

Council Policy

Migrant Inclusion



Program Impacted	Social Support <i>Edmontonians have what they need to succeed.</i>
Number	C529A
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Statement

The purpose of this policy is to provide guidance that advances the social inclusion and belonging of all migrants in Edmonton, enabling their full, equitable participation in the civic, social, political and economic activities of society.

Guiding Principles

Edmonton's growth, diversity and innovation are fostered by the diverse contributions of migrants, who enrich the city's social, cultural and economic development. The City celebrates these diverse contributions and strives to support migrants' integration and safety by promoting inclusion and creating pathways for connection, dialogue, relationship and partnership.

The following principles will guide each business area within the City to operationalize an equity-based, city-wide approach to advance the full participation of migrants in Edmonton:

- **Intentionality**

The City is committed to achieving migrant inclusion, where all residents, regardless of their place of origin, feel welcomed and supported. This is fulfilled by ensuring that the perspectives and experiences of all migrants are integrated into decision-making processes across departments, along with overarching initiatives aimed at promoting equity for all Edmontonians.

- **Acknowledging the Multidimensional Assets of Migrants**

The City recognizes, welcomes and builds on the multidimensional assets migrants bring to Edmonton, including economic, cultural, social and political strengths. It acknowledges how important migrants are to the city's growth and success and their key role in creating positive changes in the community.

- **Sharing Power**

The City fosters partnerships with migrant communities and diverse community stakeholders, including migrant-serving organizations and those historically excluded from decision-making. This may involve ongoing dialogue to identify opportunities and co-create solutions that support equity at both systemic and individual levels.

- **Accountability**

The City implements processes and actions that consider the experiences of migrants in municipal decision making and foster collaboration within the settlement sector.

- **Fostering Civic Engagement**

The City strives to ensure accessible and culturally responsive municipal services, including both physical and linguistic accommodations. This will enhance quality of life, promote inclusion and empower all residents, particularly those from migrant communities.

Areas of Focus

The whole City supports a range of activities within its municipal jurisdiction in the following areas of focus, to promote migrant inclusion:

- **Inclusive Economy**

The City of Edmonton, as a large employer and business partner, models inclusive practices in the areas of hiring, tendering and municipal service delivery to support the growth and diversification of the economy.

- **Service Access and Equity**

The City recognizes the disproportionate barriers encountered by migrants, particularly those with increased vulnerability, including those who are undocumented, racialized or belong to the disability or 2SLGBTQ+ community. Integrating an equity lens in the design and delivery of City policies, programs and services is essential to advancing migrant inclusion.

- **Neighbourhood Inclusion**

Neighbourhoods are where migrants first settle and are welcomed into community. Neighbourhood inclusion fosters collaborative decision-making with community and cultural groups to ensure local planning and development processes address the needs of migrants, including their safety and mental health.

- **Accessible Communications and Civic Engagement**

Accessible communication and civic engagement are crucial for fostering migrant inclusion and present the City with an opportunity to expand its information delivery modalities and channels.

- **Data for Action**

The City recognizes the potential of disaggregated data to uncover patterns of inequality, identify gaps and highlight opportunities that advance the outcomes of migrants.

- **Leadership in Advocacy and Implementation**

The City is a convener and collaborator, promoting the full participation of migrants by working with other orders of government, multi-sector organizations, educational institutions and the business community to drive transformational change in the policies and practices that impact migrant communities.

Definitions

The definitions below are drawn from a compilation of national and international sources.

Civic Engagement - Civic engagement includes a range of activities aimed at recognizing and addressing issues that matter to the community. This includes various activities like volunteering, joining public discussion, voting and running for political office. For migrants, this entails active participation as contributing members of their new community. (Adapted the American Psychological Association, Statistics Canada, Calgary Local Immigration Partnership and the Civic Engagement Handbook - London, Ontario).

Migrants, as defined by this policy, refers to individuals born outside of Canada or their immediate descendants who have settled in Edmonton. This population is diverse with distinct, overlapping identities shaped by various factors, including:

- **Place of Origin**
 - Primary Migrants: Those who directly immigrated to Canada from a foreign country.
 - Secondary Migrants: Individuals who relocated to Edmonton from another Canadian province.
- **Length of Residency:**
 - Recent Arrivals: Migrants who have been in Canada for less than five years.
 - Established Residents: Migrants who have lived in Canada for more than five years.
- **Generational Status:**
 - First-Generation Migrants: Individuals directly born outside of Canada and settled in Edmonton.
- **Intersectional Identities:**
 - Personal Attributes, including, but not limited to: age, gender, sexual orientation, race, education level, immigration status, ability, religion.

Newcomer/Immigrant - This term refers to landed immigrants who came to Canada up to five years prior to a given census year. (Statistics Canada, 2006).

Undocumented Migrants - An individual who has no authorization to reside and/or work in Canada.(Government of Canada)