

## TNLIP Data Advisory Group - Meeting Minutes

Tuesday, June 25th, 10:30 am – 12:00 pm

### Virtual – MS Teams

**Attendees (10):** Alin Moayed (New Circles), Diana Harrop (Centennial College), Elaine Berry (TPL), Farheen Meraj (TNLIP/JVS), Hodan Mohamed (JVS), Matthew Neill (Community Share Foodbank), Misha Hossain (TNLIP/TNO), Pusat Kildis (TNLIP Volunteer), Rachelle Molto (TNLIP/JVS), Rola Hamdan (Willowdale Community Legal Services)

Agenda Items	Facilitator/Presenter	Meeting Minutes
<b>Welcome, Land Acknowledgment &amp; Introductions</b>	Rachelle Molto	<p>Rachelle welcomed participants, outlined the meeting's agenda, and led the land acknowledgements.</p> <p>Participants introduced themselves and their organizations.</p>
<b>Recap of Last Meeting</b>	Rachelle Molto	<p>Rachelle recapped the purpose and origins of the Data Advisory group and the member discussions from the first meeting in March. Members reported needing data for:</p> <ul style="list-style-type: none"> <li>• Program design</li> <li>• Reporting</li> <li>• Targeted marketing strategies and programs</li> <li>• Using data to debunk harmful myths and opinions, such as the association between immigration and Canada's housing crisis</li> <li>• Narrating the national socio-political story and reinforce legal and policy accountability</li> <li>• Reporting &amp; communications, especially for fundraising, informing advocacy, and defining future programming</li> </ul> <p><b>Member Data Needs/Areas of Focus included:</b></p> <ul style="list-style-type: none"> <li>• Ethnicity/Racialization</li> </ul>



		<ul style="list-style-type: none"><li>• Socioeconomic status</li><li>• Language spoken</li><li>• Age</li><li>• Unemployment and underemployment, and education</li><li>• Food security by ward</li><li>• Education levels, particularly as they relate to food insecurity/poverty</li><li>• More localized data for specific areas such as electoral riding</li></ul>
<b>Data and Research: Employment, Income &amp; Education; Newcomers &amp; Housing; Location- based data needs</b>	Rachelle, All	<p>Based on a few of the key interest areas of focus identified by members in the first meeting, data and existing research was scanned by Pusat (TNLIP volunteer) and presented by Rachelle on the topics of housing and newcomers; education, employment, income and newcomers. The group also discussed their location-specific data needs.</p> <p><b>Housing and newcomers</b></p> <ul style="list-style-type: none"><li>• Ontario has seen the fastest decline in housing affordability, particularly affecting recent immigrants who are more likely to rent. Home prices rose %44 during the COVID-19 pandemic.</li><li>• The study called “The Effects of Immigration on the Housing Market: Canada” report indicates that immigration generally has no significant effect on housing prices.</li><li>• Newcomers are impacted by affordability crises and unique disadvantages: Landlords require certain documentation from their prospective tenants, including credit history, income verification, and rental references. These documents are often difficult for newcomers to provide.</li></ul> <p>Discussion:</p> <p><b>Member:</b> Employment is driven by population concentration. The higher the population concentration, the more businesses and employment opportunities there are. Prices in Toronto are</p>



not going to decrease in the foreseeable future. We need more research on developing local communities, especially satellite communities.

**Member:** The housing crisis is the number one issue in Ontario and also a national issue. The federal and provincial governments have historically downgraded housing issues to the municipal level, leaving local governments to handle the burden. The notion that only wealthy people buy houses to make a profit is a misnomer. Data shows that Canadians, even those whose families have been here for generations, struggle to buy houses. This crisis requires a national, provincial, and municipal approach. Political will is essential to solving this issue.

**Member:** Agrees with Hodan that the housing crisis is a national, provincial, and municipal matter. Affordable housing should be advocated. Governments should incentivize developers to create affordable housing units. It's important to convey that this crisis is not caused by newcomers since it has been ongoing for years and will continue unless all three levels of government work together.

**Member:** People spend 40-50% of their income on housing.

**Member:** Some clients, especially seniors on fixed incomes, spend up to 90% of their income on housing. They rely on food banks and seek help from their families to survive.

**Member:** Additional research should focus on how immigrants, considering factors such as race and gender, are disproportionately affected by the housing crisis, as well as how existing buildings and new constructions can be made more accessible.

**Member:** Agrees that a multi-level government solution is necessary. There is a lack of specific data on affordable housing rates, overall housing rates, immigration, and homelessness rates to demonstrate that immigrants are not causing the housing problem.

**Member:** Salaries have stagnated for decades while housing and other living costs have increased. There is a video showing how the crisis has developed since 1984.

[Housing Price vs Income 1984 in Canada](#)



**Member:** Are there any promising pilots around affordable housing that could enhance our understanding?

**Member:** There are a few examples. For instance, this Friday (June 28), there is a tour organized by the North York Community Cluster in collaboration with United Way to visit the Downsview Development Project. It's free, but you need to sign up. We've identified several local groups that have achieved affordable housing.

[ID&Downsview](#)

[Update Downsview-City of Toronto](#)

**Member:** Something concerning is the new trend of unwanted shared rooms, compromising people's privacy. This increasing among my clients.

**Member:** It's hard to find region-specific research as most focus on provinces. Not all regions within the GTA are equally affected by the housing crisis. For instance, North York has been more impacted than areas like Vaughan and Richmond Hill. There is a lack of region-based research.

**Member:** There should be a focus on home buying in the GTA. What types of newcomers buy houses based on their socioeconomic level? Socioeconomic data can illuminate the housing crisis and affordable housing issue. In terms of data, education and income levels of immigrants should be considered since even skilled immigrants must have a certain income to immigrate to Canada. How long can they sustain their savings to settle and find a job? Employment is an urgent issue for newcomers, and many do not work in their fields. Income and employment are deciding factors for housing affordability.

**Education, employment, income and newcomers**



Racialized individuals and newcomers in Canada face significant barriers to accessing due to systematic discrimination in the labor market. The disparities in employment outcomes, leading to underemployment or unemployment.

**Income inequality:** Immigrants and racialized individuals generally earn lower median wages compared to their Canadian-born and non-racialized counterparts, reflecting broader systemic inequities in the labor market.

**Education and Credential Recognition:** Many skilled immigrants arrive with qualifications that are not recognized or valued in the Canadian labor market, leading to a mismatch between their skills and the jobs they are able to secure.

**High-education-low-income Phenomenon:** Where immigrants with high levels of education work in low-paying jobs that do not utilize their full potential.

Discussion:

**Member:** It is interesting that women, whether immigrants or Canadian-born, make less money than men.

**Member:** The income disparity between men and women could be a theme for further research.

**Member:** Gender, income equality, and education are equally important factors that should be considered for data analyze. If you have a good education, it is easier to find a job.

**Member:** When examining data from various sources, the income gap between men and women is consistently observed. It is important to identify which industries contribute the most to the wage gap between genders to better analyze this issue. Moreover, the wage gap exists based on the duration of newcomers' stay in Canada and their race, regardless of whether they are men or women, newcomers or Canadian-born. This demonstrates that the wage gap is both cultural and systemic. The following question should be asked to better analyze the issue: What are the issues



within our country related to social determinants of health concerning housing and employment for the population, whether they are immigrants or Canadians born here for generations?

**Member:** Is there any data regarding people with particular skillsets who are unable to find work in their field? Is it possible to find this data based on industries? Additionally, can we identify which industries have the highest rates of this form of unemployment or the transition from foreign credentials to Canadian credentials? Is it possible to determine whether racism or xenophobia exist within certain industries, and if so, to what extent compared to others? This information could help the Canadian government develop specific policies targeting these industries or credential levels. For instance, how common is it for people to not find jobs in the medical field even though they have qualifications and credentials compared to other industries in Canada?

**Discussion Surrounding Data Needs & Geographies**

**Member:** It would be useful for Willowdale Community Legal Services to focus on Don Valley North and Willowdale. You should look for neighborhoods or areas within Toronto that are underrepresented in terms of services, employment, and education. This will help highlight which parts of the city need more attention from service providers for the study.

**Member:** Neighbourhood improvement areas can be used to determine these neighborhoods.

[Find Your Neighbourhood-City of Toronto](#)

**Member:** Since the social determinants of health are non-medical factors that influence health outcomes, linking them with housing and employment and examining the specific policy impacts can be useful.

**Member:** The existing data can be found in the CDP. To access the files, membership in the CDP Consortium is required. If there is something of interest, please inform me so that it can be downloaded. [Community Data](#)



		<p><b>Member:</b> Comparing income data from the past 40 years with other datasets would be beneficial, as existing datasets are often not compared to each other. This comparison could also shed light on changes in income concepts, especially with the rise of new industries like AI-based sectors. Linking low-income status to a timeline or demographic allows for the use of qualitative data to gain more detailed insights into income measurement.</p>
<p><b>Next Steps</b></p> <ul style="list-style-type: none"><li>• Next meeting</li></ul>	Rachelle	<p><b>Next Meeting</b></p> <p>Tuesday, October 8th</p> <p>10:30 AM-12 PM</p>