

Immigrant Women Negotiating Canadian Work Cultures

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Partners: Windsor Enterprise Skills Training

Research Team: Drs. Dlamini (PI), Anucha, Clovis and George

Description

This research study seeks to examine and understand how the social and human capital that immigrants acquired outside Canada is converted for use in the Canadian economy. The study also seeks to understand how gender and other variables such as race/ethnicity mediate the conversion of foreign-acquired social and human capital, thus influencing access to employment opportunities for immigrant women. This study is informed by an anti-racism framework that locates experiences of racism at the individual, systemic, and cultural levels (Dei, 1996); therefore, the investigations proposed herein take into consideration these multiple sites of struggle. The research team includes multidisciplinary academic researchers working collaboratively with key stakeholders who will be impacted and/or will implement policies and practices that will be developed from the research findings. The findings will inform the development of culturally sensitive policy-making and enactment in work places, consequently leading to the development of relevant economic strategies for foreign-trained immigrant professionals. The geographic location of this research is the Windsor/Essex region, an area that Census Canada Data names as the second fastest-growing community in Ontario after Toronto and as having Canada's fourth largest proportion of foreign-born residents after Toronto, Vancouver, and Hamilton. Situated in central Canada, Windsor is also a border city next door to Detroit.

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