



CWICE

Child Welfare Immigration
Centre of Excellence



Annual Report 2021/22

| Author: Danielle Ungara

CWICE Annual Report

Introduction – pg. 2

- An overview of the CWICE program that highlights successes from the past fiscal year.
- Outline of the CWICE’s ongoing focus on intersectionalities, knowledge creation and sharing.
- A review of opportunities for continued renewal within the child welfare sector.
- An invitation for stakeholder collaboration around various practice themes in the upcoming year.

Capacity Building – pg. 4

- A visual overview of the CWICE program’s two focuses – capacity building and services.
- An in-depth review of capacity building initiatives, including:
 - Awareness building initiatives,
 - Knowledge sharing activities,
 - Partnership and service strategies.
- Reporting of successes and accomplishments in:
 - Training,
 - Evaluations,
 - Partnership development,
 - Research projects.
- Updates to outreach and training efforts, communications and research projects.

Services – pg. 12

- Annual review of all service referrals and data.
- Integrating identity-data and multi-year data analysis.
- Incorporating evaluation feedback of successful program.
- Summaries of multiple service projects.
- Provides an analysis of emerging trends through the year.
- Highlights upcoming trends and outlines the focus for the CWICE through 2022/23

Introduction

During the pandemic, our work in child welfare has been critical. As service providers, we can attest to the complex social issues experienced by individuals and families. We also witnessed expanding needs everywhere at the same time around the globe. Unfortunately, the pandemic made gaps in the social safety net wider in many instances. The pandemic also made disparities, disproportionalities, and systemic racism more visible. As we embark on a period of renewal and transformation, both in the child welfare sector and the wider society, it is with a sharpened focus on experiences and outcomes that will mark a period of great change.

The CWICE's work is, and always has been, grounded in understanding intersectionality – both of identities and systems – and the shifting that happens and the shifting still required.

This report will highlight the work of the CWICE this past year, our ongoing focus, and opportunities for continued evolution during child welfare redesign.

With focus on children and youth:

The CWICE continues to support children, youth, and young adults to build networks, settle, and establish themselves in Canada. Children's (or families') lives do not begin when they arrive at the Canadian border; centering connections to family, friends, nation/country, traditions, faith, culture, and ways of life are essential. We are proud to have launched the CWICE Youth Group this year, which meets monthly to support youth and young adults separated from their family across borders. It is important to us, that when our services end, youth have awareness of supports, access to services, identity documents in hand, and feel prepared as adults.

The CWICE continues to promote equitable and culturally responsive services, and we are committed to ensuring that children do not leave care with unresolved immigration status.

With focus on service providers:

The CWICE offers an 8-course certificate program for child welfare professionals who aim to build equity-integrated practices. The knowledge-based learning was designed to include measurements of learning, with content that has direct practice application through discussion, small group work, and reflective exercises. While providing an overview of the intersection of child welfare and unresolved immigration, settlement, or border-related issues, it is critical that professionals manage and dispel biases and assumptions in practice and deliver meaningful services tailored for children, youth, and families.

With focus on partners:

To achieve collaboration, coordination of service, and co-creation of knowledge, we work with many partners across sectors and cities. We are currently in the midst of a project with the Ontario Unaccompanied and Separated Children Network to develop resources for youth arriving and settling in Ontario. We are also engaging in several groundbreaking research projects with Toronto Metropolitan University's School of Social Work (previously known as Ryerson University), the University of Toronto's School of Social Work, the University of Victoria, and with Peel Region's Service Delivery Network. We are also proud to collaborate with numerous settlement and community based organizations across Toronto, Peel, and Halton Regions on the new Afghan Initiative.

With focus on child welfare organizations:

The CWICE consultations and services aim to develop safe and lasting plans for children in Canada and abroad. It is critical that services are equity and child-rights integrated, and we demonstrate a commitment to data intelligence that includes identity-based data and reporting.

Over this year, the CWICE evolved into a consultancy role for many government bodies and organizations. The CWICE provided consultative work to Global Affairs Canada, which had international significance and impact. Nationally, the CWICE participated in consultations on amendments to CBSA policies related to minors, along with notable national and international organizations such as CCR, UNHCR, Red Cross, Amnesty International to name a few. The CWICE has also been asked to provide input and guidance to child welfare regulation and policy development in two provinces and with several agencies.

The CWICE will continue to share information about relevant and emerging topics through: monthly e-newsletters, several webinars per year through the CWICE Issues and Trends series with OACAS, presentations to teams and organizations as requested, and periodic Issue Notes. There will also continue to be articles, resource information, and publications on the newly launched the CWICE website: cwice.ca

As we move into the next fiscal year, we know there is a lot to transform.

We are proud the Centre of Excellence is championed provincially, as part of the child welfare redesign strategy underway in Ontario. With our focus on early intervention in the CWICE, we are able to design differential services that meet the unique needs of our clients.

Through 2023, we look forward to continuing to examine specific and emerging intersectionalities – including use of Voluntary Youth Service Agreements with youth experiencing unresolved settlement or immigration needs, youth experiencing “crimmigration” pipeline issues, barriers to education, children placed across borders, and collaboration with the developmental service sector.

In this upcoming year, we are excited to launch our Newcomer project, expand our Status project, and continue to support graduates in our 8-course certificate program and build a network of ambassadors. Lastly, we look forward to engaging and aligning our work with a range of service providers and we thank those who will continue to collaborate with us in the next year.

We remain energized to continue to address key issues, identify emerging trends, and share our knowledge. We thank you, and look forward to hearing from you and transforming with you.

Danielle Ungara, RSW

Capacity Building



Service



Capacity Building

As thought leader on the intersection of child welfare with unresolved immigration status issues, unmet settlement needs, and border-related issues, the CWICE engages in building collective capacity across the child welfare sector. This involves engaging, consulting, and collaborating with communities and professionals inside and outside the child welfare sector, in order to inform and expand our sector's understanding of the issues facing children, youth and families. Our role within the sector is to: 1) build awareness of the issues through connecting trends and data; 2) share knowledge through developing promising practices; and 3) create partnerships and develop new service strategies.

Building Awareness and Outreach

Approximately one in five people in Canada was born outside of Canada¹. In Ontario, nearly one in three people were born outside Canada². In Peel Region, one in every two people were born outside Canada³. Throughout the global pandemic, Canada has maintained its status as the fastest growing country in the G7⁴. Over the next year, data from the 2021 Census will be released and is likely to provide new learnings about the demographics of our country. This information is highly relevant for service providers, especially as we embark on child welfare redesign in Ontario⁵.

In Ontario, the CWICE has been highlighted as a program that embeds many aspects of child welfare redesign, such as early intervention, responsive services to older youth and young adults, and innovative service coordination and partnerships. For example, just prior to the first wave of the COVID-19 pandemic, the CWICE heard from stakeholders across Ontario and Canada that child welfare staff would benefit from training sessions regarding the intersection of child welfare and unresolved immigration issues⁶. As the CWICE was already identifying emerging trends and building promising practices, we committed to designing a training program that remains unparalleled in terms of quality and integrated equity-focused content. It is the vision of the CWICE that the voice of children and their rights are centred in practice, that they are connected to their culture and communities, and there is understanding at all levels (practice, policy, legislation) of the issues facing children, youth, and families.

Outreach Presentations

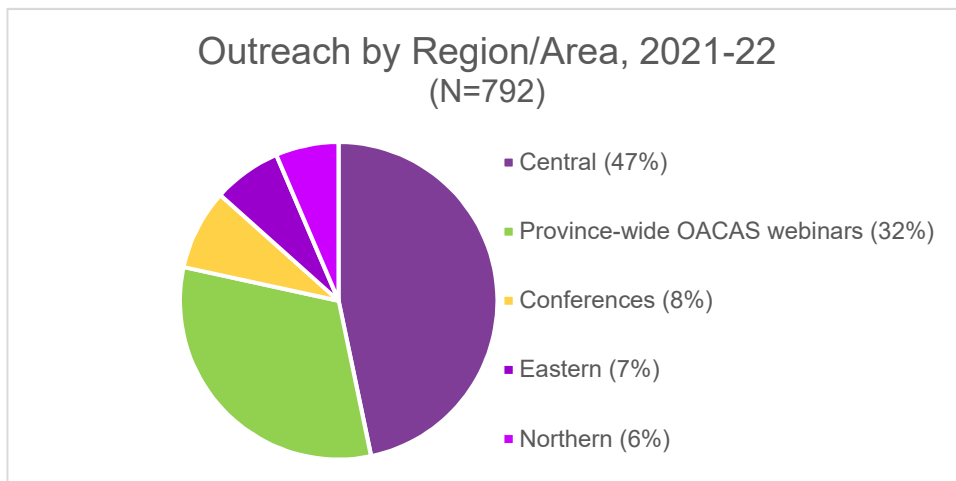
Leads: Rosario Elmy, Natalia Valencia, and Danielle Ungara

Within the CWICE, our ongoing work involves building awareness of emerging trends and enhancing our sector's collective capacity to meet the unique, distinct, and diverse service needs of our clients. Outreach is a key component to the CWICE's activities as it provides an opportunity to build rapport with settlement, community partners, and child welfare agencies while we increase awareness about the intersectionality of child welfare and immigration. The CWICE understands the importance of developing a collaborative response and building strong cross-sectoral relationships with local community groups, settlement agencies and networks who respond to emerging humanitarian/migration crises. For example, in response to the Afghan refugee crisis, the CWICE created the Afghan Initiative in the summer of 2021 to build general knowledge on the issues related to Afghan communities' resettlement in Canada and understanding of the Canadian child welfare system.

In the past year, our staff delivered **29** presentations to **792** individuals, including child welfare professionals and leaders, settlement workers, refugee families, and professionals across other sectors. Chart 1 highlights outreach participation from Central, Eastern and Northern regions in Ontario, as well as

stakeholders across Ontario and cross-sector stakeholders participating in conferences or webinars. In the first four years, **we have presented to nearly 5,000 individuals.**

Chart 1:



Most presentations were delivered virtually due to COVID-19 restrictions. This year, the CWICE continued its Issues and Trends webinar series, in collaboration with OACAS for child welfare staff and leaders across Ontario. In May 2021, the webinar reviewed trends among South Asian newcomer and immigrant families, highlighting the work of the SAATH program⁷ at Peel CAS and the impact of COVID-19 on families' access to services. In June 2021, Manager Liz Okai presented with the Child Welfare League of Canada, about the impact of COVID-19 on immigrant and refugee families. The workshop discussed how child protection services have changed and evolved during the pandemic and outlined best practices and lessons learned moving forward. Other outreach highlights include presenting to kinship managers across Ontario and speaking at the Kids Awareness of the UN's Urban Sustainable Development Goals conference, which brought a network of international organizations working with children and youth.

The CWICE obtained survey feedback, following outreach presentations, with a response rate of 17%. The feedback is overwhelmingly positive, with a majority of participants expressing they gained a deeper understanding of the impact of immigration on child welfare services. Through these presentations, participants learned about the services provided by the CWICE and how to make a referral.

96% of participants agreed:

- The information provided was easy to understand and useful
- They had a better understanding of the CWICE services & how to make a referral
- They felt comfortable contacting the CWICE when working with a client with immigration status issues and would recommend colleagues to contact the CWICE for support when needed

Participants shared comments as well, including that the outreach presentation was a “great beginning” for them. Another person mentioned they appreciated the CWICE sharing the reality and struggles faced by those relocating to Canada. Lastly, a participant shared, “We will reach out to consult, start the process as soon as possible, to afford all possible advantages to any youth or children we are working with who need support with immigration issues”.

Share Knowledge and Promising Practices

This year, the CWICE continued to design and deliver high quality training to enhance capacity building within the child welfare sector. Our goal is to increase awareness and knowledge of the intersection of child welfare with unresolved immigration, settlement, integration and border-related issues in order to achieve equitable outcomes for children, youth and families. The CWICE currently offers an eight-course certificate program for child welfare professionals and a training course for foster caregivers.

Training Program

Leads: Claudia Obreque and Danielle Ungara

The certificate program launched in 2020 with the first two courses available for registration. A full evaluation was completed and the findings confirm the expected knowledge transfer was in fact gained, and professionals felt strongly this contributed to their role and work. The report is available for review:

https://cwice.ca/docs/default-source/cwice/cwice-101-evaluation-exec-summary-final.pdf?sfvrsn=96bbe327_4

In 2021, the CWICE opened all course modules for registration. This year we delivered **23 sessions** with a total **attendance of 331**. Individuals joined from 11 organizations across three provinces. Since its launch, we have provided a total of 300 hours of training. We are proud to announce we had the first graduating cohort complete the 8-course series and received their certificates in March 2022.



Child welfare professionals joined CWICE training from 11 organizations across three provinces: Ontario, Nova Scotia and Saskatchewan

Table 1:

CWICE Capacity Building Summary			
April 2020 to March 31,2021			
Training Provided	Total # Training Sessions	Total Hours	Total Attendance
CWICE Series (101 & 102)	19	133	332
April 2021 to March 31,2022			
Training Provided	Total # Training Sessions	Total Hours	Total Attendance
CWICE Series (101 to 108)	23	161	331
Foster Caregivers	1	6	21
			Total: 352
Summary			
Training Summary 2020/2022	Total # Training Sessions	Total Hours	Total Attendance
	43	300	684

The CWICE modules: each training session is a 2-day session (3.5 hours/day); Foster caregiver training is 2-day session (3 hours/day)

Training Evaluation Highlights

The CWICE trainings are groundbreaking and the content is quite complex and new to the child welfare sector. It requires workers to consider issues that at first sight may not be related to child protection concerns but have a direct impact on an individual's life, case planning, and the ability to address concerns. To measure the effectiveness of the training, all the CWICE modules have an evaluation component, participants can rate the training through four Likert scaling questions and two open-ended questions. Overall, the feedback has been very positive.

Highlights from Evaluations

CWICE 101: Introduction of the Canadian Immigration System & Intersection with Child Welfare

"The presenters are so knowledgeable and I think it should give social workers the peace of mind that there are folks out there (CWICE) who can help and offer guidance when we are presented with a challenging issue involving immigration"

CWICE 102: Refugees Part 1: Asylum Seekers & Denied Claimants

"This training is very important and it could help if every child protection worker attended; at one point everyone may get a family that is involved with refugee claims. Knowing what to do, where to consult, what questions to ask may support the families as they deal with a lot of unknowns, fear and anxieties"

CWICE 103: Refugees Part 2: Unaccompanied and Separated Children

"Excellent training, engaging and informative. The small group discussions were beneficial as well as the opportunities to clarify or ask questions. I would definitely like to learn more about CRC's 54 articles"

CWICE 104: Humanitarian & Compassionate Grounds Applications for Permanent Residence

"Provided an understanding of another pathway to immigration that families I work with may have gone through/ be in the process of going through; knowledge of the importance of support letters, and what to include"

CWICE 105: Refugees Part 3: GARs and Privately Sponsored Refugees

"The training was very informative and resourceful. It helps to understand about the support and resources available to refugees; different types of programs to sponsor and support refugees, challenges the refugees go through to settle in the new country, and how best we can support the family while working with the family addressing child protection concerns"

CWICE 106: Placements Across Borders, Family Sponsorships & Economic Immigration Streams

*"The importance of immigration assessments"
"Family sponsorship programs and placing children across borders - the steps and planning"*

CWICE 107: Temporary and Unresolved Immigration Status

“The importance of understanding immigration story to assess needs and supports. The impact that unresolved immigration has on the rates of human trafficking”

CWICE 108: Creating & Ensuring Equitable Outcomes in Child Welfare

“This was a great training, a lot of information, however digestible. Child protection agencies should make this training available to more staff to increase their knowledge within the agency and in the community”

Foster Caregiver Training

In 2022, the CWICE launched a pilot foster caregiver training in the Peel Region. Twenty-one foster caregivers attended the training and provided the following feedback:

“Very grateful for this information”

“Great training. Trainers were experts in their field”

“I learned who to call and contact in case I have a child in my care that needed help”

“The importance of early intervention and raising immigration concerns asap”



New Strategies & Creating Partnerships

Communications

In addition to outreach presentations and training opportunities for child welfare professionals, the CWICE remains engaged in information sharing using a variety of methods. Throughout the year, and as needed, the CWICE develops Issue Notes for sector leadership, providing an overview of a specific issue or trend and recommendations for early intervention, training, or service responses. The focus of the Issue Notes may include policy or legislative changes being proposed or global events that are anticipated to have regional impacts.

The CWICE has continued to share information more widely with child welfare professionals through monthly e-newsletters. Over this year, there has been substantial growth and interest in this method of communication. The distribution list grew from 133 individuals at the end of 2020/21 to **941 individuals** at the close of this fiscal year.

In November 2021, the CWICE website launched. In its first five months, we have had **over 1,000 page views**. The top five pages visited are “About CWICE”, “Training”, “Resources”, “News”, and “CWICE History” pages.

For more information, please visit: cwice.ca

Partnerships

In the CWICE we have two foundational beliefs about collaboration and partnership. First, we cannot be successful in our work alone, meaning we need to collaborate with children, families, communities and professionals. Secondly, we believe families and service providers all have vested interest in strengthening and supporting children, families, and communities.

The CWICE is privileged to maintain relationships with many child welfare service providers across Ontario, and even across Canada. These ambassador networks are crucial to furthering the work of the CWICE. As well, we have built partnerships across immigration and settlement sectors, including notable international organizations; federal government bodies/agencies; national service organizations; OACAS, provincial governments/ministries in Ontario and beyond; legal, social, and settlement organizations across Ontario; as well as academic institutions across Canada.

Within Peel CAS, we regularly collaborate with the Peel Children's Aid Foundation, and professionals from various departments including Business Information & Systems Innovation; People & Culture's Training; Communications & Service Relations; Finance; Legal and Information Management; Policy Leads; Diversity, Equity & Inclusion and Community Engagement team; Accountability & Analytics; Service Administration and IT services.

Of course, we also acknowledge the hundreds of child welfare professionals across Ontario who refer and collaborate with us to meet the needs of families through service. We are privileged to be invited to sit at many tables across Peel Region, Ontario, and Canada-wide. We continue to look forward to the opportunity to co-create, innovate, ally, and collaborate with others.

What partners say about the CWICE:

“CWICE is an important partner on our Peel Newcomer Service Delivery Network and our Refugee Resettlement Support Working Group. Their insights and systems view of intersections among children's needs, with immigration and equity, have helped elevate our planning and collaborative discussions. We are very grateful to CWICE for our work together.”

Jessica Kwik

Director

Peel Newcomer Strategy Group

“As a research assistant, I believe it is critical to remain connected with the community. I had the wonderful opportunity to collaborate with the CWICE team to develop a list of resources, which support children and families who are new to Canada. Due to their unique role, the CWICE provided valuable insights and feedback on the project. Thank you, CWICE! “

Emmaline Houston

PhD Student at the Factor-Inwentash Faculty of Social Work, University of Toronto

“ISS Canada and Peel CAS (CWICE) have a long-standing cooperation. When you find a like-minded agency where children’s rights, family reunification, and immigration policy are a priority and part of your day-to-day actions for Canadian families and families abroad, you collaborate, support and work together to make the sometimes-impossible work, possible! Together ISS Canada and CWICE worked on many cases again this year. Cases that were heartwarming and yet challenging but working with Danielle and her team is always a pleasure”

Sylvie J. Lapointe

Executive Director-Directrice générale
International Social Service Canada – Service Social International Canada

“CWICE has provided very valuable, expert supports for a number of our young clients whose difficult personal circumstances and protection needs are compounded by complex immigration precarity.

We are always happy when CWICE is part of a young person’s support team, and are grateful for their collaborative, problem solving approach”.

Sarah Pole

Childhood Arrivals Support & Advocacy Program Director
Justice for Children and Youth Legal Clinic

“The Bordering Practices project aims to create awareness, collaboration, and partnerships to address how systemic racism in immigration policies contributes the erasures of immigration status in child welfare policy and practice. In our past forum with project partners working on anti-black racism advocacy, gender-based violence and legal rights for children and youth, we learned that perspectives towards the barriers and challenges that immigrant families’ experience vary across sectors and organizations. We are grateful for CWICE’s support on our research advisory committee and fostering knowledge, training, and resources for the child welfare sector to recognize the role it plays in safeguarding the immigration status of children, youth and families in care.”

Remarks from the Bordering Practices Research team

Data, Evaluations, and Research

Leads: Natalia Valencia and Danielle Ungara

Collaboration is a key component of the Centre’s work and our growing partnerships with academic institutions, community and settlement organizations is proof of our commitment to knowledge-building and knowledge translation. This past year CWICE continued to build relationships which generate evidence-based research, and inform practices and policies, to improve child welfare service delivery and ultimately, permanency outcomes for children, youth and families.

Research Highlights from the Year

This past year, the CWICE contributed to the Checklists Project led by the Child Welfare Lab at the University of Toronto, University of McGill, and other child welfare organizations and professionals in Ontario and Quebec. The online tool, launched in 2021, consisted of formulated questions in several key areas for child protection workers to use in conversations with families involved with social services during COVID-19. The checklist contains a section on community resources, which includes settlement, legal, housing and language information compiled by the CWICE staff. This project is now complete, and can be accessed at: cwice.ca/resources

The CWICE is currently collaborating with the School of Social Work at Toronto Metropolitan University⁸ (previously Ryerson University), mapping the institutional processes and practices at the intersection of child welfare and immigration systems. The institutional ethnography study aims to gain a better understanding of the culture and practices within the child welfare and immigration systems. In the last year, the Ryerson Research team has conducted interviews with child protection workers, immigrant and settlement practitioners across Ontario.

The CWICE is a member of the Research Advisory Committee (RAC) of Bordering Practices⁹, a research project led by social work and child, youth, and family researchers at the University of Toronto and University of Victoria. The CWICE Managers Danielle Ungara and Liz Okai, along with Data & Research Coordinator Natalia Valencia, represent the CWICE on the advisory committee. Several of the CWICE staff attended the first community forum, in March 2022, which highlighted systemic issues facing racialized immigrant children, youth and families involved in the child welfare system. The Bordering Practices research project obtained multi-year funding from the Social Sciences Humanities Research Council and is currently entering its second year.

The CWICE continues to expand its research partnerships to support innovative research. CWICE has several joint projects in the development phase with community, settlement, and academic partners. CWICE is working alongside members of the Service Delivery Network in Peel Region to explore issues of digital inclusion and equity for settlement services to newcomers. The CWICE is also in development of research design with the University of Toronto and Toronto Metropolitan University for a longitudinal study focused on children, youth and families with immigration issues that received services and supports through the CWICE.

Services

In addition to capacity building, the CWICE is well known for its services. From its focus on early intervention through assessment and referrals, to brief services and child protection services. This past year, **we received 491 new referrals** for child protection and consultation requests and we provided services to 666 individuals this year.

In total, and over **the last four fiscal years, the CWICE has responded to 1,904 referrals** for service.

In addition to service requests, **we also received an additional 217 non-service inquiries**. On average, the CWICE Managers received 18 requests per month. These inquiries/requests related to Training (30%), Partnership/collaboration (20%), Communications (19%), Operations (17%), and Research (14%) [Table 2].

Table 2

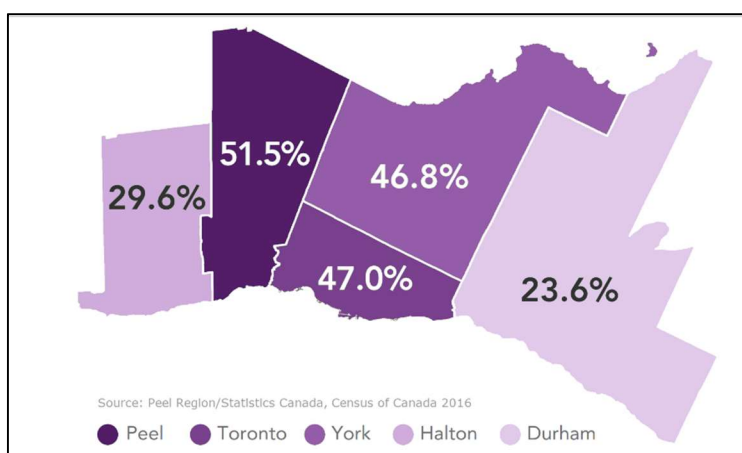
CWICE Non-Service Inquiries/Requests (N=217)	
April 2021 to March 31,2022	
Summary	
30%	Training inquiries including registration management, scheduling and course inquiries, and training infrastructure management.
20%	Partnership requests including joint advocacy or coordination of services, supporting partner organizations' funding requests, policy development support, consulting governments, or responding to individual requests, invitations and roundtable discussions.
19%	Communication requests including developing Issue Notes and e-newsletters, branding and website management, presentation/outreach, developing tip sheets/resource guides, and responding to media requests.
17%	Operational process-related requests including program management/referrals to external partners, process changes including documentation recommendations, procedure improvements and finance management. These requests were predominantly received from Peel CAS colleagues, however some work including ensuring seamless referrals for Designated Representatives and developing a process for IRCC to refer UASCs.
14%	Research requests including requests to participate in research, as well as project design and development of joint-funding proposals. Inquiries tracked involved new requests on previous projects, and requests to develop new projects.

Child Protection Services in Peel Region

Contributed by: Mandisa Sifelani, Bahja Nassir, Gillian Tennyson, Mohamed Shaw and Danielle Ungara

Our team continued to provide child welfare services in one of the most diverse regions in Canada. This past year, 9.8% of the entire country's new permanent resident admissions resided in Peel Region¹⁰. Across the Greater Toronto Area (GTA), the proportion of immigrants is rising and Peel Region currently reports 51.5% of its population identify as immigrants (Map 1). This trend is predicted to continue over the next several years. Forecasts for Peel Region approximate 30,000 new immigrants will move to Caledon, Brampton, and Mississauga per year between 2022-2024^{11,12}. In addition, schools and service providers in Peel Region anticipate growing populations of temporary residents, as International Students join the region's 80 postsecondary campuses^{13,14}. Service providers within the region have considerable awareness of the current needs of residents, as well as those who will be welcomed in the future. The CWICE will continue to participate in service coordination and innovation with partners across the Peel Region.

Map 1:



As noted last year, child welfare workers continued to support clients who experienced job loss or degradation in employment, which led to more needs for practical assistance such as food and housing. As well, some clients reported increased family conflict and a rise in stressors impacting mental health and coping during this time. Ongoing access to employment and childcare supports have been critical during the second year of the pandemic. As have families' needing pathways for / access to virtual programming, and income supplements/supports through Ontario Works and Child Tax Benefits.

This year we responded to **105 child protection cases** from the airport or within the Peel Region. The top reasons for child welfare services related to caregiving skills (20%), requests for assistance including pre-natal supports (19%), neglect of basic needs (18%), risk of parent-child separation (18%), and adult conflict (17%). Law enforcement continued to be the top referral source, making 23% of our referrals (Table 3), along with clients making self referrals (20%), along with other professionals.

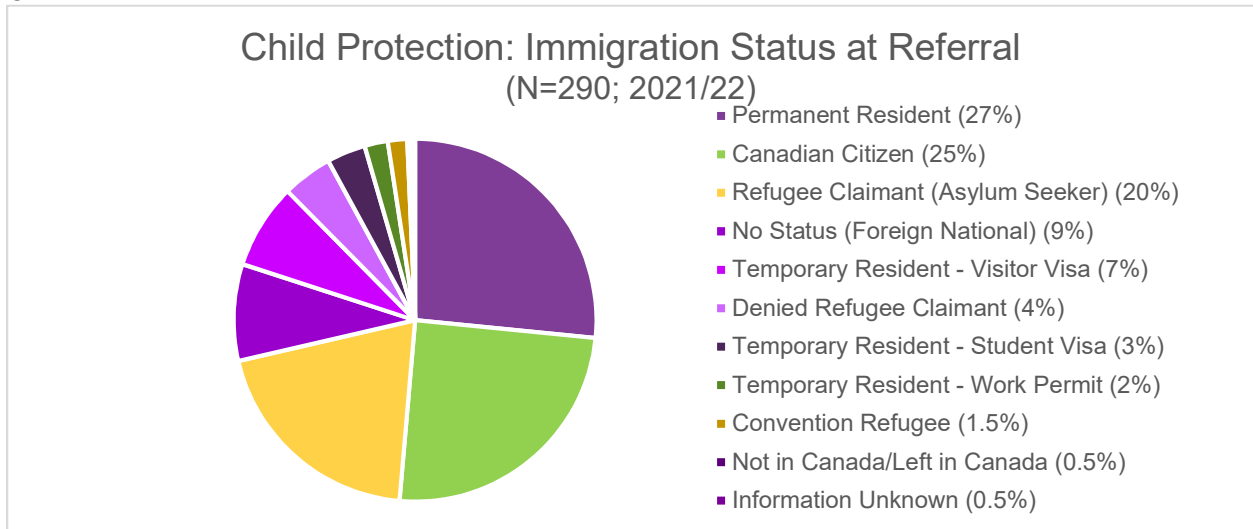
Table 3

Top 5	Referral Sources	%
1	Law enforcement	23%
2	Parent/Self-Referral	20%
3	Health/Public Health/Mental Health Provider	12%
4	Child Welfare Provider	10.5%
4	Educational Personnel	10.5%
5	Federal/Immigration Partners	9.5%

Nearly half of the children/families referred also had an intersecting unmet settlement need (47%), while other needs related to regularizing immigration status (23%), and referrals needed to community partners (11%). Our clients also faced various immigration-related needs, especially as there are system backlogs in processing of immigration applications. Having unresolved status has contributed further to isolation and disconnection, financial instability and uncertainty about planning one's future. For some people, it was hard to plan and raise children not knowing when their refugee claim hearing would occur nor having the decision made. Several families experienced barriers to their settlement within the community, including facing language barriers and system navigation issues. It has always been, and will continue to be, our role to help clients expand their networks including working with settlement partners so services available within the community are utilized. Outstanding settlement needs were wide in nature – from banking to healthcare needs or learning about transportation systems.

Overall, we provided service to 290 individual clients this year, and they have a wide range of immigration status' in Canada. The top three immigration status' of our clients were Permanent Residents (27%), Canadian Citizens (25%), and Asylum Seekers (20%). Last year, 64% of our clients were not Canadian citizens and instead held a range of immigration statuses, and this year this increased to 75% of our clients identifying a non-Canadian citizen status (Chart 2).

Chart 2:

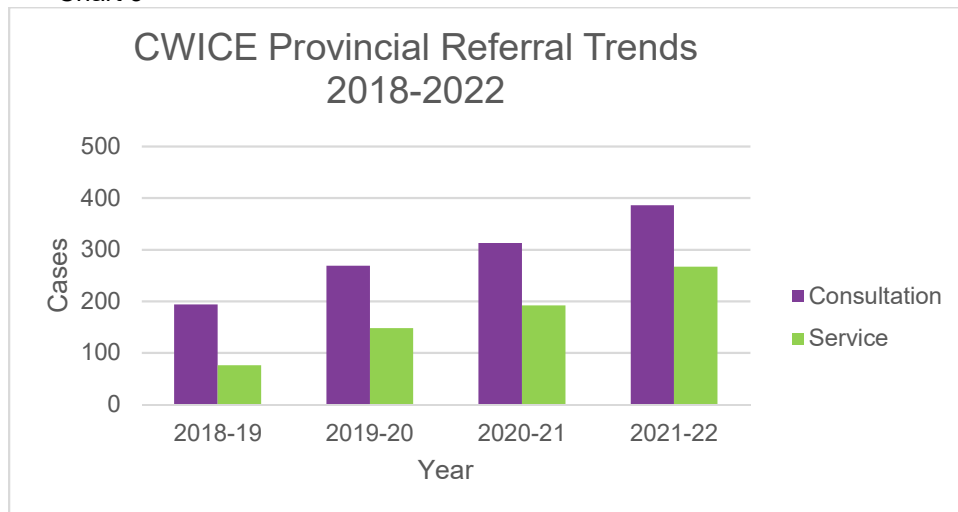


Overall, our work is enhanced by referring children and families to settlement partners, and culturally safe wraparound programs such as Peel CAS' Akoma, Ma'an, and SAATH programs¹⁵. As well, the team continued to collaborate with Peel Children's Aid Foundation¹⁶ to link families to donated resources as needed. We also wish to recognize the community-at-large, for its ongoing role supporting the families we work alongside. Many faith-based communities and neighbours/friends have played vital roles in supporting one another, welcoming families to the community, and helping parents keep their children safe.

Consultations & Brief Services Ontario-wide

This year we received **386 referrals for consultation**, and this demonstrates an increase year-over year that is notable since our launch in 2018 (Chart 3).

Chart 3



There were several consistencies year-over-year, including referral source and type of requests to the CWICE. In 2021/22, about half of the referrals were from the central region (51%), and notably a substantial mixture of other referral sources from regions across Canada (Chart 4).

Chart 4 (Regions as defined by OACAS)

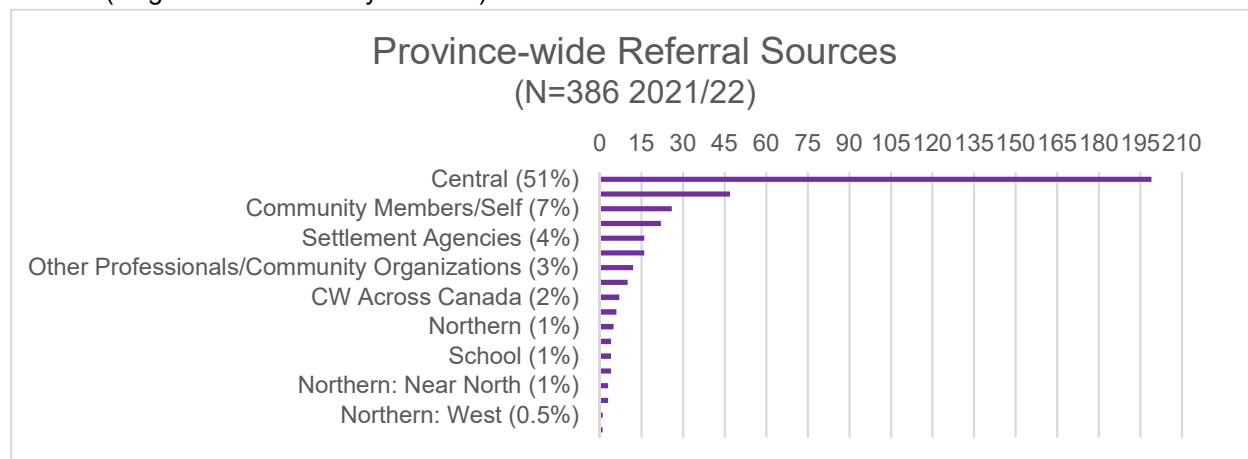
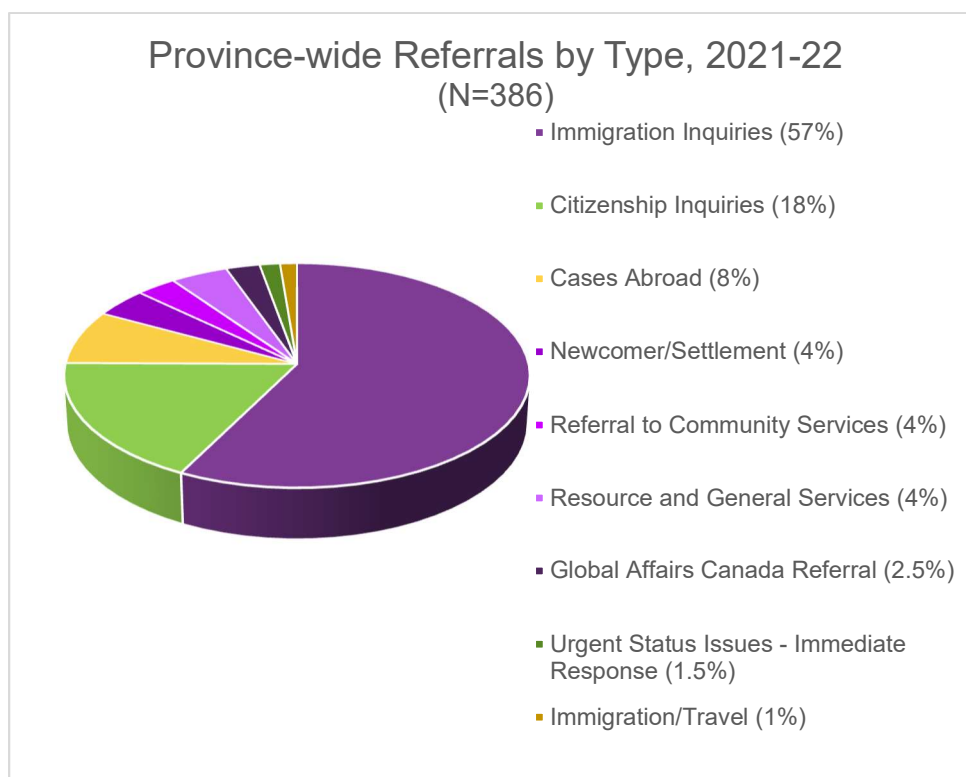


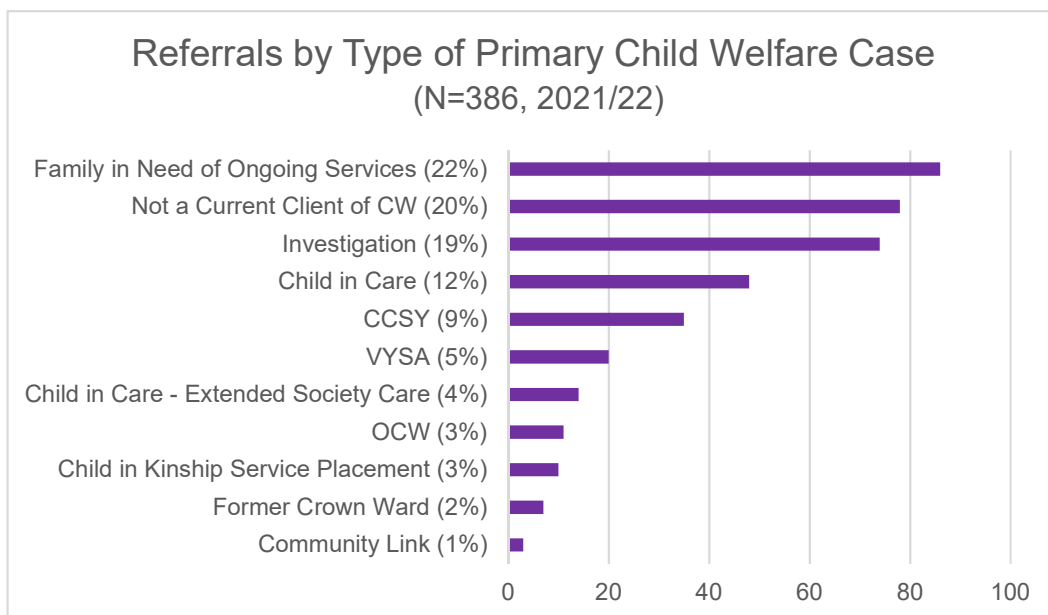
Chart 5:
The majority of referrals continued to be related to immigration inquiries (57%).

There were also two new trends which surfaced this year, that had not been previously classified: cases abroad and requests related to travel requirements during COVID-19 border restrictions. A summary of the emerging cases abroad referrals is in the conclusion section of this report.



This year, the referrals received from across the province continued to be primarily about families receiving ongoing services from child welfare agencies (22%) - chart 6, followed by children/families not yet involved in child welfare services (20%). Of those who were not yet receiving service, approximately 17% resulted in new child welfare referrals to local agencies.

Chart 6



Brief Services

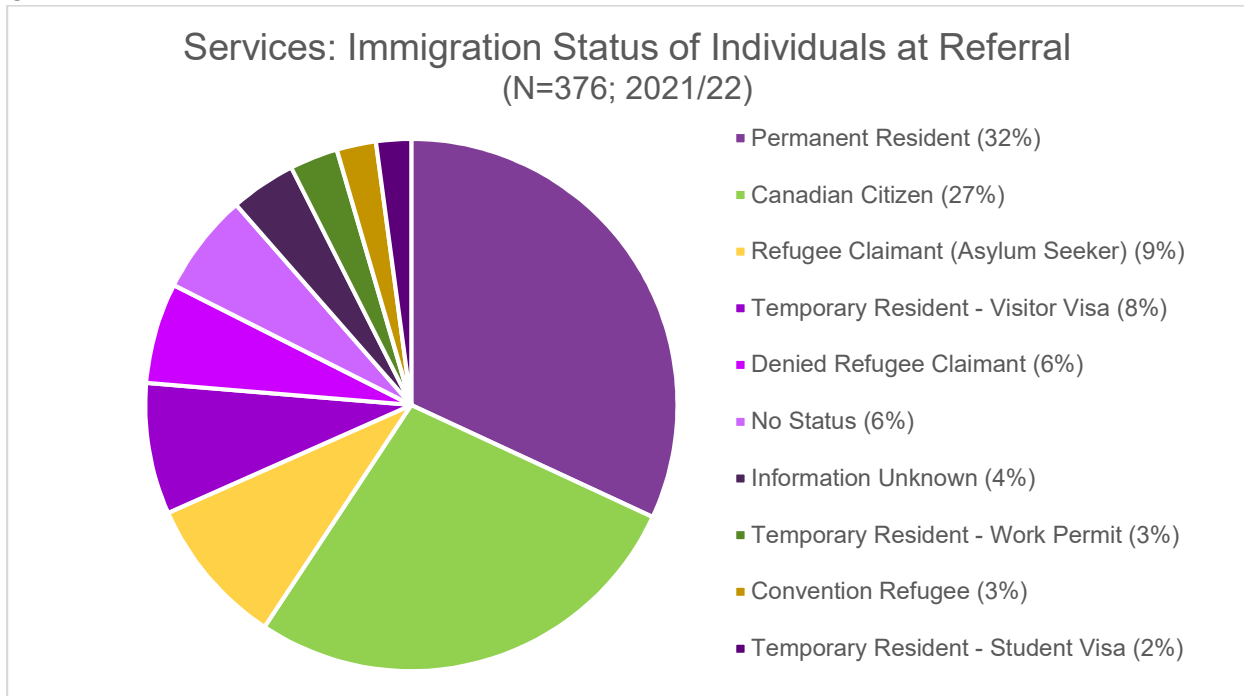
This year, **69% of the referrals from the province were opened for brief services, which is a 30% increase** since our launch in 2018 (Table 4). The service trends highlight the growing complexity of issues facing children and families in Ontario.

Table 4

	2018-19	2019-20	2020-21	2021-22
Consultation Referrals	194	269	313	386
Brief Services	76	148	192	267
% referrals needing brief services	39%	55%	61%	69%

Immigration Specialists provided 267 brief services to 376 individuals with a variety of immigration status and needs (Chart 7). This year, 73% of those we provided service to did not identify as Canadian citizens. Of the Canadian citizens receiving service, several are dual citizens, while other referrals involved reunification/placements across borders, and those seeking assistance repatriating back to Canada.

Chart 7:



Service Evaluation:

Following all brief services, we send participants a survey to evaluate our services. Of the 95 closed cases this year, we had 36 responses to our survey with the following results:

97% of respondents agreed:

- ❖ The CWICE team member was knowledgeable when managing the request
- ❖ The CWICE services were helpful

In terms of satisfaction, we received a **consistent satisfaction rating of 97% for the third year** in a row. At the same time, this year we received 94% satisfaction about our timely responses to requests. This is a 3% decrease from last year, and is likely impacted by the implementation of a wait list. The wait list was implemented in 2020/21 fiscal year and continues to be utilized today to manage the volume of requests and layers of service needs. All referrals are assessed and prioritized for assignment and the average length of wait is approximately one month. One comment in the evaluation noted the wait being the only difficult part of the process when working with the CWICE.

In terms of suggestions for service: one participant asked the CWICE to connect with all child welfare agencies to ensure they are aware youth under 18 apply for citizenship; another comment included that training to CAS' would be helpful; and finally a professional felt the CWICE service was more appropriate for the family than their protection service. Other comments shared were about the impact the CWICE had directly on children and families' lives, and is summarized below.

“Did the CWICE service make a difference to a child, youth or a family?”

Yes. It gave the child a **new lease of life!**

Brought a sense of hope, as we wait for a response.

They helped support completing documents to **remain in Canada and remain safe.**

Eased anxiety for youth.

Absolutely. They helped me write a letter of support for the family so the children could see their grandparents for the first time in a couple of years.

The CWICE service made **a significant difference to the entire family.**
The parent was at risk for deportation, which put the entire family's stability in jeopardy and would have negatively impacted 4 very young children.

On behalf of the family, **thank you!**

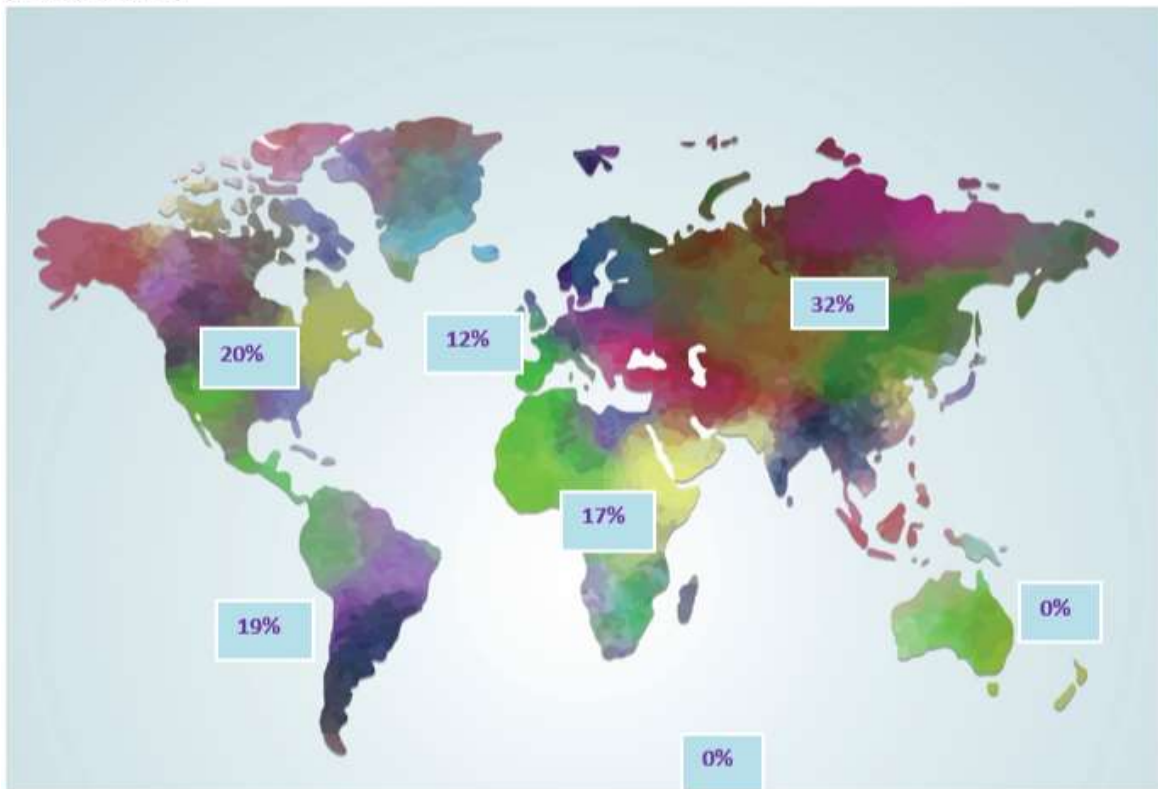
Youth estranged from her family of origin
and **I had the privilege** to see how excited she was taking the oath of **citizenship.**

All the CWICE Service Recipients

Within the CWICE programs, we recognize and celebrate the identities of service recipients. To promote a thorough understanding of identities, we recommend child welfare workers use identity based data tools, and ask individuals and families about their immigration status, migration stories, and experiences.

Across all the CWICE service types in 2021/22, we worked with **a combined 666 individuals from 82 unique countries across five continents of origin**. In comparison, last year we provided service to individuals from 76 countries. Map 2 provides a visual illustration of the continent of origin for our clients across brief services and child welfare services (Map 2 and Table 5).

MAP 2
CWICE Clients - Continent of Origin
 (N=649; 2021/22)



*17 clients had unconfirmed country of origin

Table 5:

Continent	Percentage of clients
Asia	32%
North America	20%
South America	19%
Africa	17%
Europe	12%
Antarctica	0%
Australia	0%

Status Project

Leads: Celistine Frampton, Fatima Mukai, Natalia Valencia and Danielle Ungara

In our fourth year, the CWICE continued to make efforts to ensure that every child and youth in out-of-home care with Peel CAS, who had unresolved immigration issues, had a plan to resolve these issues. Out-of-home care includes children and youth living with friends or relatives in kinship arrangements, with foster caregivers, youth receiving voluntary youth services, and young adults who live independently through continued care and support. To that end, we enlisted the assistance of our colleagues across Peel CAS, to review and confirm all children, youth, and young adults' immigration status in Canada. Through the engagement process, we examined place of birth, citizenship (including outside Canada) to develop and confirm our understanding of the various immigration status' within Canada for our clients.

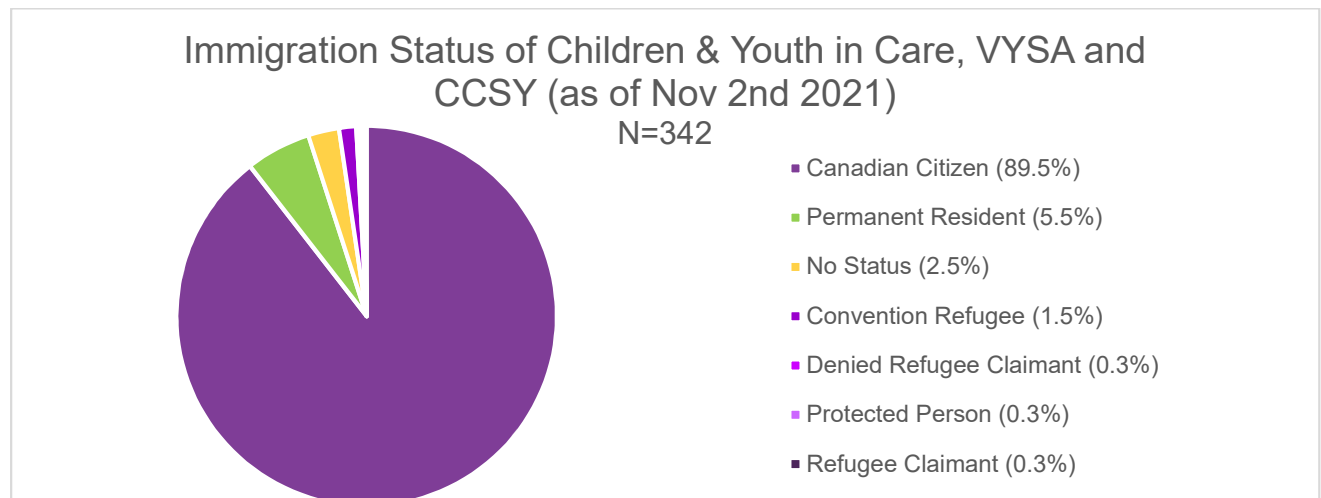
The data collected, and analyzed over the last few months, underscores the importance of engaging families in these discussions as early as possible. Documenting identity data in the Child Protection Information System is important as this information can form the basis for a more comprehensive plan to address future immigration needs of children and youth. This information is also critical when accessing services as children age or youth live independently. As well, knowing this information assists service providers to better plan for reunification and engage in family finding here and abroad to develop plans.

Our 2021/22 'point-in-time' manual analysis, part of the Immigration Status data project, has confirmed that Peel CAS' child welfare workers continue to support and plan for the resolution of unresolved immigration issues for every child or youth receiving services.

Ultimately, we believe the more we understand the identity needs of those we serve, the better equipped we will be as service providers.

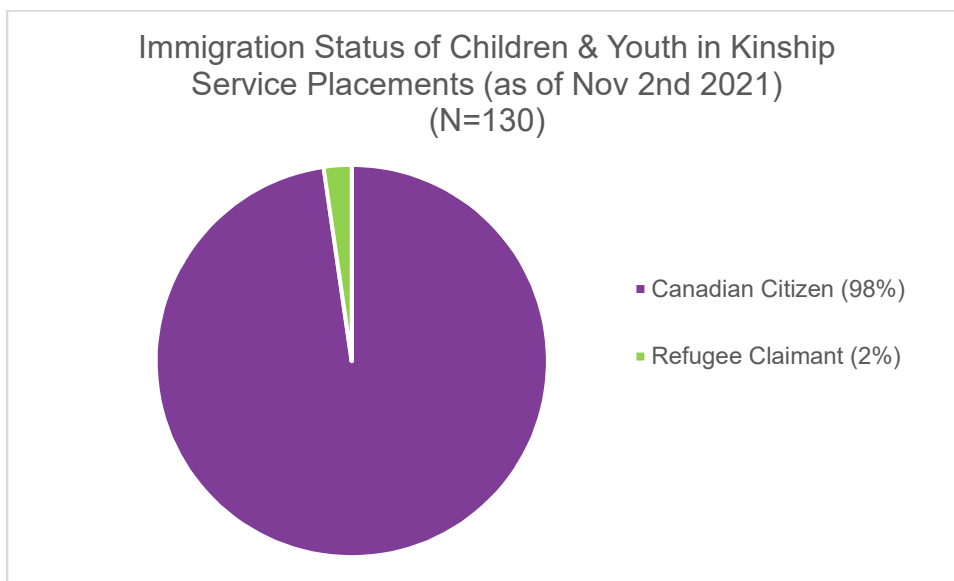
At the time of this project, 89.5% of children, youth, and individuals currently receiving out-of-home care services (except kinship) with Peel CAS are Canadian citizens, while 10.5% are not. This finding is consistent with last year's point-in-time analysis. As of November 2, 2021, the children, youth, and young adults held a range of immigration status in Canada (Chart 8).

Chart 8



At the time of the project, in November 2021, only 2% of children/youth in kinship arrangements did not have Canadian citizen (Chart 9).

Chart 9



Peel CAS staff have continued to lead in meaningful engagement with children, youth, and families around immigration status issues. This helps in producing outcomes that are more equitable – pathways are developed with a focus on helping youth find a sense of belonging and establishment, as well as pursuing opportunities as they age. Through the case review and planning, we can confirm all children and youth with unresolved immigration status issues with Peel CAS have a plan and are on a pathway to resolving outstanding issues.

Project Expansion: Identity Data

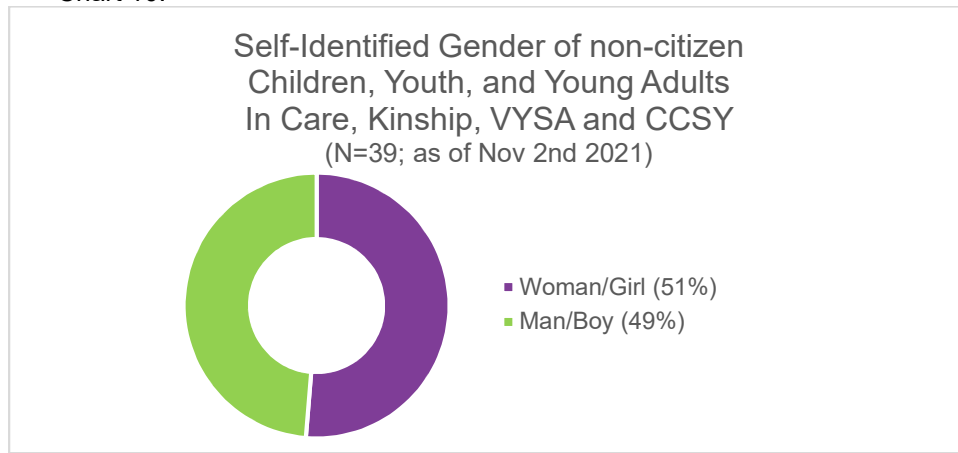
This past year, the CWICE status project team expanded the project to examine the identities of non-citizen children and youth receiving out-of-home care further.

Within Canada the majority of recent immigrants, according to the 2016 Census, are racialized¹⁷. In the most recent Ontario Incidence Study, in 2018, Dr. Barbara Fallon and her team revealed newcomer households (individuals living in Canada less than 5 years) represented 8% of investigations in Ontario¹⁸. This data and research highlights the importance of understanding the unique identity and needs of those receiving service.

Across Ontario, there have been discussions over several years about the over-representation of Black and Indigenous children in out-of-home care¹⁹. Child welfare redesign in Ontario is focusing on disparities and disproportionalities, and addressing equity issues system-wide, including thorough data analysis to better understand where disparities exist²⁰. OACAS' One Vision, One Voice also provides a framework, and emphasizes collecting and disaggregating race-based data, then comparing this to community demographic data, and sharing this information²¹. The CWICE continues to break ground as the first to publicly report immigration status of clients year over year. This year, the CWICE will report race-based data, along with other important pieces of one's identity.

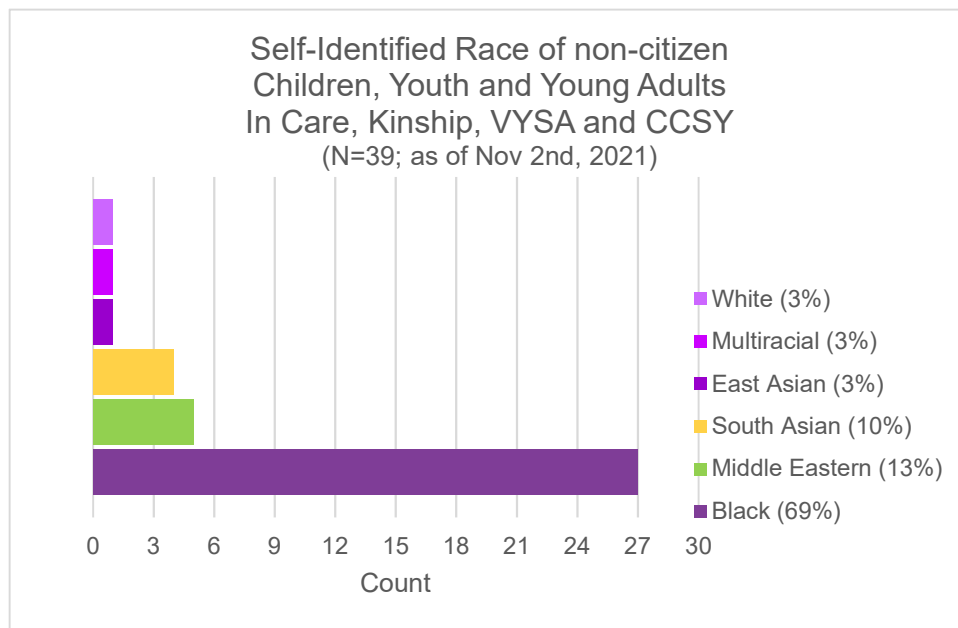
In total, **there were 39 children, youth, and individuals in out-of-home care with Peel CAS who were not Canadian citizens** (including all care options). Just over half of these children, youth, and young adults identified as women/girls while the others identified as men/boys (Chart 10).

Chart 10:



There are several notable findings regarding the self-identified race of the children, youth and young adults resolving their immigration status needs. Of those without Canadian citizenship receiving out-of-home care, 69% identify as Black, while 13% identify as Middle Eastern, and 10% identify as South Asian (Chart 11). These findings provide a first-ever-view of the specific needs facing children and youth receiving service from Peel CAS; however considering the diverse demographics in Peel Region, its appeal for settlement, and proximity to the airport, it will be important to review this in a year's time.

Chart 11 (using Ontario's Anti-Racism Data Standards)



Across the general population in Peel Region, in 2016, South Asians represented 32% of the overall population, with Black people representing 9.5%, and people from the Middle East representing 3%²². While community demographics are important, an important factor includes Peel Region being home to

Canada's largest airport. The CWICE acknowledges unresolved immigration status can be an indicator of increased marginality, particularly for youth separated from their parents or families. Youth may experience little or limited support networks and access to resources. The CWICE works with many incredible partners who support these youth; and our partners are often concerned about the over-representation of Black children in care and also are concerned for those who are not citizens and the impact this has if not resolved by child welfare organizations and authorities²³. We commit to continuing to work with partners and in supporting youth seeking permanency in Canada.

In the coming year, we will continue to encourage colleagues across the province to engage families in identity based discussions that include immigration and citizenship issues. We will support organizations to determine processes and procedures to ensure accurate identity documentation. We will support staff and agencies in creating plans to resolve immigration status issues for children and youth in all out-of-home care. Lastly, we will support agencies to implement processes and practices that ensure all children have identity documents, particularly when residing in out-of-home-care.

UASC Project

Leads: Alicja Grabarczyk and Danielle Ungara

The second year of the COVID-19 pandemic created unique challenges for unaccompanied and separated children (UASC). This year, we responded to referrals to work with **54 UASC**, which was slightly higher than last year (Table 6). The UASC referred for service from across the province were from **26 unique countries from across five continents**.

We had several successes this year with positive outcomes for UASC, and perhaps this year we learned to adapt and evolve with the various changes that have affected every country across the world.

To better support the unique needs of these children and youth, we co-explored their identities with them to ensure services met their individual needs. Our unaccompanied or separated children and youth told us:

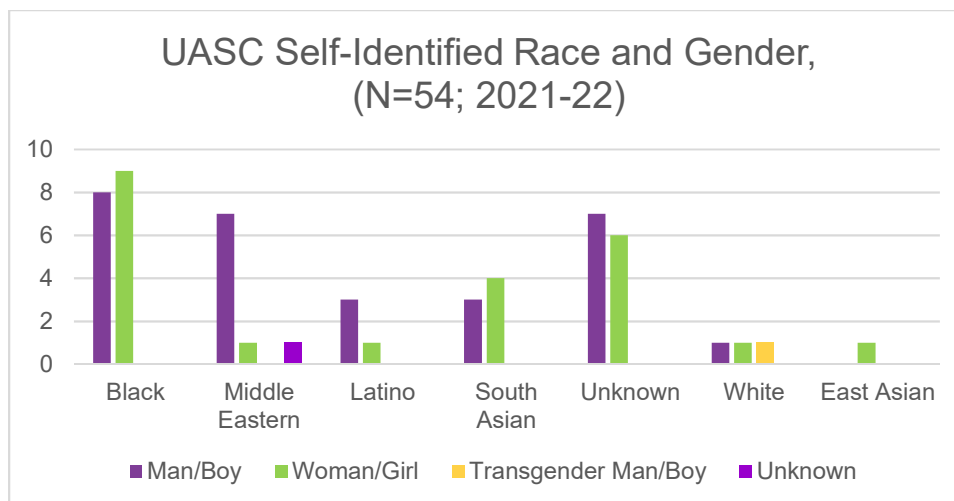
- ❖ Self-identified gender identity: 53% of UASC referred identified as a men or boys, 43% identified as women or girls, 2% identified as transgender men/boys, and 2% did not confirm their gender identity
- ❖ Self-identified sexual orientation: 20% identified as Straight/Heterosexual; 4% of the individuals we supported identified as Gay, 2% identified as Bisexual, 4% preferred not to answer, and 70% was unconfirmed or unknown
- ❖ Self-identified race: 31.5% of the children/youth identified as Black, 15% as Middle Eastern, 13% as South Asian, 7.5% as Latin American, 6% as White, 2% as East Asian, with 25% unknown (Chart 12).

As the CWICE supports referrals from across the province of Ontario, we commit to continuing to encourage colleagues to engage children and youth about their identity and accurately document such critical parts of one's identity. We believe this will be critical in child welfare redesign across the province.

Table 6:

UASC Referrals	Year
54	2021/22
47	2020/21
45	2019/20
38	2018/19
184	Total

Chart 12 (using Ontario's Anti-Racism Data Standards)



In addition, this year, there were several trends noted regarding UASC:

- Reunification with extended family members in Canada.
 - In 2021/2022, the CWICE observed a few Government Assisted Refugee children and youth reunited with their extended family in Canada. This resettlement experience is unique from other UASC experiences, however, these youth benefitted from service at their local child welfare agencies, settlement service partners, schools and faith group organizations in preparation of their arrival. The collaboration and seamless services meant children and youth had positive experiences as they were welcomed to the country. This also provided parenting supports to their caregivers.
 - The conflict in Afghanistan created a new, small wave of UASC who were abruptly separated from their parents and family during transit. These youth have expressed fearing for the safety and whereabouts of their families, with many members still outside Canada. They have shared their wishes to reunite.
- Canada-USA border:
 - There are a few children and youth who have crossed the USA-Canada border in hopes of travelling to various parts of Canada and be reunited with family members or family friends. Some children made a refugee claim at the USA-Canada border while others were returning from abroad as Permanent Residents or Canadian Citizens who could no longer reside with their legal guardian.
 - We have also seen an increase in refugee claims at the USA-Canada border by both individual youth as well as sibling groups. These youths may be requested to present quarantine plans and be asked to stay in quarantine centres/designated hotels before travelling to their final destination. The CWICE maintains that UASC should not be quarantining alone in isolation or quarantine centres, and we have worked extensively with partners in Public Health and IRCC to ensure safety and supports are in place for children and youth.

UASC Trends continued -

- Alternative guardianship/caregiver arrangements:
 - The CWICE continues to observe formal and informal guardianship arrangements presented on behalf of children/youth. It is important to ensure permanency options do not leave children vulnerable; and at times, these private arrangements have led to children living in the community with expired temporary immigration status for years.
- Repatriation to Canada:
 - Some UASC required support pre- and post- successful repatriation to Canada. These services included travel coordination during the pandemic, which required proof of vaccination to board domestic and international flights and having government approved vaccine records.

As a member of the Unaccompanied and Separated Children Network in Ontario, the CWICE has been leading the collaborative development of a resource guide for youth arriving at the border. Several youth have informed the design of the resource guide, based on their experiences and first months living in Canada. The resource guide will focus on eight key areas: Emergency/Shelter/Housing, Health Services, The Refugee Claim process and important timelines/dates, Legal Supports, Education and School, Finances, Transportation, Telecommunications/Cell phones. A list of terms and definitions was also included as a way to help UASC understand some of the terminology they might hear during their immigration experience to better empower them in decision making.

As member of the UASC Network in Ontario, we will continue to work with many partners on issues facing UASC including access to education in 2022/23.

The CWICE Youth Group

Facilitated by: Alicja Grabarczyk and Mandisa Sifelani; designed in development with Shirley Asiamah

In 2021, the CWICE Youth Group was launched with a purpose to support and assist immigrant youth including unaccompanied and separated or repatriated youth as they integrate and settle in Canada. The overall goal is to harness and empower these youth to reach their full potential in Canada. The meetings provide youth with information, resources, and opportunities to expand their network while they transition to their lives in Canada. With a focus on permanency, this program provides youth a unique opportunity to meet other youth and staff mentors, from diverse backgrounds to create positive connections and learn from one another.

Outreach continues and youth may be referred at any time to attend the meetings. Feedback received from the participants thus far has been positive, with youth expressing that they have enjoyed the group, the content provided, and the interactive activities. Youth have had a platform to share their accomplishments, engage in conversations, find commonalities with others who are going through similar experiences and learn from each other.

Peel Children's Aid Foundation has been a strong and welcomed support of the CWICE Youth group. There have been some challenges for youth to consistently attend monthly meetings, so support and encouragement from foster caregivers, guardians, community service providers, or child welfare workers is important. As youth age and settle in Canada, they may wish to become mentors to younger youth or those newly arriving in Canada, and the program will allow for such growth opportunities.

Informal feedback has been received since December 2021. One youth shared the group is an "open space to be able to share, talk about anything and lean on each other. We're in similar situations and can rely on one another and help one another". Another youth shared his feedback saying, "It was nice to be in this group, thank you for taking the time".

Citizenship Project

Leads: Natalia Valencia, Abimbola Oyeyinka, and Danielle Ungara

The CWICE continued to help child welfare partners understand the importance and responsibility we have when children and youth are in out-of-home care, to ensure their immigration status needs are met. Failing to resolve immigration issues for children and youth aging out of care can pose significant challenges in their adult lives. One way to ensure youth have permanency is through supporting them to obtain their Canadian citizenship before leaving care.

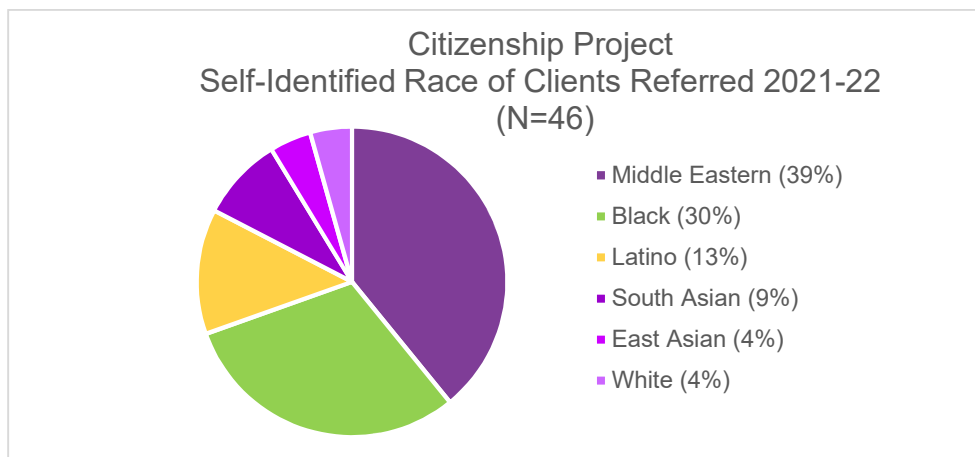
In 2021-2022, the CWICE received **46 new citizenship referrals** from across the province. The majority of the requests (65%) were for individuals under 18 years of age, while 35% were applying for citizenship as adults. The individuals supported are diverse - 46% of those referred for citizenship support identified as men/boys, 52% as women/girls and 2% as transgender women/girls.

This year, we reviewed the identified racial and cultural backgrounds of the individuals referred for service (Chart 13), and recognize identities of those supported are distinct. As the CWICE works with racialized immigrant children and youth across Ontario, we recognize the significant structural and systemic barriers that they face if citizenship remain unresolved. It is critical for the CWICE to promote the need for citizenship permanency within the child welfare sector.

Since the inception of the CWICE in 2018, the CWICE has received 142 requests in total to support citizenship applications for children, youth, and young adults. These referrals have been received from 21 child welfare agencies/organizations over these four years. As well, the individuals referred have been and continue to be diverse, from 48 distinct countries/nations around the world.

The successes achieved to date include: attainment of citizenship, citizenship applications currently processing with Immigration, Refugees, Citizenship Canada (IRCC) and others in progress. As well, we've created a streamlined process for resolution of applications with IRCC. Despite the successes, the pandemic has contributed to significant processing times for applications, so our work with our partners continues to ensure permanency achieved. In addition to processing times, the CWICE noted several additional barriers faced by children/youth as sole applicants for citizenship including: lack of identification documentation, limited understanding of their migration/immigration stories and history, disconnection or conflict with parents/family which can complicate information gathering, financial barriers to application fees, or involvement with the criminal justice system. The CWICE continues its ongoing work with children, parent(s)/legal guardians/child welfare workers or representatives, as well as collaboration opportunities with partner organizations. We remain committed to ensuring barriers that hinder children and youth from regularizing their citizenship is removed, and permanency in Canada is obtained.

Chart 13 (using Ontario's Anti-Racism Data Standards)



Repatriations & Reunifications Project

Leads: Celistine Frampton, Rosario Elmy, Natalia Valencia, Mandisa Sifelani and Danielle Ungara

For several years, the CWICE has collaborated with several federal partners, including Global Affairs Canada (GAC) to ensure the safe return of children, youth and families who found themselves in difficult circumstances and were unsafe abroad. The CWICE has developed a record of service excellence over the last three years (2019-2022), ensuring the successful repatriation and reunification of 58 Canadian children, youth and families.

Strong partnerships are the foundation to ensuring that children, youth and families abroad are served in a timely and sufficient manner. This year, the CWICE developed a service contract with Global Affairs Canada, and served as consultant from February 17th to June 30th 2021, providing consultation, outreach, and capacity building services. The consultation services were divided into three critical areas: pre-arrival, arrival and post-arrival coordination. GAC worked closely with the CWICE to ensure smooth transitions for children, youth, and families arriving at Toronto Pearson International airport. Additionally, GAC and the CWICE facilitated coordination between other partners such as Canada Border Services Agency (CBSA), Public Health Canada (during COVID-19), and local child welfare agencies. To support post-arrival needs, the CWICE liaised with settlement, community and other child welfare agencies to connect children, youth and families to specific services to support their adjustment to life in Canada.

To provide value added capacity building services to GAC, the CWICE developed an Ontario-wide resource guide and tip sheet for consular officers interviewing children and youth abroad. The issues consular staff respond to include requests to support children and youth at risk of child abuse, abandonment or death of a parent, forced marriage, or children/families in distress due to other circumstances. This year, we supported 15 children, youth and families arriving from three continents. As we continue to promote understanding the unique needs of these clients, we noted we provided service to several sibling groups, and the majority of clients self-identified as women/girls.

The CWICE centres its service planning in principles of diversity, equity and inclusion, understanding the many vast connections many Canadian citizens and residents have overseas. The CWICE looks forward to strengthening collaborative relationships with child welfare agencies across the country, with local settlement and community organizations, and federal partners. Through cross-systems partnerships, we will be able to continue to address the complex needs of children and families returning to Canada.

Afghan Initiative

Leads: Rosario Elmy, Roya Nang, and Danielle Ungara

In August 2021, in response to the crisis in Afghanistan the Canadian government announced that it would support the resettlement of 40,000 Afghan nationals. To date, several thousands of Afghans have been able to resettle in Canada, with many more anticipated to arrive in the following 18 months. Having previously coordinated the Syrian Refugee Response project province-wide, the CWICE has developed a clinical model that focuses on partnerships and early intervention. As well, the CWICE has extensive knowledge in coordinating provincial responses and has strong partnerships with key settlement and community organizations in the resettlement process in Ontario.

As member of several working groups coordinating service responses, the CWICE continues to collaborate with the Refugee Resettlement Support Working Group and its partners across Peel, Halton and Toronto regions to plan services for newcomer families arriving in Ontario. As a result of the needs identified in the community, the CWICE created an Afghan Initiative to respond immediately to the various needs of families, children and youth arriving in Canada from Afghanistan.

In collaboration with the Resettlement Assistance Program service organizations, such as Peel-Halton Integrated Services Reception Centre, the CWICE continues to provide information sessions and

outreach presentations to staff and families arriving about the child welfare system in Canada and services available to families. These presentations are conducted in multiple languages to ensure accessibility for newcomer Afghan families. The CWICE continues to visit the reception centers to provide assessment, make referrals and advocate for Afghan families, children, and youth. As well, the CWICE has provided brief **services to 24 Afghan families** during this time, including a small wave of unaccompanied and separated children arriving at the airport and land borders.

In the fall of 2021, the CWICE created an Issue Note and article, which was distributed province-wide. The memo highlighted key messages about the differing needs of families arriving, including that individuals may arrive with varying immigration status, such as temporary resident status. The CWICE continues to develop new partnerships to support the Afghan community in Ontario. In February 2022, our partners at Polycultural Immigrant & Community Services²⁴ provided an overview of the many regions across Ontario where families are currently resettling. The top regions families are settling are Peel (55%), Toronto (22%), London (6%). However many other communities had 2-3% each resettling there, including Windsor, Kitchener, Ajax, Barrie, Markham, and Milton.

Moving forward, the CWICE is continuing to share information and has an upcoming province-wide webinar on the Afghan Initiative scheduled with partner organizations. We will continue to analyze trends and local impact, partner with communities to respond to the needs and share information with our sector. In this upcoming year, we will transition the Afghan Initiative into a more inclusive and larger Newcomer Project, which will support nationals arriving from many regions. This project will support our response to the multiple mass migrations occurring at the present time, including the most recent humanitarian crisis in Ukraine.

Emerging Trends and Conclusion

As the profile of the CWICE increases, and with the website, connecting to the CWICE is easier now than ever. We have received calls from across the globe, and the requests are varied in nature, including:

- Requests involving children in challenging circumstances in Canada and in other countries.
- Youth calling directly from around the world to report abuse and stressors such as poverty while living abroad.
- Youth calling to share concerns about siblings who they are separated from and wish to reunite with. Or family members abroad trying to locate family members who made refugee claims in Canada, including a call to assist an individual reunite with family from Afghanistan.
- Reports of children orphaned in Canada and around the world, requiring placements with new caregivers.
- Situations of guardianship changes or breaks in adoptions, leading to family finding services and development of new permanency options for youth.
- Few instances where there were cross-border custody disputes, including the removal of children across borders without a guardian's consent, or a parent calling concerned for their children travelling with the other parent internationally.

As always, the CWICE assesses each request and makes referrals, child welfare reports, and service coordination as needed. These trends highlight the precarious situations children and youth may experience, as well as the limited supports available when dealing with multiple jurisdictions or countries.

This upcoming year, the CWICE will continue to promote the development of policies, procedures, and data intelligence strategies to ensure services are equitably provided and positive permanent outcomes achieved with children and youth. The CWICE will continue to build partnerships, including research projects, around issues of advocacy on behalf of children, youth, and families involved with both the child welfare and immigration systems. In service, we will remain attuned to trends and needs, and will aim to incorporate issues of human trafficking and its intersection with international border issues; explore

impact of crimmigration; and examine the intersection between immigration and domestic violence issues. The CWICE believes all child welfare workers working in the diverse province of Ontario would benefit from attending the CWICE 8-course certificate training series, and we will continue to promote this. These measureable achievements, taken collectively across Ontario, will have impact for a generation. And, as child welfare redesign continues in Ontario, the CWICE will continue to play a vital leadership role in engaging and documenting successful early intervention strategies.

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