



Making Sudbury a Welcoming Home: Perspectives from Newcomers

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Land Acknowledgement

NPI would like to acknowledge the First Peoples on whose traditional territories we live and work. NPI is grateful for the opportunity to have our offices located on these lands and thank all the generations of people who have taken care of this land.

Our main offices:

- Thunder Bay on Robinson-Superior Treaty territory and the land is the traditional territory of the Anishnaabeg and Fort William First Nation.
- Sudbury is on the Robinson-Huron Treaty territory and the land is the traditional territory of the Atikameksheng Anishnaabeg as well as Wahnapiitae First Nation.
- Kirkland Lake is on the Robinson-Huron Treaty territory and the land is the traditional territory of Cree, Ojibway, and Algonquin Peoples, as well as Beaverhouse First Nation.
- Each community is home to many diverse First Nations, Inuit, and Métis Peoples.

We recognize and appreciate the historic connection that Indigenous people have to these territories. We support their efforts to sustain and grow their nations. We also recognize the contributions that they have made in shaping and strengthening local communities, the province, and Canada.

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About the Northern Analyst Collective:

The Northern Analyst Collective is a membership group of organizations, municipalities, charities, chambers, and more. By merging our collective resources, we can ensure that the smallest municipality or local charity can access high-end skills. The expert's salary and benefits are covered in part by NPI/IPN and our sponsors, and in part through the membership fees paid by participating organizations. The end result is members are able to secure the skills they need when needed.

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Project Partner:

Sudbury Local Immigration Partnership



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The Sudbury Local Immigration Partnership (SLIP) focuses on the development of different initiatives to ensure that Greater Sudbury continues to be a welcoming community for newcomers of all walks of life. The SLIP fosters an inclusive, engaging and collaborative environment with local stakeholders to identify issues, share solutions, build capacity and preserve collective memory for the purpose of ensuring the attraction, settlement, inclusion and retention of newcomers in the City of Greater Sudbury.

About the Author



Lindsey Champaigne

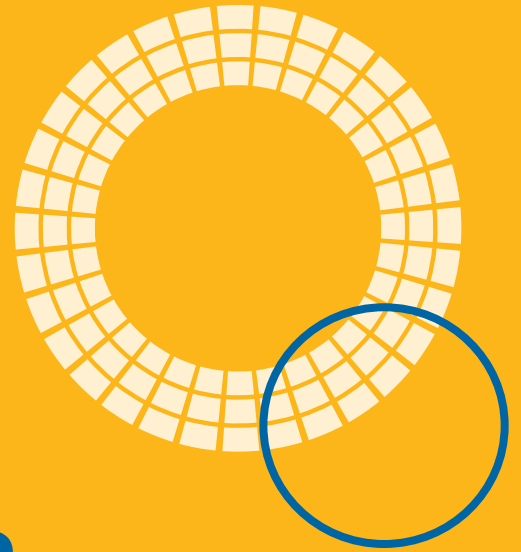
Lindsey Champaigne was born and raised in Sudbury. She graduated with a B.A in Environmental Governance from the University of Guelph in 2012. More recently, she returned to school and received a M.Sc. in Public Administration from Leiden University in the Netherlands. Lindsey has a wide range of research interests including sustainable development and economics. In her free time, she loves to travel to new places and be outdoors.

Over the course of several months, the Sudbury Local Immigration Partnership (LIP) and Northern Policy Institute led several discussion groups with some of the diverse cultural communities in Sudbury – with people from the Korean, Chinese, Indian, and Syrian communities, among others (See Appendix A for full list). The purpose of these sessions was to understand, from an economic and social perspective, what the priorities and needs are for individuals in relation to welcoming communities.

In the virtual discussions, community members were asked about the advantages and barriers they face when settling and living in Sudbury. They also discussed discrimination, and their relationship with the community along with what they would like to see from the government moving forward. The discussions showcased the diverse experience that people across and within a community experience.

However, the discussions do not end here. These sessions were the first of many as the Sudbury LIP will continue to build meaningful relationships with cultural communities over the next several years and beyond. The goal of the Sudbury LIP is to build and strengthen relationships with everyone in Sudbury. A special focus in coming years will be to have direct engagement with First Nations, Métis, and Inuit peoples about building a better future together and achieving the fundamental promises included in our treaty relationships.

Benefits to Settlement in Sudbury



Geography



Short Commute Times

Greater Sudbury is a smaller community which means a shorter commute to work, school and activities.

THE AVERAGE COMMUTE TIME IN SUDBURY IS **21 MINUTES** WHILE IN TORONTO IT IS **34 MINUTES**.

42 PEOPLE PER KM²
VS **1,004 PEOPLE PER KM²**



Less Crowded

The focus groups stated that there was a lot of space in Sudbury and was therefore less crowded compared to other cities. In fact, there are **42 people per km² in Greater Sudbury compared to Toronto with 1,004 people per km²**.

Nature

Sudbury was a noted nature-lover's paradise all year-round. Indeed, the Lake Laurentian Conservation Area alone is **2,415 acres** of **protected green space**. As well, Sudbury **has over 300 lakes** where one can **swim, boat, or ski**.



Proximity

Sudbury is within driving distance to other major hubs and cities such as Toronto, Ottawa, and other Northern Ontario communities.

People and Opportunity

Friendly and Welcoming

Focus group participants stated that Sudbury was a friendly and welcoming place. In a 2021 survey by Northern Policy Institute it was found that...

76 PER CENT OF SUDBURY RESPONDENTS EITHER STRONGLY OR SOMEWHAT AGREE THAT IMMIGRATION HAS A POSITIVE IMPACT ON THEIR COMMUNITY.



Bilingual

Sudbury is home to individuals who speak a wide range of languages. In fact, **25 per cent of people speak French as their mother tongue and another 6 per cent of people's mother tongue is neither French nor English.** Additionally, Sudbury was designated as one of 14 the Welcoming Francophone Communities across Canada. Indeed, there are various services that can be offered in French such as education and healthcare.



Entrepreneurship

Focus group participants stated that there were a lot of opportunities for entrepreneurs. According to Statistics Canada, 7.3 per cent of all non-immigrants in Greater Sudbury are self-employed, compared to 17.3 per cent of all immigrants being self-employed.

Great Place to Raise a Family

Focus group participants noted that Sudbury's school system was a plus in their eyes. One of the other benefits is that the **cost of living for a family of four is less than it would be compared to communities such as Barrie, Niagara Falls, Ottawa and Toronto.**

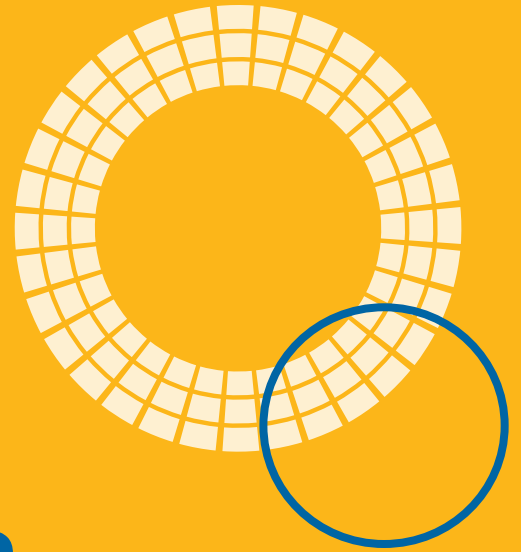


Services

Greater Sudbury is a Hub for Northeastern Ontario.

The community has all of the necessary amenities and services such as post secondary institutions, settlement services, and hospitals. In addition to the Northern Ontario School of Medicine, Sudbury is home to Health Sciences North, which is a part of Canada's top 40 research hospitals list. As well, there are organizations such as the Local Immigration Partnership and the Sudbury Multicultural and Folk Arts Association.

Barriers to Settlement in Sudbury





Lack of Awareness and Cultural Sensitivity

It was stated that there is a lack of understanding and/or knowledge of different cultures. Furthermore, people make assumptions about where newcomers and visible minority groups are from that are sometimes incorrect. According to Statistics Canada, only 3.7 per cent of the population belonged to a visible minority group. Fortunately, this percentage has increased over year since 1996 where it was only 1.7 per cent.

Connecting Newcomers and Employers



One of the barriers to settlement in Sudbury was securing meaningful employment, participants noting that people go where the jobs are.

Finding Housing

Not only are rental prices high and there is limited availability, but the houses that are available are sometimes not in up-to-date conditions and social housing waitlists are long.



Limited Availability of Cultural Activities and Food

Newcomers would feel more at home in Sudbury if there were more activities for their cultural community.

These activities bring people from similar backgrounds together and expose the public to new cultures.



Microaggressions

It was stated that racism can be a reality in the form of microaggressions, which are comments or questions made to visible minorities that are generally made on a subconscious level. For example, it can be as simple as assuming someone who is a visible minority was born elsewhere and asking where they are from.

ACCORDING TO CMHC,
GREATER SUDBURY'S RENTAL VACANCY RATE WAS 2.4, WHICH IS **LOWER** THAN THE **PROVINCE, TORONTO**, AND **FOUR OTHER MAJOR COMMUNITIES IN NORTHERN ONTARIO**.



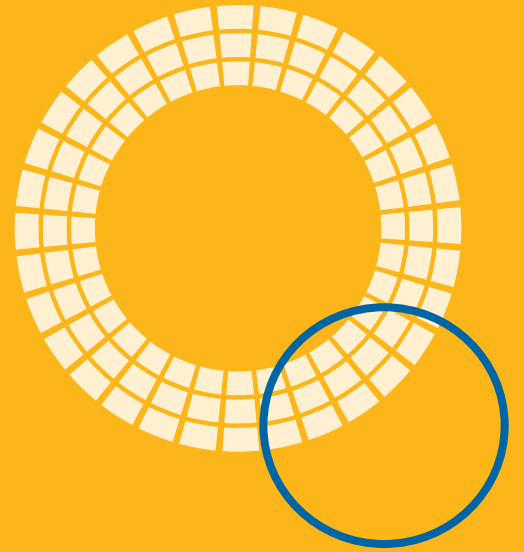
In terms of homeownership rates, **recent immigrants (landed between 2011 – 2016) had lower rates compared to those who landed between 2001-2010 and before 2001 (5.9, 9.9, 84 per cent, respectively)**. It was noted by focus group participants that their lack of Canadian credit history can be a barrier too.



Health Services Wait Times

It was stated there are long wait times for operations and it can be difficult to get a family doctor in Sudbury. When comparing a range of surgery/procedure wait times of Health Sciences North to the Toronto and provincial averages, it's a mixed picture.

Action Steps Going Forward



Education is Key



Education takes time and consistent practice. Some of the ways this can occur is through government messaging, incorporating education about immigration and different cultures in schools, and workplace training. For the latter, this would involve educating employers about hiring newcomers. As well, employers and workers would benefit from having diversity and inclusion training to make all staff feel safe and welcome.

Increase funding towards cultural programs



Let's celebrate the diverse cultures in the community. The city should continue providing support (whether it be monetary or space) for cultural events and programs.

Job Creation



Ensuring newcomers are connected into meaningful employment is a need. Local

colleges and universities need programs that train newcomers in skills that are needed in the community so that students (both international and Canadian) can stay after they graduate. Second, the Canadian government could create programs to train newcomers - provide them with skills they need to find a job in Sudbury. Third, encouragement by the municipality to local companies to hire newcomers. Finally, ensuring employers have the appropriate tools and resources to help familiarize themselves with foreign credentials and experiences.



Government needs to be a champion of multiculturalism

It is important for the government **to be seen promoting immigration and the advantages of newcomers.** As well, by being multicultural and encouraging multiculturalism, this could be an attraction tool for businesses and people to move to Sudbury.

Creating a mentor program for newcomers

People who have settled in Canada/Sudbury can mentor newcomers. A mentor can help with searching for jobs, chat over coffee and answer questions, and/or provide guidance from someone who has been in their situation.

Providing Accessible Information to Newcomers

The creation of a website or toolkit could direct newcomers to the information they need in a more efficient and transparent manner. Could provide a wide range of information about the community.

Housing in the Community



Ensuring that not only are there a range of housing options, but all homes (rental or otherwise) meet fair living standards.

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Appendix A: Cultural Communities

It is important to acknowledge that cultural communities are layered and what makes a cultural community can be interpreted differently. Understanding and acknowledging these factors are the first steps among many in creating welcoming communities.

Individuals from the cultural communities below participated:

- Chinese
- Indian
- Korean
- Syrian
- Russian
- Spanish speaking or Latin - American community
- English speaking African community
- Japanese

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Related Research

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NPI Staff

All Roads Lead Home: Immigration Flows into Greater Sudbury and What this Means for RNIP Impact
Mercedes Labelle

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Anthony Noga

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