

# Understanding Welcoming Communities and Multiculturalism

## Implications of Intercultural Relations in a Prairie Canadian Community

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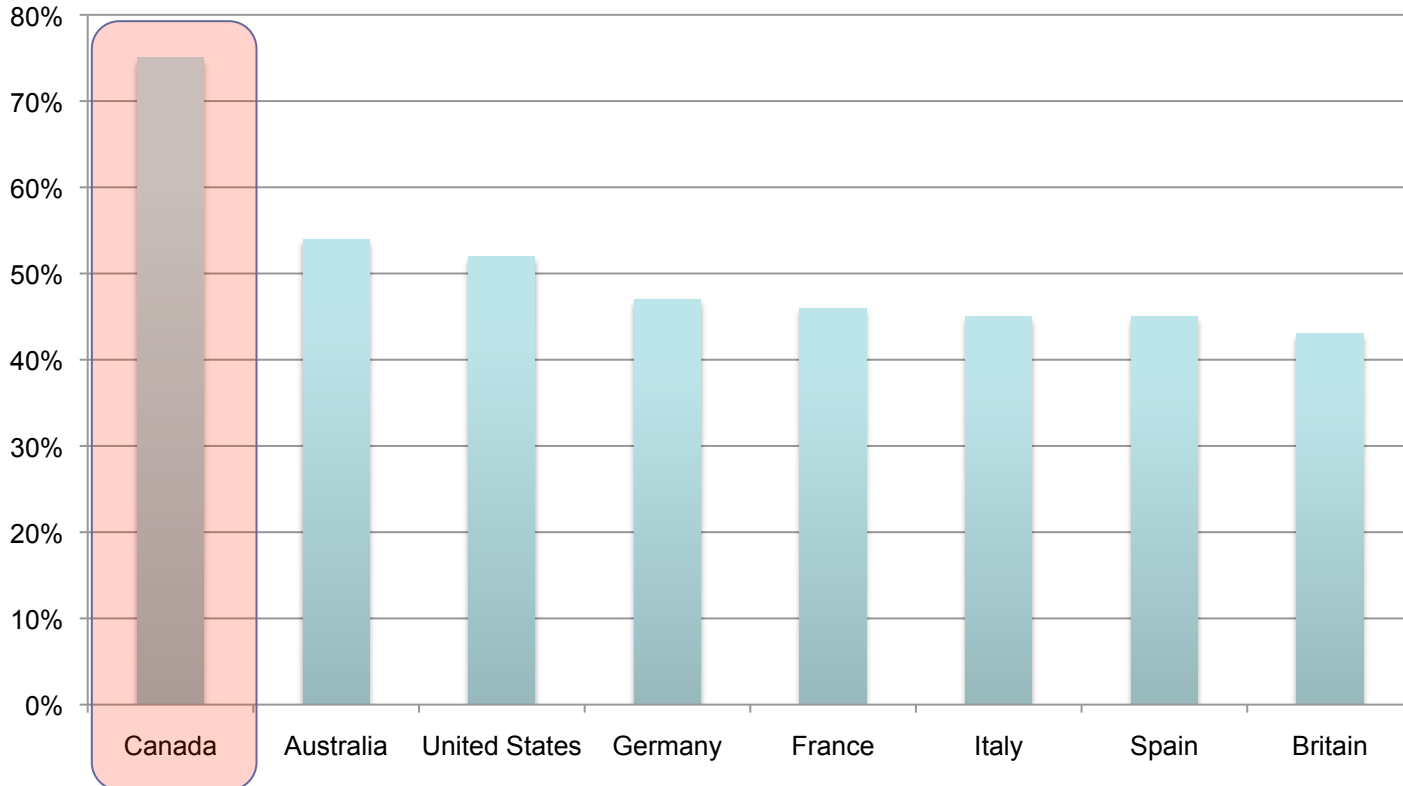


# Overview

- Immigration to Canada
- Welcoming Community Initiatives
- Exploration of Multiculturalism in a Small Canadian City
- Implications for Policy, Community Development, Research

# International Attitudes Towards Immigration

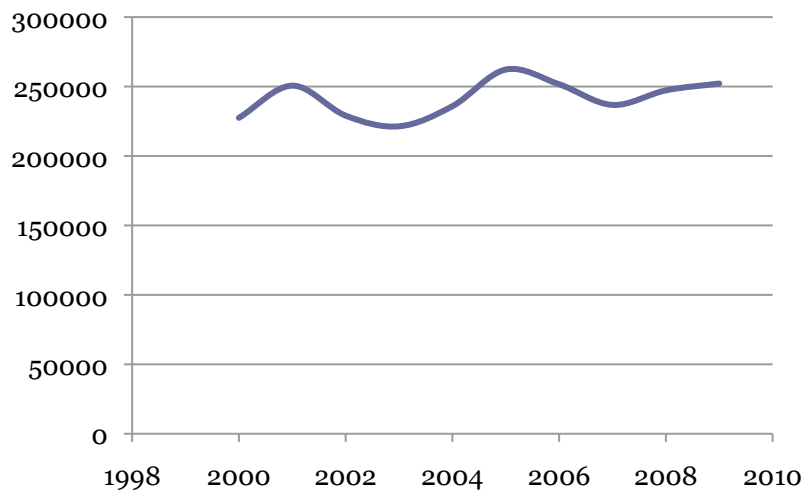
**Immigrants are having a good influence on the way things are going in your country**



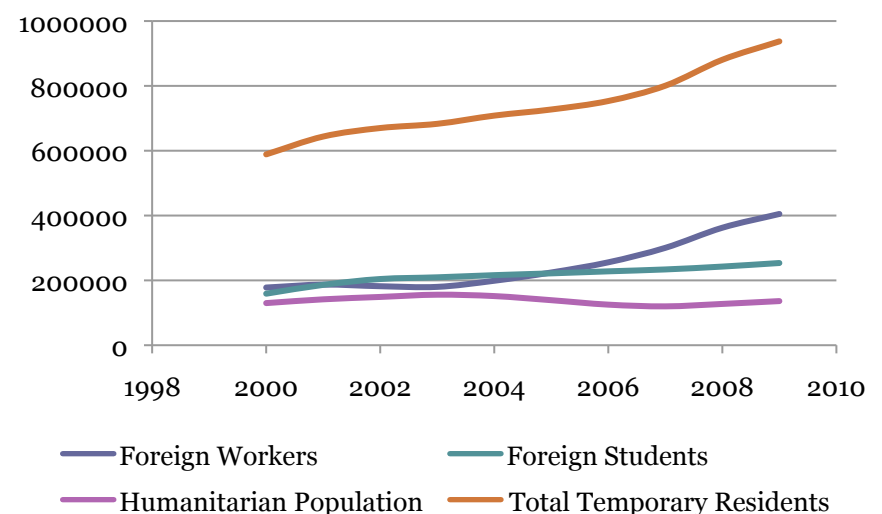
Source: Angus Reid, 2006

# An Overview of Immigration to Canada

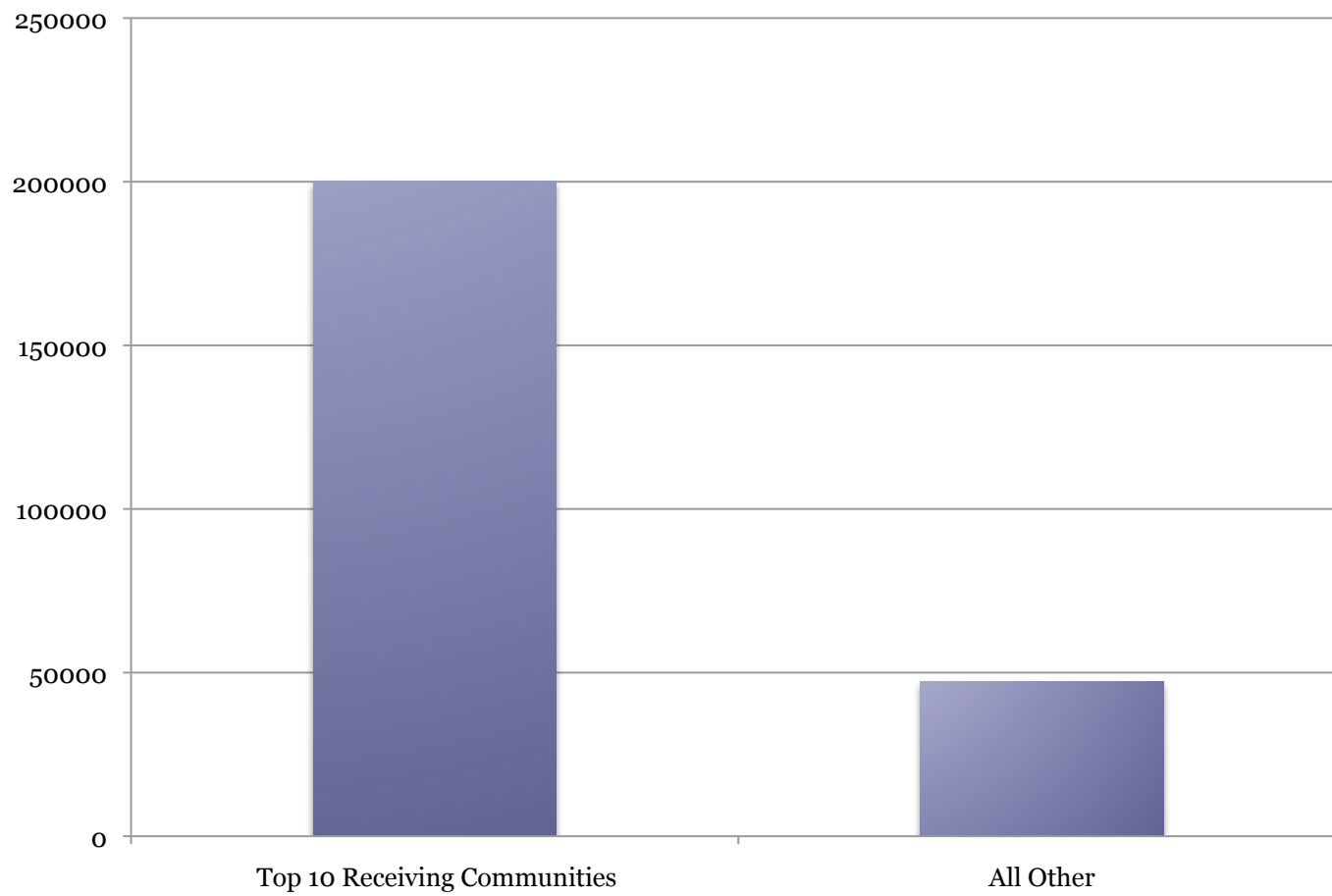
- Canada accepted approximately 250,000 new permanent residents in 2009
  - Economic class
  - Family class
  - Refugee class



- Canada accepted approximately 930,000 temporary residents in 2009
  - Foreign workers
  - Foreign students
  - Humanitarian population

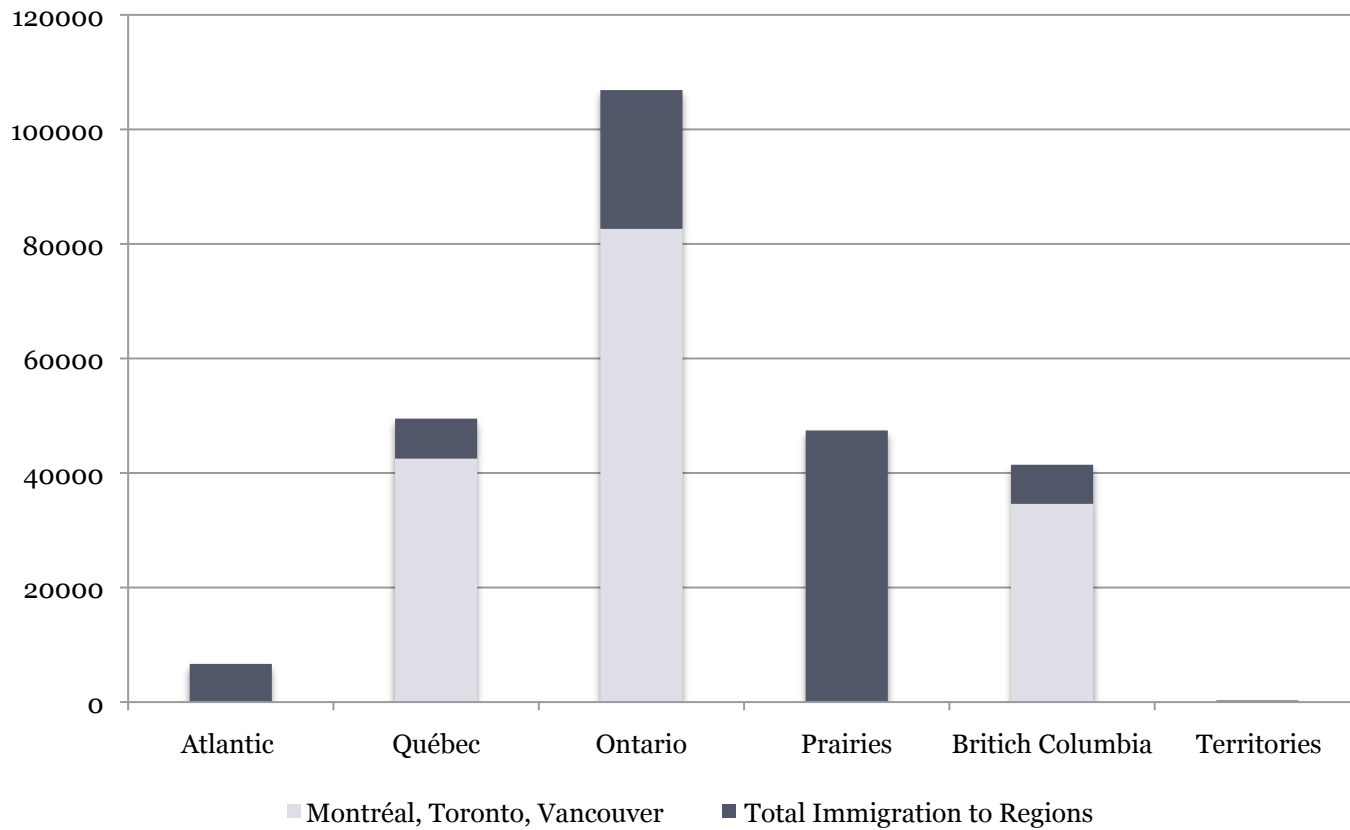


# Concentration of Immigrants



Statistics Canada, 2007

# Regional Distribution of Immigrants in Canada, 2009



Total: 252,179



# Immigration as a Component of Rural Development Strategies

- A community economic development strategy
- To address declining populations
- To revitalize and diversify rural communities
- To attract higher skilled workers
- Rural lifestyle can be attractive to newcomers, but attraction, settlement and retention efforts are required

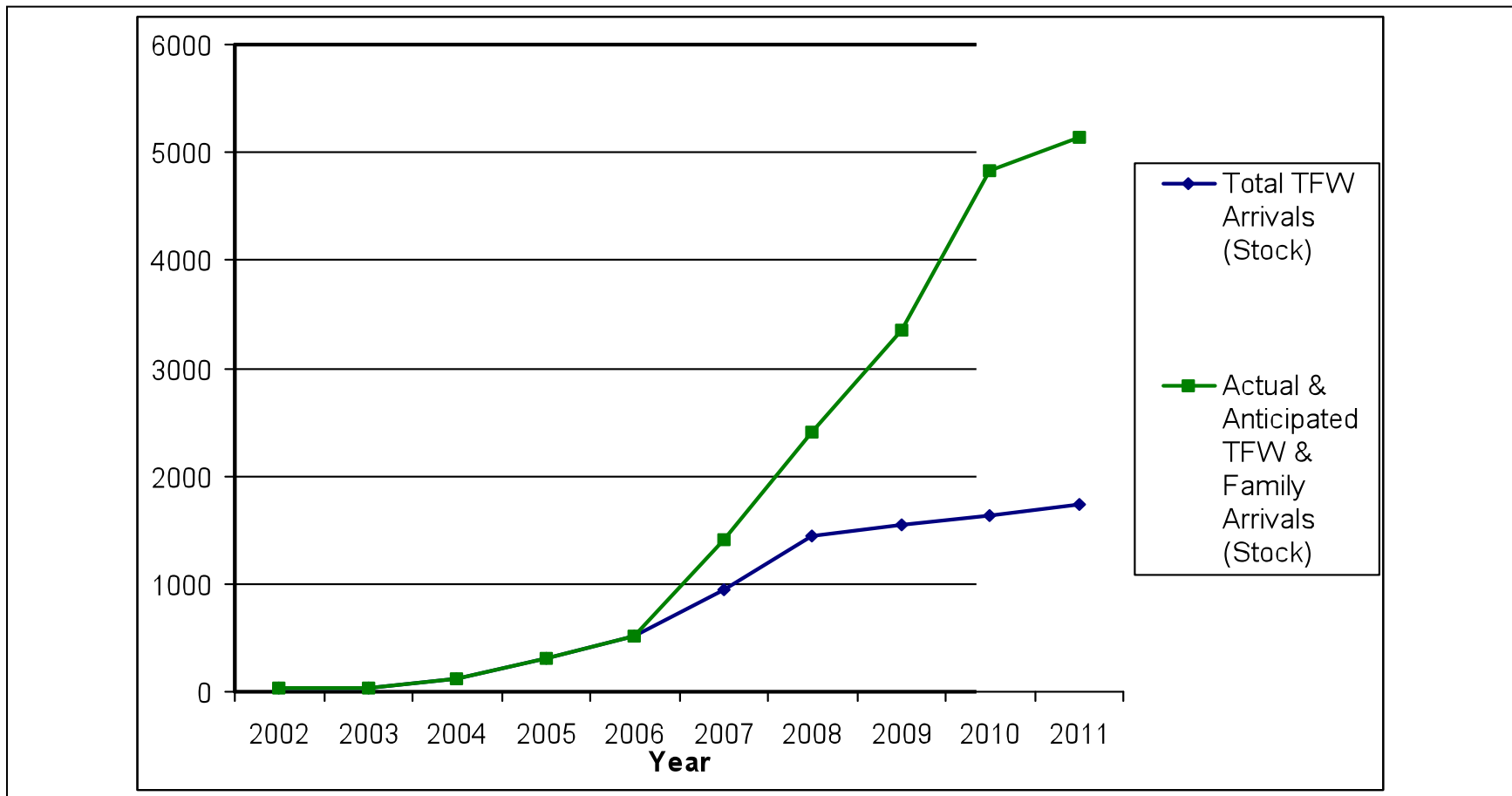
# Brandon, Manitoba, Canada

- Population = 41,511
- 1999: Maple Leaf Foods (MLF) pork processing plant opened
- 2001: MLF began foreign recruitment in Mexico; later in China.
- 2007: Highest rate of immigration growth in Manitoba
- 2009: Approximately 1,500 international recruits employed at MLF
  - 70% of employees are international recruits
  - From Mexico, El Salvador, Colombia, China, Mauritius and Ukraine.





# Significant New Immigration to Brandon





# Hallmarks of a Welcoming Community

- Respects diversity
- Has accessible public services
- Has a range of educational opportunities
- Promotes health and wellness for all
- Is safe and talks about it
- Invites newcomers to share leisure time activities
- Acknowledges faith and spirituality



# Is Brandon Welcoming?

Brandon is...

- **A welcoming community:**
  - Over 80% of Canadian long-term residents agree
  - Over 90% of Chinese and Latin American new residents agree
- **A good place to live:**
  - 99% of Canadian long-term residents agree
  - 100% all Latin American new residents agree
  - 71% of Chinese new residents agree
- **A good place to raise a family:**
  - 97% of Canadian long-term and Latin American residents agree
  - 43% of Chinese new residents agree



# Mutual Intercultural Relations in Plural Societies

- Collaborative project investigating whether feelings of cultural security, ethnocentrism, hierarchy, and reciprocity are found in multiple societies.
- International consortium, research being undertaken in Australia, Canada, China, Estonia, Hong Kong, New Zealand, and Spain.
- Brandon is one case study in Canada in the MIRIPS initiative
  - Dominant culture: Canadian long-term residents
  - Subdominant cultures: Chinese new residents and Latin American new residents

# Sample Description


<b>Variable</b>	<b>Canadian Long Term Residents</b>	<b>Latin American New Residents</b>	<b>Chinese New Residents</b>
N	138	93	96
% Male	30	76	60
% Female	70	24	40
Mean Age	49.4	33.5	32.5
Average length of residency in Brandon	27.9 years	1.8 years	2.3 years

# MIRIPS Hypotheses

- **Multiculturalism Hypothesis :**
  - When people feel secure in their cultural identities and in their economic and personal situations, they will accept others. That is, Acceptance of Others ( high MCI, and TOL and low PCI) will be associated with Security.
- **Integration Hypothesis:**
  - People will have a high degree of Wellbeing when they prefer Integration rather than Assimilation or Separation. That is, Wellbeing (high SE, LS and SC, and low PP) will be associated with a preference for Integration

# Main Variables in the MIRIPS Project

- **Multicultural Ideology (MCI)**: the degree to which people value cultural diversity.
- **Tolerance (TOL)**: the degree of acceptance of 'others'
- **Perceived Consequences of Immigration (PCI)**: the perceived negative consequences of immigration (Negative)
- **Security (SEC)**: the degree to which individuals feel secure in their cultural identity, and in their economic and personal situations.
- **Self Esteem (SE)**: the degree that individuals value themselves
- **Life satisfaction (LS)**: the degree to which individuals are satisfied with their lives
- **Psychological Problems (PP)**: the extent to which individuals experience problems such as anxiety, sadness. (Negative)
- **Sociocultural Competence (SC)**: the degree to which individuals are able to master situations in their daily lives
- **Integration (INT)**: the degree to which individuals believe that people should be allowed to maintain their cultures and to participate in the larger society
- **Assimilation (ASM)**: the degree to which individuals believe that people should give up their cultures and become incorporated into the larger society.
- **Separation (SEP)**: the degree to which individuals believe that people should maintain their cultures, and do so with little involvement with the larger society.
- **Perceived Discrimination (PD)**: the degree to which individuals experience discrimination against themselves or groups.



# Variations in Acculturation Expectations and Attitudes

- There are no significant variations across the three samples in the variables that indicate acculturation expectations (for the Canadian LTR) and attitudes (for the Latin American and Chinese samples).
- The usual finding with immigrants is replicated: the mean preferences (both expectations and attitudes) for Integration are higher than for Assimilation or Separation.
- There is a tendency for the Chinese sample to prefer Separation, compared to the other two samples.
- There is a tendency for Perceived Discrimination to be higher in the two immigrant samples.





# Multiculturalism Hypothesis: Correlations

- An important issue is whether the main Acceptance variables cohere in all three samples.
- Our main interest is whether the multiculturalism hypothesis is supported in all samples.
  - In all three samples, the three variables of MCI, TOL, and PCI come together to form a factor, called Acceptance of Others.
  - This factor is related to Security.
  - This supports the Multiculturalism Hypothesis.
  - That is, feeling secure is related to the Acceptance of Others.



## Integration Hypothesis: Correlations

- In all three samples, Integration is associated with the Wellbeing variables in the direction predicted by the hypothesis.
  - This association is particularly evident for Self Esteem and Life Satisfaction.
- In all three samples, Perceived Discrimination is correlated with Psychological Problems and Sociocultural Competence.
- The Wellbeing factor is associated positively with Integration, and negatively with Separation (and in the Canadian LTR samples also with Assimilation).



## Some Conclusions

- These two migrant samples represent a departure from the usual work with immigrants who have come to settle permanently in a new society.
- Despite this novelty, the usual pattern of mean differences, and correlations among the core variables are largely replicated.
- Continuing analyses are being carried out in an attempt to better understand the dynamics of intercultural relations in this unique setting.



# Implications of Findings

- **Community Development and Practice**
  - Need for local strategies for settlement, integration, an retention
  - Need for sharing lessons learned
- **Policy**
  - Increased awareness and fit between multiple levels of government
  - Increased attention to immigration policies to rural and northern populations
- **Research**
  - Need to understand individual community needs/ capacities
  - Need to understand intercultural relations



# Challenges in Moving Forward

- Resources for rural immigration planning are difficult to locate
  - Immigration is not the single responsibility of either the federal or provincial government
- Bringing the ‘right’ voices to the table for discussions
  - Need to create an environment for open discussions among all stakeholders
- Sharing lessons learned from rural and northern communities
  - Need for forums and avenues to share information



# Acknowledgements

- Members of the Brandon Welcoming Community Dialogue Group.
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