ontario and Quebec has been especially valuable for practitioners and government partners.

To ensure the effectiveness of the governance structures and procedures for promoting an equitable partnership, an **Evaluation Team** is currently conducting a process and impact program evaluation using observation of some city meetings but primarily through interviews with the city network co-chairs, and members. Originally focus groups had been planned but the scheduling and timing of these has proven to be difficult. Their activities were delayed by the York strike.

Midterm Review Committee Feedback: Choose a descriptor.

Click here to enter text.

6) The host institution and partner organizations are largely meeting their commitments, and the project is on track to secure the 35% cash and in-kind contribution requirement.

This criterion will primarily be assessed based on the partner contribution workbook that is submitted to SSHRC each year. As this workbook is quite detailed, only describe partner and host contributions in high-level, general terms.

Identify the extent to which the commitments made in the Formal application have been met by the host institution, partner organizations and supporting organizations. Highlight any anticipated shortfalls or additional support and their impacts on project plans. If contributions are not on track to meet SSHRC's 35% minimum requirement, describe any plans or actions being undertaken to obtain additional contributions. If the expert panel and/or the adjudication committee at the Formal application stage raised concerns or made suggestions for improvement related to contributions, describe how this feedback has been addressed.

Project Response:

We are on track in reaching our annual 35% match throughout the host, partner, and supporting organizations through the actual and projected cash and in–kind contributions. As of March 31, 2017, we received $162,266 (32.51%) and as of March 31, 2018, we received $246,564 (49.38%).

In the first year the cash and in-kind contributions were lower than 35% because of administrative delays in transferring money. The project activities were also delayed because the PI lost two family members in a two-week period just before the award was announced. SSHRC recognised this issue by shifting the deadline for the Milestone Report. In the second year, the commitments exceed the required 35%. The increase reflects three factors:

- The partnership expanded involving more partner organizations, especially in Quebec.
- Partners are engaged increasingly in research and dissemination activities

- We have better systems for recording partner in-kind contributions.

As the workbook sent to SSHRC details, the commitments made and met to date confirm that the partnership will continue to be this successful for the following years. Our projections show that we will continue to meet and exceed the minimum of 35% match for Years 3, 4, and 5.

Midterm Review Committee Feedback: Choose a descriptor.

Click here to enter text.

7) Budget allocations are projected as initially planned or, if not, the changes are well justified and appropriate.

Provide a detailed budget justification for the remaining period of the project, highlighting any significant changes from the initial application and/or Milestone Report. Amounts should correspond with the table below. If the expert panel and/or the adjudication committee at the Formal application stage raised concerns or made suggestions for improvements related to the budget, describe how this feedback has been addressed.

Project Response:

We have made some changes to the budget (Appendix 6). Although there were no comments or concerns raised in the formal application stage and we remain committed to working within the budget submitted to SSRHC, some deviations have occurred that we elucidate here.

Personnel Costs
Undergraduate and graduate students are crucial participants in all partnership activities. Their costs have been lower than expected in Years 1 and 2 because of administrative delays in transferring funds that reduced hiring, partners' contributions that funded students, and the partnership's decision to hire more Post-doctoral Fellows than planned. Postdoctoral Fellows have the expertise and time to initiate research and dissemination activities and coordinate them across networks. In Years 3, 4, and 5, we project that the partnership will hire 3 Postdoctoral Fellows each year. We also project that spending on Master's and doctoral students will increase steadily as research activities ramp up.

Administrative costs are covered through Other Personnel Costs. To contain these costs, the responsibilities of a project manager are divided among three part-time positions so the partnership benefits from their combined expertise at no additional cost:
- A Research Coordinator (15 hrs/wk) oversees budgeting and reporting (financial and progress- related) and ensuring the effective documentation of project milestones, meetings and events. The position, paid with the university's contribution of $14,000, provides the financial expertise needed to navigate the complex financial rules regarding transfers and reporting.
- A KM Officer (24 hrs/wk) is responsible for effective KM strategies.
- A Liaison Officer (17 hrs/wk) coordinates project timelines and deliverables and facilitates stakeholder involvement.

The total costs of these part-time positions are within the original budget for Other Personnel. The partnership

Project Response:

also adopted a policy on hiring non-students for research activities that limits these expenses to 5% of total student personnel costs.

Travel

Travel is crucial for the maintenance of the partnership and the success of its research. Although the costs of face-to-face meetings and conference travel exceeded our initial projections by approximately $6,480 over years 1 and 2, this is money well spent. To reduce travel costs, we are using communications software and considering how to encourage partnership meetings at conference where research findings are disseminated.

Other

Initially, the partnership planned a large telephone survey, but declining response rates have led us to reconsider this initiative that is on hold. For this reason, the costs of Professional/Technical Services are currently lower than planned. Crucial KM costs that include telecommunications costs, the costs of renting AV equipment and AV personnel, and hospitality costs associated with community fora, partnership meetings and network meetings are also slightly higher than projected by $4,000 in the first two years.

The budget for Years 4 and 5 has been adjusted to reflect actual personnel costs in the first two years with higher amounts allocated to Postdoctoral Fellows and slightly less to Master's students. Travel costs and hospitality costs have also been increased slightly in line with our experience in the first two years.

Complete the budget table below for the remaining years of your project (i.e. for 5 year projects complete years 4-5, for 6 year projects complete years 4-6, and for 7 year projects complete years 5-7). The categories are based on the original application and should account for the use of SSHRC funds for the remaining years of the project.

Budget categories		Projected Expenses			
		Year 4	Year 5	Year 6	Year 7
Students salaries and benefits/stipends	Undergraduate	6,799	6,995		
	Masters	82,425	94,315		
	Doctorate	32,875	33,368		
Non-student salaries and benefits/stipends	Postdoctoral	89,600	89,600		
	Other	205,523	194,161		
Travel and subsistence costs	Participants – Canadian travel	24,594	21,518		
	Participants – Foreign travel	5,874	5,991		
	Students – Canadian travel	13,310	9,476		
	Students – Foreign travel	1,958	1,997		
Other expenses	Professional/Technical services	24,210	29,900		
	Supplies	550	550		

Non-disposable equipment	Computer hardware	1,431	1,570		
	Other (Telecommunications)	2,415	2,500		
Other expenses (specify)	Hospitality	7,825	7,250		
Total		499,389	499,191		

Partnership Grants Midterm Report

Appendices

Our unique initiative explores the concept of social resilience to examine how institutions can facilitate migrant settlement in urban areas across Quebec and Ontario. From a research perspective, our activities contribute to the growing field of migration studies by incorporating and evaluating a resilience lens into the research. Deeper understanding of resilience is crucial for enhancing migrant settlement. If we can pinpoint factors that improve resilience among migrants, particularly how the actions of social institutions influence resilience, we may be able to devise settlement strategies that facilitate settlement and eventual integration into Canadian society.

Resilience is a term with many meanings and understandings. Resilience stems from notions related to recovery from challenges or changes that can be psychological, physical, environmental, or communal. Our work draws on a social resilience approach that views adaptation as a dynamic process in which overcoming one challenge often boosts the ability to take on future challenges. Our conceptualization of resilience recognizes its contested nature even as we argue for its value as an overarching concept in migration research. Many of the questions that we ask while studying migration and settlement come directly from a resilience perspective. Why do certain migrants succeed economically while others encounter more challenges? Why do some economically successful migrants still feel socially isolated or alienated from Canadian society? Why do particular migrants do better than others even when compared to their peers from the same background? Our research explores resilience in a broad sense that goes beyond economic success, and poses the question of how migrants develop capacities to overcome settlement challenges. We also pay close attention to views of resilience among key actors in settlement, such as policymakers, service providers, employers, and migrants themselves.

We work in cities across Quebec and Ontario. The two provinces have different immigration histories, institutional infrastructure and migration policies that allow us to compare and contrast migrant resilience in distinct environments. The social security systems are vastly different. In Quebec, the province has control over immigrant selection and settlement while in Ontario, the federal government has jurisdiction. The provinces also differ greatly in the relationship between non-governmental organizations and the private and public sectors and their migration histories. Our initiative focuses on large and small urban areas. We work in Toronto and Montreal, two gateway cities that are the initial destinations for large numbers of migrants. In Canada's largest gateway city of Toronto, we also investigate resilience in suburban areas in the York Region in order to provide an intra-urban analysis between downtown and the suburbs. We also study resilience in large and medium-sized cities such as Ottawa-Gatineau, Kitchener-Waterloo, and Windsor. We believe that understanding settlement in Quebec and Ontario cities can give us an in-depth understanding of the strategies that migrants use to overcome settlement challenges in municipalities across Canada.

Comparative, Multiscalar, and Longitudinal Research

A resilience lens demands comparative, multiscalar and longitudinal research. Several projects compare the settlement challenges experienced by newcomers who entered Canada with different immigration classes; international students, temporary foreign workers, refugees, and economic class immigrants among others. Recognizing that the household is an important social unit for settlement, some studies examine family relations during settlement. Beginning from the perspective of institutions, some studies focus on diverse immigrant-serving organizations while others consider the roles of churches, another aspect of civil society and the ways that the formal and informal institutions in a neighbourhood respond to the challenges facing newcomers.

The partnership's research activities acknowledge that institutions operating at neighbourhood, municipal, provincial and even federal levels influence resilience. This is clear in the analysis of policy and policymakers' discourses about resilience and the investigation of 2016 census information which shows provincial and metropolitan differences in flows of newcomers and their economic outcomes. The assessment of sanctuary city policies and the efforts of local social activists to combat racism are also multiscalar insofar as they examine the limits of municipal power and responsibilities.

There is a longitudinal component to several studies that the partnership is using as pilots to evaluate sampling and research design strategies before extending each study across the city networks. Acknowledging the precipitous decline in survey response rates, partners are also testing strategies for improving response rates with these vulnerable populations of newcomers.

A Learning Ecosystem

The partnership is developing as a very effective learning ecosystem in which researchers, students, non-governmental organizations and government representatives are engaged in productive dialogues. Several examples illustrate these interactions. The first analysis of secondary data responded to non-governmental organizations' shared interest in knowing more about the immigration classes of newcomers in their metropolitan areas. The wide readership given to John Shields' latest report is largely due to its enthusiastic endorsement by non-governmental organizations in Quebec who are now discussing how a similar analysis can be done in their province. This is a topic which also interests Immigration, Refugees, and Citizenship Canada, our main federal partner. A recent suggestion to invite Dr. Michael Hann from Western University to join the Kitchener-Waterloo network came from a non-governmental organization anxious to accelerate the analysis of administrative data. The examples that each involves multiple city networks also reveal the success of the partnership's strategies for linking research activities across city networks.

Participants

To achieve its ambitious research program, the partnership has expanded, especially but not exclusively in Quebec. The list of current participants and their roles in governance and management along with the partner organizations affiliated with each city network indicates how the expertise and connections with civil society are developing successfully. The list slightly understates the scope of the partnership since it does not include additional researchers affiliated with individual projects who have not taken a formal role in the partnership. For example, at York University, three Sociology professors are part of the research project being led by Nancy Mandell. As part of its ongoing governance discussions, the Steering Committee is discussing the limits to expansion and categories of involvement in the partnership. We have succeeded in maintaining people's involvement in the partnership. Only one person has resigned from the partnership, Dr. Mikhal Skuterud who had unexpected administrative commitments. We ensure that everyone has an opportunity to contribute, even people who play no official role, by participating in the Knowledge Mobilization Committee and advisory groups that are created for each data analysis report, on organizing committees for community fora and partnership meetings, and as participants in these events.

BMRC-IRMU City Network Members & Partner Organizations

*Co-Investigator **Collaborator **SC**-Steering Committee **EC**-Executive Committee **EV**-Evaluation Committee

KM-Knowledge Mobilization

City Network	Name	Committee	Partner Organizations
York Region	Adnan Turegun*		-Regional Municipality of York
	Laura McDonough*		-United Way of York Region
	Lois Davies*	SC	-York University
	Nancy Mandell*	SC	
	Valerie Preston*	SC/EC	
	Jelena Zikic*	SC	
	Michaela Hynie*	EV	
	Lisa Gonsalves**		
	Lucia Lo**		
	Stan Shapson**		

	Jane Wedlock**	KM	
Windsor	Francine Schlosser*	SC	-New Canadians' Centre of Excellence Inc.
	Gerry Kerr*		-University of Windsor
	Reza Shahbazi**	SC	
Toronto	Rupaleem Bhuyan*		-United Way of Toronto
	John Shields*	SC	-City of Toronto
	Debbie Douglas*		-Ontario Ministry of Citizenship and Immigration
	Sutama Ghosh*	EC	-Ontario Council of Agencies Serving Immigrants
	Yogendra Shakya*		-Ontario Office of the Fairness Commissioner
	Harald Bauder**		-Social Planning Toronto
	Chris Brillinger**		-WoodGreen Community Services
	Diane Dyson**	SC	-Ryerson University
	Kwame McKenzie**		
	Sean Meagher**		
	Angelika Neuenhofen**		
	Michelynn Laflèche**		
	Manolli Ekra**	SC	
Kitchener – Waterloo	Jenna Hennebry*	SC	-Kitchener-Waterloo Multicultural Centre
	Margaret Walton-Roberts*		-Wilfrid Laurier University
	Tara Bedard*	SC	
	Lucia Harrison **		
Montreal	Chedly Belkhodja*	SC	-Centraide du Grand Montréal
	Antoine Bilodeau*		-Bureau de la résilience de la Ville de Montréal
	Frederic Dejean*		-Bureau d'intégration des nouveaux arrivants à
	Jill Hanley*		Montréal
	Mireille Paquet*		-Table de concertation des organismes au service
	Stephan Reichhold*	SC/EC	des personnes réfugiées et immigrantes
	Florence Bourdeau**		-Concordia University
	Pierre Constantin Charles**		
	Irene Cloutier**		
	Jessica Lagace-Banville**		
	Damaris Rose**	EC	
	Michele Vatz-Laaroussi**		
	Meghan Joy**		
Ottawa – Gatineau	Christina Gabriel*	SC	-Hire Immigrants Ottawa
	Luisa Veronis*	SC	-Ottawa Local Immigration Partnership
	Anyck Dauphin*		-Local Agencies Serving Immigrants/Immigrant
	Brian Ray*	KM	Women Services Ottawa
	Patti Lenard*		-Immigration, Refugees and Citizenship Canada
	Stephan White**		-Carleton University
	Hindia Mohamoud**	SC	-University of Ottawa
	Enrico del Castello**		
	Saint-Phard Desir**		
	Henry Akanko**	EC	

List of Projects

City network	Year	Name of the project	Funding	Leader / PI
Kitchener-Waterloo	2017	Initial funding	$15,000	Jenna Hennebry
	2018	Strengthening Resilience & Supporting Migrant Capabilities throughout Migrant Pathways to Integration and Settlement	$35,000	Jenna Hennebry
	2018	EnGendering Resilient Pathways and Communities in the Long-Term	$112,000*	Jenna Hennebry
	2018	Critical Examination of Settlement Sector Discourses and Practices of Resilience: A Comparative Study of Three Ontario Cities	$12,000	Margaret Walton-Roberts
Total			**$174,000**	
Montréal	2017	Initial funding	$35,000	Chedly Belkhodja
	2018	Le rôle des Églises dans le processus de résilience des demandeurs d'asile haïtiens et des réfugiés syriens	$19,566	Frederic Dejean
	2018	Résilience et immigration à l'échelle du quartier: Documenter l'initiative "Vivons nos quartiers" visant à créer des quartiers accueillants et des communautés inclusive & Managing and Coordinating the Quebec Node of the BMRC / IRMU Partnership	$110,000*	Chedly Belkhodga
	2018	Villes sanctuaires au Canada:pratiques, besoins et politiques (étude 24 mois)	$54,298	Mireille Paquet / Meghan Joy
	2018	Documenter l'initiative "Vivons nos quartiers": vers des quartiers inclusifs et acueillants pour les personnes réfugiées et immigrantes - Phase 2	$18,550	Chedly Belkhodja
	2017	Femmes et feminismes en dialogue: La recherche mediation vecteur de solidarites internationales	$3,000	Michele Vatz-Laaroussi
Total			**$240,414**	
Ottawa-Gatineau**	2017	Initial funding	$15,000	Luisa Veronis
	2017	Initial funding	$15,000	Christina Gabriel
	2018	Analysis of Governance Structures and Policy Discourses Shaping Migration and Resilience-2018 / Resilience and International Student Mobility: The Impact of Institutional Factors on Recruitment, Retention and Pathways to Permanent Status-2018	$80,000*	Christina Gabriel & Luisa Veronis
	2018	More than Numbers: Labour Market Experiences and Immigrant Resilience in the interprovincial and bilingual context of Ottawa-Gatineau, Canada's National Capital Region	$25,000	Christina Gabriel / Luisa Veronis
	2018	Building Resilience via Family Reunification for Newly Arrived Refugees in Ottawa	$23,246	Paty Lenard
	2018	Critical Examination of Settlement Sector Discourses and Practices of Resilience: A Comparative Study of Three Ontario Cities	$38,236	Luisa Veronis
	2018	Projet de recherche sur les réfugiés syriens accueillis en Outaouais en 2016-2017	$23,314	Anyck Dauphin / Luisa Veronis
	2018	The perspectives of government officials on migration and resilience: a comparative examination of Canada's federal, provincial and municipal governments	$66,000	Luisa Veronis
	2018	The Role of Neighbourhood Context in Shaping Migrant Resilience: a Comparative Study of Four Neighbourhoods in Ottawa-Gatineau	$25,000	Brian Ray / Luisa Veronis / Anyck Dauphin
Total			**$310,796**	
Toronto	2017	Initial funding	$15,000	John Shields
	2018	Analysis of governance structures and policy discourses shaping migration and resilience-2018 / Network Assistant	$27,000	Rupaleem Bhuyan / John Shields
	2018	The Praxis of Migrant Transformative Resilience: Understanding how Collective Action Among Immigrant Communities	$35,850	Rupaleem Bhuyan
	2018	Exploring Resiliency Among International Students	$25,000	Sutama Ghosh
Total			**$102,850**	
Windsor	2017	Initial funding	$15,000	Francine Schlosser
	2018	It Takes a Village: Building Resilience by Connecting International Students to the Broader Community / Migration and Resilience in the City of Windsor: Discovering Strengths and Building Capacity	$40,000	Francine Schlosser & Reza Shahbazi
Total			**$55,000**	
York Region	2017	Initial funding	$15,000	Nancy Mandell
	2017	Exploring Individual Level Resilience: Unpacking Labour Market Success Among Successful Immigrants, the Role of the Individual, Institutional, and Social Forces in Building Resilience -2018	$3,000	Jelena Zikic
	2017	Migration and Resilience in York region: Community Consultation and Project Supporting Flexible Information Access Across Multiple Communities	$17,550	Michaela Hynie
	2017	Stalled Mobility? Income Inequality and Intergenerational Relationships Among Newcomer South Asian and Chinese Households in York Region	$39,000	Nancy Mandell
	2018	Exploring Individual Level Resilience: Unpacking Individual, Institutional, and Social Forces in Building Migrant Resilience	$18,440	Jelena Zikic
	2017	City Profiles and Data Analysis	$47,398*	Valerie Preston
	2018	City Profiles and Data Analysis	$27,313*	Valerie Preston
Total			**$167,701**	

*Includes Postdoc funding

**Ottawa and Gatineau city networks have amalgamated and requested that their projects be reported together

Guided by a knowledge mobilization strategy https://bit.ly/2TfIJDU that focuses on knowledge exchange between partners, capacity building and knowledge synthesis, partners in each city network have already produced numerous and diverse KM products. Space does not allow an exhaustive inventory of the partnership's KM products so we have listed only the major products. A complete list of KM products including all presentations, media reports, theatrical activities and other products is available on the BMRC/IRMU website at http://bmrc-irmu.info.yorku.ca/km-products/

The complete inventory includes information about our initial experiments with non-traditional forms of dissemination such as a theatrical performance that took place at the Capitol Theatre in Windsor in January, 2018 as well as the ongoing efforts ot the partnership to organize panel discussions, poster presentations, and workshops.

The scope of these activities is evident from the program for **The Resilience, Migration and Settlement: Knowledge Exchange** that took place on June 5 and 6, 2018 at the Ralph Thornton Community Centre, 765 Queen St. East, Toronto, ON that is available at https://bit.ly/2OLGHI3.

2018

Publications

Akbar, M. (2018). "Examining the factors that affect the employment status of racialised immigrants: a study of Bangladeshi immigrants in Toronto, Canada", South Asian Diaspora, 1-21. DOI: 10.1080/19438192.2018.1523092.

Akbar, M. and Preston, V. (2018) "The (De)valuation of Foreign Credentials in the Canadian Labour Market: A Family Perspective" In *International Journal of Contemporary Economics and Administrative Sciences,* in press.

Akbar, M., Ray, B. and Preston, V. (2018) "Trends in Immigration Class: Census 2016" BMRC Report 1, March 2018 http://bmrc-irmu.info.yorku.ca/files/2018/03/Trends-in-immigration-class-March-2018.pdf

Bhuyan, R., Valmadrid, L., Panlaqui, M.E., Lopez, N.L., and Juan, P. (2018) "Responding to the Structural Violence of Migrant Care Work: Insights from Participatory Action Research with Migrant Caregivers in Canada", Journal of Family Violence*. Advance online publication. https://doi.org/10.1007/s1089

Désilets, G. (2018) « Du bagel au yoga de luxe: Consommer un vivre ensemble imaginé rue Saint-Viateur » Vivre ensemble à Montréal. Épreuves et convivialités Edited by Germain, A., Amiraux, V. et Boudreau, J. Atelier 10, Montréal. p. 64.

Désilets, G. (2018) « Nouvelles formes de mobilités et modes de vie des classes moyennes globales : Le cas des « Middling migrants » dans le Mile End à Montréal. Thematic edition : « Migrants professionnels transnationaux : Enjeux entourant la mobilité de la 'classe moyenne internationale' » Désilets, G., S. Jean & D. Meintel (Eds.). Diversité Urbaine: Erudit.org. In press.

Ku, J., Bhuyan, R., Sakamoto, I., Jeyapal, D., and Fang, L. (2018). "'Canadian Experience' discourse and anti-racialism in a 'post-racial' society**,** Ethnic and Racial Studies. Advance online publication:
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Mandell, N. and Stamatopolous, V. (2018) "Caregiving and Support for Older Adults", pp. 199-215 In Gazso, A. and Kobayashi, K. (Eds.). Continuity and Innovation: Canadian Families in the New Millennium, Chapter 13 Toronto: Nelson.

Mandell, N., Lam, L., Borras, J. and Phonepraseuth, J. (2018) "Living on the Margins: Economic Security Among Senior Immigrants in Canada", Special Issue on Social Inequality & the Spectre of Social Justice, Alternate Routes, 38-64.

Preston, V. and Ray, B. (2018). "International Migration" In D. Richardson (ed.) *The International Encyclopedia of Geography: People, The Earth,Environment and Technology.* Hoboken, NJ: Wiley. Revised for 2nd Edition, in press.

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Root, S., Shields, J. and Gates-Gasse, E. "Neoliberalism and the Framing of Contemporary Canadian Immigration Policy" in Harald Bauder, ed., *Migration is a Family Affair*. Vancouver: UBC Press. Forthcoming.

Shields, J. and Lujan, O. "The Economic and Labour Market Dynamics of Family Settlement" in Harald Bauder, ed., *Migration is a Family Affair*. Vancouver: UBC Press. Forthcoming.

Shields, J. (2018) "Settling on Less: Canadian Immigrant Settlement in the Age of Austerity", Austerity and Its Alternatives Project Papers, McMaster University, December: https://altausterity.mcmaster.ca/documents/w28-jan-30-2018-john-shields-settling-on-less.pdf

Shields, J., Gintova, M., Guruge, S., Tandon, R. and Hershkowitz, M. "Settling on Services" in Harald Bauder, ed., *Migration is a Family Affair*. Vancouver: UBC Press. Forthcoming.

Valenzuela Moreno, K.A. Shields, J. and Drolet, J. "Settling Immigrants in Neoliberal Times: NGOs and Immigrant Well-being in Comparative Context", *Alternate Routes: A Journal of Critical Social Research*, Vol. 29, 65-89: 2018 http://www.alternateroutes.ca/index.php/ar/article/view/22447/18241

Veres, J., Schlosser, F. and Shahbazi, R. "Migration and resilience: academic advising and building capacity in international students" The Global Community of Academic Advising (Under Review). Published at BMRC-IRMU website: https://bit.ly/2yYRfOU

Presentations

Akbar, M. "Economic Immigration is Leading Admission Trends in Canada", a poster presented at the Newcomers, Resilience and Settlement: Knowledge Exchange Conference, Ralph Thornton Community Center, Toronto, June 5-6, 2018.

Akbar, M. "Placing Muslim Identity: Experiences of Self-employed Bangladeshi Immigrant Women in Toronto", The IGU, CAG Annual Meeting and NCGE Annual Conference, Laval University, Quebec City, August 5-10, 2018.

Baez Abreu, A. and Opler, A. "How can drama education influence language acquisition, community building and self-development in international students", paper presented at the 'New Canadians' Centre of Excellence, Capitol Theatre, Windsor, 2018.

Baez, A. and Schlosser, F. "How can drama education influence language acquisition, community building and self-development in international students" a poster presented at UWill Discover Conference, University of Windsor, Ontario, March, 2018.

Baez, A. and Schlosser, F. "How can drama education influence language acquisition, community building and self-development in international students", paper presented at the UWill Discover Conference, University of Windsor, Ontario, March, 2018.

Bhuyan, R., Valmadrid, L., Juan, P., Panlaqui, E., and Pendon, N. "The structural violence of migrant carework: Insights from Participatory Action Research with migrant caregivers in Canada", paper presented at the International Association for the Study of Forced Migration Annual meeting, Thessaloniki, Greece, July 27, 2018.

Bhuyan, R., Valmadrid, L., Juan, P., Panlaqui, E., and Pendon, N. "Practicing citizenship through family reunification", paper presented at the Annual Meeting for Law and Society, Toronto, ON, June 9, 2018.

Bhuyan, R., Valmadrid, L., Juan, P., and Panlaqui, E. "Responding to Abuse and Exploitation as International Domestic Workers in Canada: Strengths and Constraints of Informal Support Networks", paper presented at the National Metropolis Conference, Calgary, AB, March 22, 2018.

Bhuyan, R. and Valmadrid, L. "Caregivers' Journeys: Conditions of Precarity and Exploitation for International Domestic Workers in Canada.", paper presented at the Society for Social Work Research, Washington, D.C., January, 2018.

Boutin, D., Mesana, V., Proulx-Chénard, S., Bhuyan, R., Leung, V., Gosh, M. and Veronis, L. in collaboration with El Bakir, L. "Multi-level comparative analysis of immigration and resilience within provincial and municipal discourse across Ontario and Quebec", presented at IGU-CAG conference, Quebec City, August, 2018.

Mandell, N. "Eldercare in Transnational Immigrant Families", presented at ISA World Congress, Toronto, July, 2018.

Man, G. "Transnational Migration Trajectories of Immigrant Women Professionals in Toronto", presented at The 25th CESA Conference, presented at the session on Toward a Transnational, Feminist and Intersectional Perspective on Immigrants and Refugees in Canada, Fairmount, Banff Spring Hotel, October, 2018.

Man, G. "Transnational Migration, Gender, and Mobility: Examining Immigrant Women Professionals in Canada", presented at Women's Leadership Symposium at Sommerville College – Oxford University, England, Aug, 2018.

Man, G. "Transmigrant Familial Practices and the Accomplishment of the Work of Social Reproduction", presented at ISA World Congress, Toronto, July, 2018.

Mesana, V. and Veronis, L. "Analysis of Policy Discourses shaping Migration and Resilience: A transversal scan of 'Resilience' in policy documents at Federal, Provincial and Municipal Levels of Government", presented at Newcomers, Resilience and Settlement: Knowledge Exchange Conference, Ralph Thornton Community Center, Toronto, June 5-6, 2018.

Mesana, V., Veronis, L., Berry, E. and del Castello, E. "Framing migrant resilience within Canada's federal government policy" presented at IGU-CAG conference, Quebec City, August, 2018.

Mesana, V. "Resilience and International Student Mobility: A Case Study of the University of Ottawa", a poster presented at the Newcomers, Resilience and Settlement: Knowledge Exchange Conference, Ralph Thornton Community Center, Toronto, June 5-6, 2018.

Praznik, J. and Shields, J. "A Snap Shot of Immigrant Settlement Services", a poster presented at the Newcomers, Resilience and Settlement: Knowledge Exchange Conference, Ralph Thornton Community Center, Toronto, June 5-6, 2018.

Preston, V. Syrian "Refugee Housing Study: What Have We Learned?", presentation to the Immigrant and Refugee Housing Committee, Toronto, May, 2018.

Shields, J. "Facilitating Legal Quality Employment Mobility through Non-profit, Government and Business Cooperation: The Case of ACCES Employment – Toronto, Canada", Workshop: Labour Mobility in North America, Second Annual Metropolis North America Migration Policy Forum, Mexico City, September 27-28, 2018.

Shields, J., Bernard, T., Wanda, Eakin, L. 'Precarity and the Nonprofit Sector: Views from Social Work' *The Global Labour Speaker Series*, York University, Toronto, January 24, 2018 / 22:16 Minutes: https://bit.ly/2TdGbpG

Shields, J. "Trends in Canadian Immigration Policy and Research", Symposium: Health and Societies: Interdisciplinary Thinking within Interethnic Contexts, Ryerson University, May 25, 2018.

Veres, Jacqueline "Supporting International Students: Developing resilience for potential high-quality immigrants", presented at NACADA Region V Conference, Ohio, USA, April 2018.

Veronis, L. and Mesana, V. "Policy discourse analysis of immigration and resilience in Canada's three levels of government", presented at IGU-CAG conference, Quebec City, August 2018.

White, B. (P.I.) and Co-investigators Désilets, G., Germain, A., Anctil, P. "Everyday Cohabitation: Methodologies for the Study of Social Interaction in Increasingly Diverse Cities", Montréal, July 2018.

Zikic, J. and Voloshyna, V."Exploring individual level resilience: The role of migrant career capital in achieving career success post migration" presented at LAEMOS Conference, Buenos Aires, Argentina, March 2018.

Zikic, J. and Voloshyna, V. "Feels like home': Crafting New Pathways to Migrant Career Success", presented at the Annual Meeting of the Academy Management, Chicago, USA, August 2018.

Media Coverage

Jetelina, M. "Study points to social integration as key for immigrant success", an article released at *The Canadian Immigrant* in regards to Zikic's research *Exploring individual resilience,* Toronto, July, 2018.

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February 24, 2018 https://bit.ly/2RUTYjG

Shields, J. "Canada is boosting immigration - here's what the government is hoping to accomplish", (Global News (Online)) Nov 02, 2018 https://bit.ly/2SNDU4w

Shields, J. Interview on cancelling the basic income project, The World This Weekend (CBC Radio 1 Toronto (CBLA-FM)), Airtime: 18:14, Aug 05, 2018

Shields, J. Interview on Conservatives caucus in Halifax, The Early Edition (CBC Radio 1 Vancouver (CBU-AM)), Airtime: 11:16, Aug 23, 2018 https://bit.ly/2TbOsdJ

Shields, J. "Precarious Work: The Causes and Consequences", *Ryerson Today Podcast*, January 18, 2018 / 18:30 minutes: https://www.ryerson.ca/news-events/podcasts/2018/01/precarious-work-the-causes-and-consequences/

2017

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Akbar, M. (2017) "Migration and Resilience: Exploring the Stock of Knowledge, Review of Literature and Bibliography from 2000 to 2016", a working paper prepared as a part of the SSHRC partnership titled 'Migration and Resilience in Urban Canada'.

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Lowe, S., Richmond, T. and Shields, J. (2017) "Settling on Austerity: ISAs, Immigrant Communities and Neoliberal Restructuring", Alternate Routes: A Journal of Critical Social Research, Vol. 28: 14-46.

Presentations

Akbar, M. "Geographies of Identities and Work: A Case Study of Bangladeshi Immigrant Women Operating Businesses in Toronto", presented at the CAG Annual Meeting, York University, Toronto, May 29 - June 2, 2017.

Akbar, M. "Migration and Resilience: Exploring the Stock of knowledge", presented at The 19th Metropolis Conference, Le Centre Sheraton Hotel, Montreal, March 16-18, 2017.

Akbar, M. "The Labour Market Integration Experiences of Bangladeshi Immigrants in Canada, The Bengali Diaspora" in Canada Workshop York Centre for Asian Research, York University, December 1, 2017.

Désilets, G. "Will Montreal be more welcoming and inclusive towards newcomers in 2050? Welcoming neighbourhoods for refugees and immigrants in Montreal", MTL2050's Ignite session, Montreal, November 2017.

Hannan, C., Shields, J. and Bauder, H. "The Living Wage and the Extremely Precarious: The Case of 'Illegalized' Migrant Workers", Moving from Precarity to Security: Resistance and Alternatives to the Low Waged Economy, Workshop, Ryerson University, September 29, 2017.

Preston, V. "Assuring Newcomer Success: Challenges And Opportunities", keynote presentation, Ottawa Immigration Forum, Ottawa, November 2017.

Preston, V. "Recent York Migration Research", Immigrant and Refugee Housing Committee, City of Toronto, January 2017.

Preston, V. "Reflecting on Resilience and Canadian Immigration", presentation to Federal-Provincial-Territorial Working Group on Immigration Levels, Toronto, May 2017.

Preston, V. "Reflecting on Resilience and Canadian Immigration," presentation to the Newcomer Leadership Table, Toronto, December 4, 2017.

Shields, J. "Community-Centred Initiative in Proving Labour Market Information for Immigrants: The Case if TIEDI and ACCES Employment Pre-Arrival Services", Session: *Using Labour Market Information to Support Immigration Levels Planning*, Presentation for the 19th National Metropolis Conference Looking Forward: Migration and Mobility in 2017 and Beyond, Montreal, March 16-18, 2017.

Shields, J. "Governance Structures Analysis for the City of Toronto", Methods Workshop, Building Migrant Resilience in Cities | Immigration et résilience en milieu urbain BMRC | IRMU, Carleton University, October 27, 2017.

Shields, J., Lujan, O., Bauder, H. and Gintova, M. "Labour Integration Strategies and Family Dynamics", Immigrants as a Family Affair Workshop, Ryerson University February 14, 2017.

Shields, J., Gintova, M., Guruge, S., Tandon, R., Hershkowitz, M., Ghosh, S. and Bauder, H., "Role of Services in the Integration of Immigrant Families", Immigrants as a Family Affair Workshop, Ryerson University February 14, 2017.

Shields, J., Gintova, M., Guruge, S., Tandon, R., Hershkowitz, M., Ghosh, S. and Bauder, H. "Settling On Services: Understanding the Place of Services on Immigrant Family Integration in the GTA", Session: *Integration Trajectories of*

Immigrant Families, Presentation for the 19th National Metropolis Conference Looking Forward: Migration and Mobility in 2017 and Beyond, Montreal, March 16-18, 2017.

Shields, J. "Syrian refugee settlement at Month 13: Looking at Syrian Employment", ACCES Employment Board Retreat, Toronto March 1, 2017.

Media Coverage

Shields, J. Interview on "The Economic Impact of Immigration", in the RCI series *Immigration: Benefit or Burden?* RCI (Radio Canada International): 07 March 2017. https://bit.ly/2x9oz7w

2016

Presentations

Preston, V. "Migration and Resilience in Urban Canada, An Introduction", Community Planning Committee, York Region, November 2016.

Shields, J. Panel Presenter, "Bridging Programs for Internationally Trained Professionals", Career Discovery and Networking Day, Turkish Society of Canada, Ryerson University, May 15, 2016.

Shields, J. "Canadian Immigration Policy, Newcomer Settlement and Toronto", talk delivered to a group from the Department of Urban Studies and Planning, Wayne State University, Detroit, at Ryerson University, Toronto, June 17, 2016.

Shields, J. "Immigration & Employment Policy & Newcomer Settlement in Canada", Presentation to the *Guangzhou Municipal Human Resources and Social Security Bureau*, People's Republic of China, Ryerson University, September 22, 2016.

Shields, J. "Looking Beyond the Initial Welcome: Syrian Refugee Settlement at Month 13", Session: Agility, Innovation and Partnerships: Strategies to Integrate and Employ Syrian Refugees, Presentation for the 19th National Metropolis Conference Looking Forward: Migration and Mobility in 2017 and Beyond, Montreal, March 16-18, 2016.
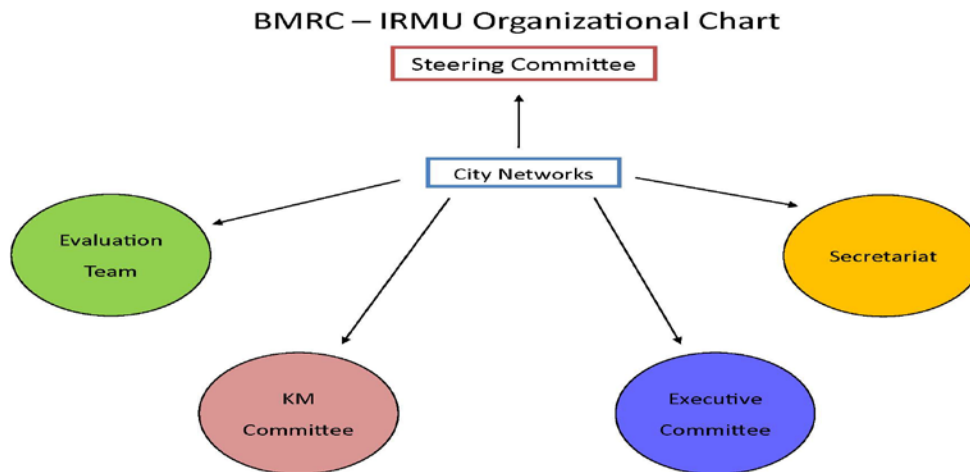
APPENDIX 4: Governance

The BMRC-IRMU partnership expands and enhances the successful university–community–government partnership nurtured at CERIS since 1996. The governance and management structures and practices are designed to be sufficiently flexible to reflect the evolving nature of the partnership in terms of urban places, jurisdictions, actors, and activities and to strengthen the inclusive, collaborative, and multi-sectoral nature of the current community ecosystem that brings together diverse partners.

The partnership's approach to governance and management is guided by five values:

- Transparency of processes, procedures, and outcomes
- Equity among partners
- Collegiality ensuring timely contribution to, and shared benefit from, partnership activities
- Collaboration among partners and participants
- Commitment to ethical research practices

The partnership has defined clear roles and responsibilities for all partners and participants so it can benefit from each one's expertise and ensure equitable participation in all stages of the production and dissemination of knowledge. To respect the participation of all partners, in all committees, consensus decision making is applied where possible and, where consensus cannot be reached, a majority vote of both academic and non-academic committee members is used. The following diagram provides an outline of the revised governance and management structure of the partnership:
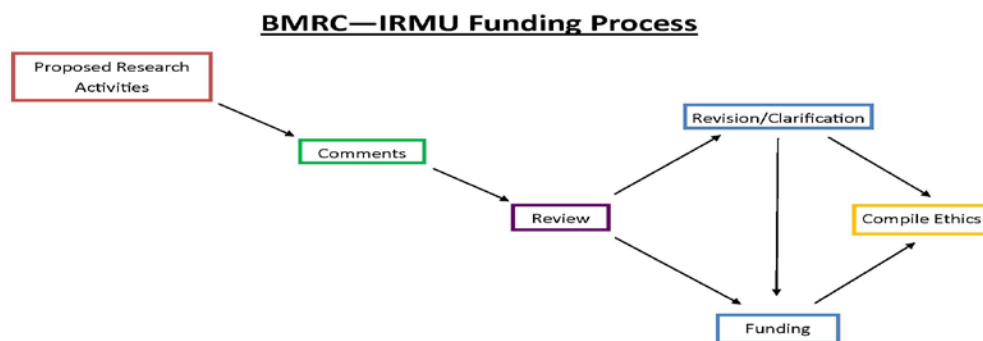

BMRC – IRMU Organizational Chart

Apart from the minor changes described in the *Midterm Report,* the composition and responsibilities of each committee are the same as originally planned (See Appendix 2 for current membership). Participants in the *City Networks* that are responsible for building and maintaining local partnerships, identifying local research agenda, undertaking local projects, and supporting local knowledge mobilization participate in the other governance committees. The overarching governing body, the *Steering Committee* oversees coordination of the research, training, and knowledge mobilization activities across the City Networks. Its membership includes the academic and non-academic co-chairs of the City Networks, Principal Investigator (PI), and Partnership Liaison. With five members, the PI, two academic co-investigators or

collaborators (one each from Ontario and Quebec) and two non-academic co-investigators or collaborators (one each from Ontario and Quebec), the *Executive Committee* of the Steering Committee ensures that research project responsibilities are completed, deadlines are met, and financial policies are observed. Two additional groups are an *Evaluation Team* that is currently evaluating the partnership's progress with the assistance of a doctoral student who is an experienced evaluator and a *KM Committee* composed of the PI, KM Officer, an academic participant, and a non-academic participant who evaluate KM activities and strategies. A *Secretariat* that includes three part-time staff members—Partnership Liaison, Financial and Administrative Assistant, and KM Officer - coordinates communications and knowledge mobilization and deals with financial and administrative requirements. To enhance equitable participation, some salary costs for non-governmental organizations whose staff serve on governance committees are reimbursed.

The partnership has instituted collegial processes of consultation and review, especially regarding funding for research activities. The diagram below outlines the funding process that includes a week when comments are solicited from everyone in the partnership. The comments are taken into account in the Executive Committee's review and just like the ethics applications and certificates that are compiled with the assistance of a Postdoctoral Fellow, they are made available to all participants in the partnership in a secure dropbox account. Transparency enhances the proposed research, facilitates ethics approvals and improves communications across the partnership.

BMRC—IRMU Funding Process

We strive for all decision-making to be as transparent and equitable as funding decisions. In a partnership of this size and complexity, governance issues are inevitable. At each partnership meeting, governance is discussed and evaluated. For each issue, there is extensive discussion by the Steering Committee before the Secretariat develops a proposal that is circulated to the City Network co-chairs for their review and for discussion within each city network. A revised policy that reflects local deliberations is then written and discussed by the Steering Committee. The process continues until the majority of the Steering Committee approves the policy. Collegial decision-making takes time but it has deepened engagement in the partnership and facilitated collaboration. The Governance Guideline document [PUT IN LINK] is currently in its eight edition. Fortunately, many issues have been resolved so we anticipate the guidelines will evolve more slowly in future although an *ad hoc* committee will report soon about data sharing practices. This approach also guided preparation of the *Midterm Report* that has been reviewed by the Steering and Executive Committees who were asked to consult their city networks.

To illustrate the collegiality of the partnership's decision-making, the process by which it developed a recent policy about hiring non-students follows. The issue of hiring non-student researchers arose after a review of the budget which showed growing spending under Other Personnel.

APPENDIX 4: Governance

Example of Governance Process and Policy

Following several requests from partnership members who wanted to hire non-student researchers in place of undergraduate and graduate students, the Steering Committee developed and approved the policy that follows. After initial discussions with the Steering Committee, city network co-chairs were asked to review the policy with all network participants. Their comments were incorporated and the policy was adopted in April, 2018. This process over 6 months illustrates the collegial processes used to involve all participants in governance while resolving Governance issues as equitably as possible. The text of the policy follows as an example of the partnership's attention to equitable and transparent governance.

Policy – BMRC-IMRU Partnership Network Expansion (approved 4/2018; amended 9/2018)

The BMRC-IMRU partnership wishes to make provisions for the expansion of City Networks and the formal addition of new co-investigators, collaborators and/or partner institutions where doing so greatly enhances the team's ability to achieve the objectives and commitments of the SSHRC Partnership Grant in Ontario and Quebec.

Background Information:
- the existing membership of the BMRC-IMRU Partnership Grant membership consists largely of those involved at the grant application stage; it also reflects a few individual status changes and substitutions/replacements in members since the time of award
- it was recognized at the time of submission that the membership was comparatively low in certain City Networks, and also agreed that this would be addressed subsequently

Key Considerations:

Formal expansion and additions to the BMRC-IMRU Partnership must:
- clearly further the Partnership's objectives and commitments as articulated in the SSHRC grant
- enhance BMRC-IMRU partnership research, training and dissemination activities
- be linked to the achievement of concrete outputs, outcomes and impacts
- complement or meaningfully expand existing expertise, knowledge, and experience in the partnership
- enhance City Network capacity
- engage and include both academic and community partners, as well as trainees
- maintain a balance between co-Investigators and collaborators to reflect relevant experience and responsibility for leadership, initiative and outputs

Membership Criteria:

- ***Rationale:***
  - a clearly articulated rationale that speaks directly to BMRC-IRMU grant commitments;
- ***Eligibility:***
  - proposed partnership member designations as co-investigator, collaborator, partner organization should be consistent with the selection criteria used by the initial partnership at the time of grant submission
- ***Designations:***
  - actual designations must be in keeping with the respective roles and responsibilities as outlined by SSHRC guidelines*: http://www.sshrc-crsh.gc.ca/funding-financement/programs-programmes/definitions-eng.aspx#a13*

    Co- investigator*: An individual, participating in a grant application, who makes a significant contribution to the intellectual direction of the research or research-related activity, who plays a*

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significant role in the conduct of the research or research-related activity, and who may also have some responsibility for financial aspects of the research.

Collaborator*: An individual, participating in a grant application, who may make a significant contribution to the intellectual direction of the research or research-related activity, and who may play a significant role in the conduct of the research or research-related activity.*

Partner organization: *A partner organization participates actively in a formal partnership and contributes in a meaningful way to the success of the endeavour. A partner organization may be, for example, a Canadian or foreign: postsecondary institution, government department (federal, provincial, territorial, municipal), for-profit or not-for-profit organization, or foundation. Partner organizations are required, for administrative purposes, to identify an individual who will act as a contact person. A partner organization is expected to support the activities of the formal partnership by sharing in intellectual leadership or providing expertise. The partner organization is also expected to provide cash and/or in-kind contributions.*

Important Notes:
- involvement on a Research & Activities Template reflects the needs of the research and network activities being proposed and undertaken; it does not confer formal membership in the BMRC-IMRU partnership
- Status Changes from one type of membership to another will be considered in response to changing engagement, contribution, and responsibility.

Process Practicalities:

There are two intertwined aspects to BMRC-IMRU Partnership Network Expansion:

Specific City Network Planning

1) City Network Co-Chairs will bring their overall plans for City Network to their colleagues on the Steering Committee for review, discussion, and agreement.

Addition of new Co-Investigators, Collaborators, Partner Organizations

2) Suggestions for potential new partnership members should *first* be discussed with the relevant City Network Director and the Principal Investigator.

3) An internal nomination package consisting of a statement of rationale, confirmation of eligibility, brief statement from the nominee and relevant supporting documentation including a SSHRC CV, is then submitted by the City Network Co-Directors to the Steering Committee for review and decision.

4) A Status Change form plus relevant SSHRC-CV or applicable CV will be submitted to SSHRC for **formal approval** by the funder.

5) The relevant designation and BMRC-IMRU membership comes into effect only upon receipt of the official letter confirming formal SSHRC approval by the Principal Investigator, at which time the relevant City Network Directors, nominee in question, and BMRC-IMRU Partnership are all informed.

Appendix 5: Partner Organization Engagement

Examples illustrate how the partnership promotes the engagement of partner organizations.

Kitchener-Waterloo:

The evolution of participation in the Kitchener-Waterloo city network indicates the breadth and nature of partner engagement. Partner organizations are diverse, ranging from a university to the Local Immigration Partnership, family and child services in the region, the school boards and immigrant-serving organizations. Regular interactions promote relevant research and dissemination activities that maintain engagement.

"The KW Migration & Resilience City-Network includes community organization representatives from The KW Multicultural Centre (Analuz Martinez/ Lucia Harrison), The Mennonite Coalition for Refugee Support (Shelley Campagnola), the Family Centre (Fauzia Mazhar), as well as M. Walton-Roberts (WLU), the co-chairs; J.Hennebry (WLU) and T. Bedard (Waterloo LIP), 4 graduate students, recent MA and PHD graduates, and an undergraduate student. Additional community organizations and faculty have been invited to join the network e.g. Munira Haddad (YMCA Newcomer Women's Empowerment Program), and M. Haan (Western University). The co-chairs convene bi-monthly meetings alternating between the IMRC and the LIP offices, with all interested partners and students, and we share information through a project dropbox and via email. A subcommittee for Event Planning is planning the upcoming Gender, Migration & Resilience scheduled for winter, 2019. An open and flexible governance approach encourages input from all network members and builds consensus among them. The direction of the research has emerged through such discussion, based on the interests and needs of the community partners."

Montreal:

The resources involved in sustaining city networks are also apparent in a second example, this one from the Montreal city network. The table at the end of this appendix lists Montreal partnership members' participation in more than 25 meetings and events over a six-month period from April 1, 2017 to September 30, 2017. Some activities such as the Executive Committee and Steering Committee meetings involve the entire partnership where the Montreal co-chairs represented the city network's views of city networks on issues ranging from the topics at community fora to decisions about funding research activities and travel costs. Locally, numerous meetings and events led to the engagement of key partner organizations such as TCRI, Centraide and BINAM from the City of Montreal in the partnership's research and knowledge dissemination.

Benefits for Partners:

Since the York strike delayed the planned evaluation activities, we asked partner organizations to answer the question " How does your organization benefit from the BMRC/IRMU partnership?" These excerpts illustrate the partnership's perceived benefits to partner organizations.

Henry Akanko, Director, Hire Immigrants Ottawa, Ottawa, ON

"As a community based initiative that is focused on fostering solutions to immigrants' employment, collaborating with others and working across sectors is a key feature of Hire Immigrants Ottawa's (HIO) approach to building employers capacity to effectively integrate skilled immigrants into skills-commensurate employment.
HIOs partnership in the BMRC-IRMU project has been valuable in bringing local, community-based perspectives and networks to the table and ensuring that research remains grounded, relevant and valuable to immigrants and the stakeholders that support their labour market entry and successful integration in Canada.
HIO has benefited from this partnership through deepened knowledge on Ottawa's local labour market and data available and research exploring the factors that promote resilience among newcomers to Canada. The

opportunities to engage across sectors in meaningful local research with national comparisons and reach have been particularly valuable for HIO. New partnerships have formed and the knowledge-sharing has allowed HIO to begin to highlight policies, practices and behaviours that facilitate and support successful integration with employers and other stakeholders. As a member of the Executive Committee, HIO also contributes to the governance of the BMRC-IRMU project."

Vera Dodic, Manager, Toronto Newcomer Office, City of Toronto, Toronto, ON
"The BMRC research project has provided an invaluable space for collaboration and focused examination of issues related to migration and resilience, including those that have emerged since the project was established. The complexity of issues, their scope and the potential impacts seem to be ever-increasing, reinforcing the need for their greater understanding, as well as the value of shared learning achieved through partnership between researchers, practitioners and governments."

Stephan Reichold, Director, Table de concertation des organismes au service des personnes refugiées et immigrantes, Montreal, QC
« Notre participation au partenariat IRMU alimente nos activités et programmes en offrant un support et un accompagnement scientifique qui renforce les capacités de notre équipe alimente nos processus d'évaluation avec des données probantes sur les retombées concrètes de nos programmes.
Les activités de transfert de connaissances générées par les membres affiliés du BMRC / IRMU (autant les membres communautaires qu'universitaires) nous offrent des opportunités nouvelles de participer à la création conjointe de connaissances sur les questions d'immigration et d'accueil des nouveaux arrivants. Ces connaissances répondent autant aux normes de recherche en sciences sociales qu'aux besoins du milieu communautaire en matière d'information et de formation. Nous croyions que ce type de partenariat est extrêmement bénéfique pour toutes les parties prenantes et devrait continuer à être valorisé par le CRSH.
Le partenariat permet aussi un rapprochement avec le milieu universitaire, notamment les chercheurs de l'Université Concordia, une équipe multidisciplinaire en immigration, mais aussi ceux de McGill et de l'UQAM. En collaborant avec des acteurs de la Ville de Montréal, le partenariat nous a également permis de nous rapprocher d'acteurs clés à la ville, et de tisser des liens avec plusieurs professionnels du BINAM et du Bureau de la résilience. Ces liens nous ont permis de collaborer à développer d'autres projets avec des objectifs communs, notamment dans le dossier de la Ville Sanctuaire, dans l'offre de formations aux acteurs institutionnels sur le territoire, ainsi que sur divers comité de travail. Le temps passé ensemble lors des réunions de partenariat et de groupes consultatifs a permis de nouer des relations solides et durables. Ces liens nous permettent de partager nos points de vue sur les travaux et projets de recherche du partenariat autant que les membres universitaires du partenariat informent nos propres projets.
En somme, à travers la collaboration de la TCRI avec le partenariat, les organismes membres de la TCRI sont mieux outillés pour comprendre et connaître les pratiques inclusives et les mécanismes d'accueil et peuvent agir concrètement pour influencer les démarches d'accueil et d'intégration à l'échelle des quartiers. Le partenariat permet de développer des stratégies et des orientations en matière de politiques publiques pour répondre aux défis croissants liés aux enjeux d'immigration et d'intégration. Finalement, le partenariat permet à tous les acteurs clés d'identifier les pratiques porteuses de concertation et de renforcer la capacité des acteurs de quartier à travailler ensemble pour l'amélioration des conditions de vie des personnes réfugiées et immigrantes et plus globalement de toute la communauté. »

Appendix 5: Partner Organization Engagement

	Example of City Network Activities: Montréal, April - September, 2017		
Activity Type	**Brief Description**	**Date(s)**	**Venue**
Conference attendance	*US Approaches to Resilience* session, Association of American Geographers (AAG)	5-Apr-17	Boston, MA
Network planning	Research projects and dissemination plans	10-Apr-17	Concordia
Network development	Discuss involvement of Montreal Resilience Office	12-Apr-17	INRS-UCS
Network development	Discuss neighbourhood governance with INRS researcher in Montréal	19-Apr-17	Montréal
Network development	Discuss involvement of Centraide du Grand Montréal	19-Apr-17	Centraide
Steering Committee Meeting*		21-Apr-17	
Network planning	Participation in an expert panel for the "Vivons nos quartiers" initiative	24-Apr-17	TCRI
Network planning	Research on *Vivons nos quartiers*	2-May-17	Montréal
Network planning	Partnership expansion, research and dissemination activities	9-May-17	Concordia
Network development	Discuss involvement of le Ministère de l'immigration, de la diversité et de l'inclusion (MIDI) du Québec	10-May-17	Montréal
Network Meeting	Research and dissemination plans	11-May-17	McGill
Network activity*	Webinar: *Trouver des logements pour les personnes réfugiées accueillis dans le cadre de l'opération* « Bienvenue aux Syriens » : *une analyse pancanadienne*	17-May-17	Université de Montréal
Steering Committee Meeting*		19-May-17	
Network planning	Participation in an expert panel for "Vivons nos quartiers" initiative and community consultation	23-May-17	TCRI
Local networking event	"Vivons nos quartiers" project outreach event	25-May-17	Montréal
Network planning	Planning joint research: "Un an plus tard : l'expérience d'accueil des réfugiés syriens au Québec et au Canada »	26-May-17	Concordia
Network planning*	Planning collaboration with Montréal Resilience Office	30-May-17	
Community Forum/ Partnership Meeting		8/9-Jun-17	York University,
Launch of Annual Refugee Day	Co-hosting public event	20-Jun-17	Montréal
Steering Committee Meeting*		23-Jun-17	
Inter-network consultation*	Planning policy and policymakers' discourse analysis	25-Jun-17	
Presentation Attendance	TCRI presentation	2-Aug-17	TCRI
Presentation Attendance	BINAM presentation	2-Aug-17	Montréal City Hall
Steering Committee Meeting*		25-Aug-17	
Network planning*	Research projects and dissemination plans	14-Sep-17	
Network planning*	Research projects and dissemination plans	15-Sep-17	
Network planning	Partnership expansion, research and dissemination activities	18-Sep-17	TCRI
Network planning*	Planning collaboration with the Urban Institute, Washington on work on resilience in Montreal	21-Sep-17	
Network planning	Participation in an expert panel for the "Vivons nos quartiers" initiative	25-Sep-17	TCRI

APPENDIX 6: Budget

BMRC- IRMU: November 15, 2018[1]

		Year 1			Year 2			Year 3
		Budget	Actual	Variance[2]	Budget	Actual	Variance	Budget
Personnel Costs								
	Student Salaries and benefits/Stipends							
	Undergraduate	$ 6,234.00		$ 6,234.00	$ 9,837.00	$ 4,093.24	$ 5,743.76	$ 10,214.00
	Master	$ 132,976.00		$ 132,976.00	$ 134,971.00	$ 21,341.89	$ 113,629.11	$ 124,162.00
	Doctorate	$ 7,009.00		$ 7,009.00	$ 31,910.00	$ 18,661.46	$ 13,248.54	$ 32,389.00
	Non Student salaries and benefits/Stipends			$ -				
	Postdoctoral	$ -		$ -	$ 56,000.00	$ 87,003.11	$ (31,003.11)	$ 56,000.00
	Other	$ 195,248.00	$ 28,757.55	$ 166,490.45	$ 174,667.00	$ 110,401.51	$ 64,265.49	$ 178,838.00
Travel and subsistence costs								
	Applicant /Team Member(s)							
	Canadian travel[3]	$ 6,727.00	$ 8,492.75	$ (1,765.75)	$ 17,985.00	$ 22,696.65	$ (4,711.65)	$ 18,287.00
	Foreign travel	$ -		$ -	$ 5,646.00		$ 5,646.00	$ 5,759.00
	Students							
	Canadian Travel	$ -		$ -	$ 11,832.00		$ 11,832.00	$ 12,068.00
	Foreign travel	$ -		$ -	$ 1,882.00		$ 1,882.00	$ 1,920.00
Other expenses								
	Professional/Technical services	$ 144,961.00		$ 144,961.00	$ 49,132.00	$ 47,385.56	$ 1,746.44	$ 46,752.00
	Supplies	$ 400.00		$ 400.00	$ 400.00		$ 400.00	$ 550.00
	Non-disposable equipment							

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[1] Budget information is taken from the Forms 300 filed by York University.
[2] Variances in parentheses indicate over-expenditures.
[3] In the Forms 300, hospitality and travel costs are combined.

Computer hardware	$ 3,305.00		$ 3,305.00	$ 662.00	$ 3,069.19	$ (2,407.19)	$ 11,219.00
Other	$ -	$ 437.30	$ (437.30)	$ -	$ 2,084.95	$ (2,084.95)	$ -
Other expenses							
Total	**$ 499,110.00**	**$ 37,687.60**	**$ 461,422.40**	**$ 499,224.00**	**$ 316,737.56**	**$ 182,486.44**	**$ 499,998.00**
Outstanding commitments [4]		**$ 110,000.00**			**$ 252,166.40**		

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[4] Outstanding commitments are funds awaiting transfer. York University does not permit additional transfers to any institution that cannot show at least 80% of initial transfer has been spent. This rule has caused delays and frustration since funds for students and postdocs are often committed more than 12 months before 80% of these funds are spent.