Title: Newcomer Survey 2025 -2026

Translation: The Newcomer Survey was available in English.

Aim of Study: The findings from the Newcomer Survey will inform the refinement of local priorities within the revised RRLIP Community Action Plan and guide the project's ongoing operational initiatives. In addition, the results will be disseminated broadly to strengthen the community's overall capacity to effectively engage with and support the newcomer population in Regina.

Conducted by: The Newcomer Survey was conducted by the Regina Region Local Immigration Partnership (RRLIP), RRLIP is a community-driven initiative dedicated to improving Regina's capacity to welcome, settle, and integrate newcomers. Guided by a multi-sector Partnership Council and informed by lived-experience insights from an Immigrant Advisory Table, RRLIP brings together organizations and community members to coordinate efforts that support newcomer success. Through collaboration, research, and targeted working groups, RRLIP strengthens community partnerships and advances local priorities that enhance newcomer inclusion and belonging.

Survey Development: The survey was developed by RRLIP staff in 2025 using the 2022–2023 survey as a base template. The content was refined to reflect current trends and emerging community needs and informed through consultations with the RRLIP Partnership Council, the Immigrant Advisory Table (IAT), and relevant working groups. Following the initial drafting of the survey questions, feedback was incorporated throughout multiple iterations, resulting in an improved and increasingly relevant final survey.

Survey Launch and Promotion: The online Newcomer Survey was launched in mid-July 2025. Following its launch, promotional efforts were undertaken by both RRLIP and community partners. Local settlement agencies played a key role in sharing the survey opportunity with their clients. Additional promotional strategies included project blog posts, Facebook updates, and announcements during community meetings. The survey was also promoted at in-person events (where possible), through mass emails, personal phone calls, and outreach visits to ethnic grocery stores and multicultural faith-based organizations. RRLIP actively attended events organized by settlement services and other sectors in Regina to raise awareness about the survey. Virtual and in-person orientation sessions were offered to individuals and community groups to encourage participation. These efforts were further extended to reach a broader audience. The survey officially closed on October 10, 2025.

Challenges Encountered: The survey was available only in English, which may have limited participation among those with language barriers. Additionally, several community events were taking place during the survey's launch and distribution period, which potentially reduced engagement and completion rates. Many participants did not complete the survey, as it required a significant amount of time to finish. There were also few in-person or online opportunities to promote the survey. Despite efforts such as frequent email reminders and the distribution of digital posters, overall response rates were quite limited. However, the number of responses received is considered sufficient to generate meaningful data and produce a substantial report.

I. Who Participated in the Newcomer Survey?

- A total of **214 participants** took part in the survey, all aged **15 or older**, **born outside of Canada**, and **residing in Regina**.

- **Years of Residency in Canada:** The largest group (43.93%) reported living in Canada for 1 to 3 years, indicating that most respondents are relatively recent arrivals. Smaller proportions have lived in Canada for 0 to 6 months (16.36%) or 6 months to 1 year (12.62%), while 11.21% have been here for 3 to 5 years. A notable 15.89% have lived in Canada for more than 5 years, suggesting a mix of newcomers and longer-term residents.

- **Immigration Categories:** The largest proportion (40.65%) entered Canada through the Provincial Nomination Program, making it the most common pathway among respondents. The second most common category is International Student at 14.95%, followed by Temporary Foreign Worker with 12.62% and Family Class with 8.88%. Smaller proportions include Refugee (7.01%). Federal Express Entry and Privately Sponsored both obtained 4.21%. Asylum Seeker and Others account for 3.74%, while Displaced Newcomer is 0%, indicating no respondents identified with that category.

- **Ages:** 35 to 44 (37.38%); 45 to 54 (28.50%); 25 to 34 (20.56%); 18 to 24 (6.07%); 55 to 64 (3.74%); 65+ (2.80%) and 15-17 (0.93%)

- **Gender:** Female (64.49%); Male (35.51%); Nonbinary (0.00%); Prefer Not to Answer (0.00%)

- **Marital Status:** Married (73.36%); Single (17.76%); Common-Law (3.27%); Separated/Divorced (2.80%); Widow/Widower (1.40%); Prefer Not to Answer (1.40%)

- **Languages Spoken at Home:** (47 different languages) - Hindi, Tagalog, Gujarati, Bengali/Bangla, English, Punjabi, Vietnamese, Arabic, Yoruba, Spanish, Ukrainian, Urdu, Ewe, Tigrinya, Malayalam, Tamil, Persian/Farsi, Others (Farsi, Telugu, Turkish, Chinese, Mandarin, Lithuanian, French, Aramaic, Akan, Filipino, Somali, Urhobo, Azerbaijani, Bambara, Burmese, Dinka, Hilagaynon, Ika, Korean, Luo, Portuguese, Pushto, Saho, Sefwi, Sinhala, Swahili, Twi, Yagba, Igbo, Nepali)

- **Countries/Regions of Origin**: (39 countries) - India, Nigeria, Bangladesh, Vietnam, Ghana, Philippines, Eritrea, Pakistan, Ukraine, Iran, Sudan, China, Mexico, Syria, Cameroon, Colombia, Ethiopia, Somalia, Others (Turkey, Sri Lanka, South Korea, South Africa, Papua Guinea, Palestine, Nepal, Myanmar, Morocco, Lithuania, Lebanon, Kenya, Egypt, Ecuador, DR Congo, Brazil, Argentina, United States, Germany,

France, Afghanistan)

- **Employment Status:** Unemployed (37.40%); Working Full-Time (34.60%); Working Part-Time (13.60%); Students (5.60%), Employed but in a job that doesn't fit my skills and education (4.70%); Others (2.80%); Retired (1.40%)

- **Knowledge of French:** Don't Know Any French (66.36%); Beginner (24.77%); Intermediate (4.21%); Fluent/Advanced (4.67%)

- **Knowledge of English:** CLB 8 or higher (46.73%); CLB 5 to 8 (42.99%); CLB 4 or lower (10.28%)

- **Highest Level of Formal Education:** Graduate Degree (35.98%); Undergraduate Degree (35.51%); High School Graduate (9.81%); Diploma course (6.54%); Doctoral Degree (4.21%); Other certificates (2.80%); Trade/Technical School (2.34%); Less than High School (1.87%); No Formal Education (0.47%), Elementary School (0.47%)

- **Household Income:** Under $15,000 (25.70%); $15,000 to $29,999 (14.95%); $30,000 to $49,999 (12.62%); $50,000 to $74,999 (12.62%); $75,000 to $99,999 (6.54%); %100,000 to %150,000 (5.61%); Over $50,000 (2.34%); Prefer Not to Answer (19.63%)

- **Current Housing/Living Situation:** I rent an/a apartment/condo/townhouse/house (72.43%); I own an/a apartment/condo/townhouse/house (17.29%); I live with relatives/friends (7.94%); Other (2.34%)

- **Settlement Services Received in Regina:** Settlement (housing, school, transportation, translation and interpretation etc.) - 45.27%; Employment - 37.31%; Language (formal language class or informal conversation conversations) - 28.86%; Childcare - 8.46%; Others - 20.9%

- **Newcomer Services Received Outside Regina:** No - 87.38% and Yes - 12.62%

II. Determining the Local Priorities

To identify the most pressing settlement challenges, survey participants selected up to five priority categories from the list shown in Table A. After choosing their priorities, they were asked follow-up questions for each one—for example: "*Please tell us about your challenges around HEALTHCARE. Please check all options that apply to your experience in Regina.*" Respondents who selected the "other" option were also given space to elaborate. This process ensured that the priorities listed in Table A were not only ranked by percentages but also supported by detailed, experience-based insights.

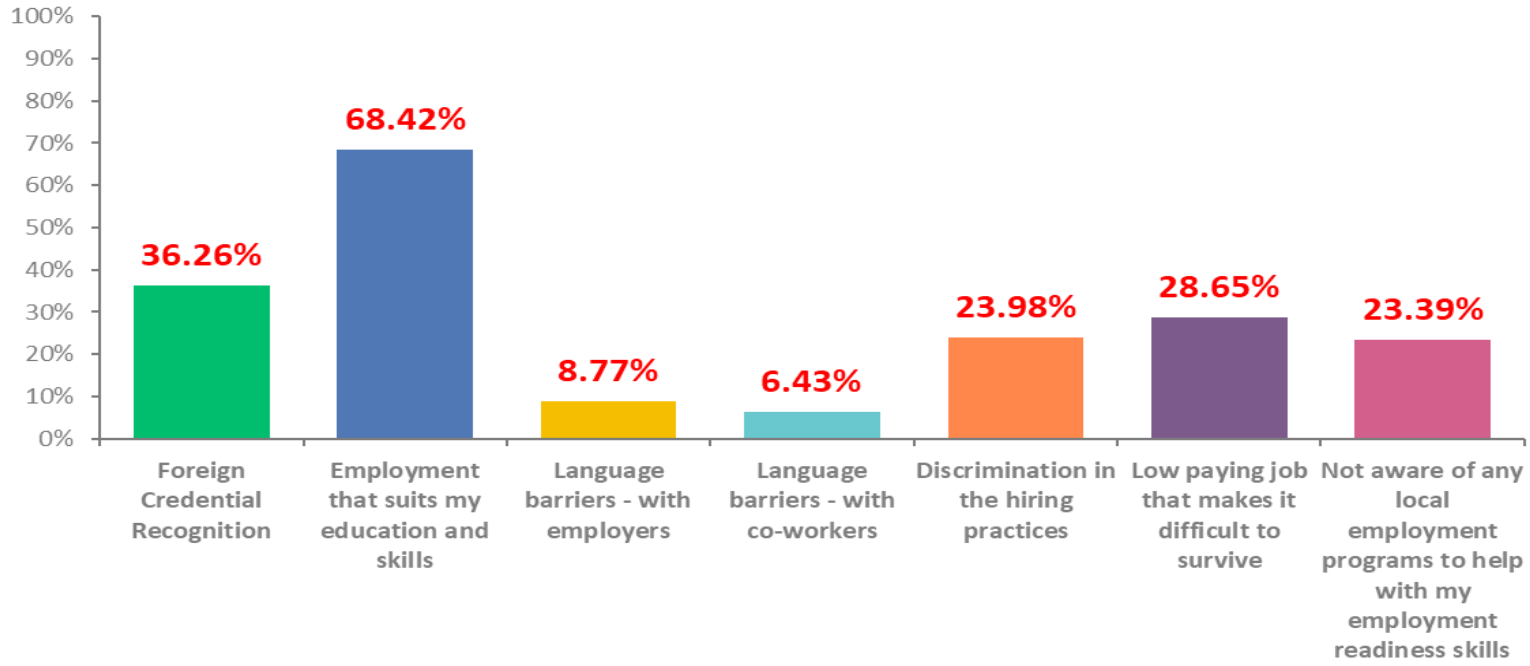
Table A illustrates the percentage of respondents who identified each local priority as being the most challenging about the settlement experience in Regina.

Table A: Local Priorities

1. Employment	**83.18%**
2. Housing	**43.93%**
3. Healthcare (including mental/emotional health, or any health-related care or service)	**35.51%**
4. Transportation	**18.69%**
5. Driver Education	**17.29%**
6. Childcare	16.36%
7. Racism/Discrimination	15.89%
8. Sponsorship (of family members to come to Canada)	13.55%
9. Cultural Bridging Opportunities (connections with people from other cultures)	12.62%
10. Language/Interpretation/Translation	12.62%
11. Access to Food	11.68%
12. Entrepreneurship Opportunities	11.68%
13. Alternative Health and Wellness Supports	10.28%
14. Cultural Building Opportunities (connections with people from my own culture)	7.48%
15. Sports and Play	4.67%
16. Personal Freedoms	3.27%
17. Physical Safety and Security	3.27%
18. Arts (e.g., music and sound arts, visual arts, theatre, dance, spoken word, etc.)	2.34%
19. LGBTQ2SIA+ Supports	0.47%
20. Gardening/Enjoying Nature	0.47%

Charts A-E illustrate more in-depth challenges experienced by the respondents, within each of the top five local priority categories.

Chart A – EMPLOYMENT

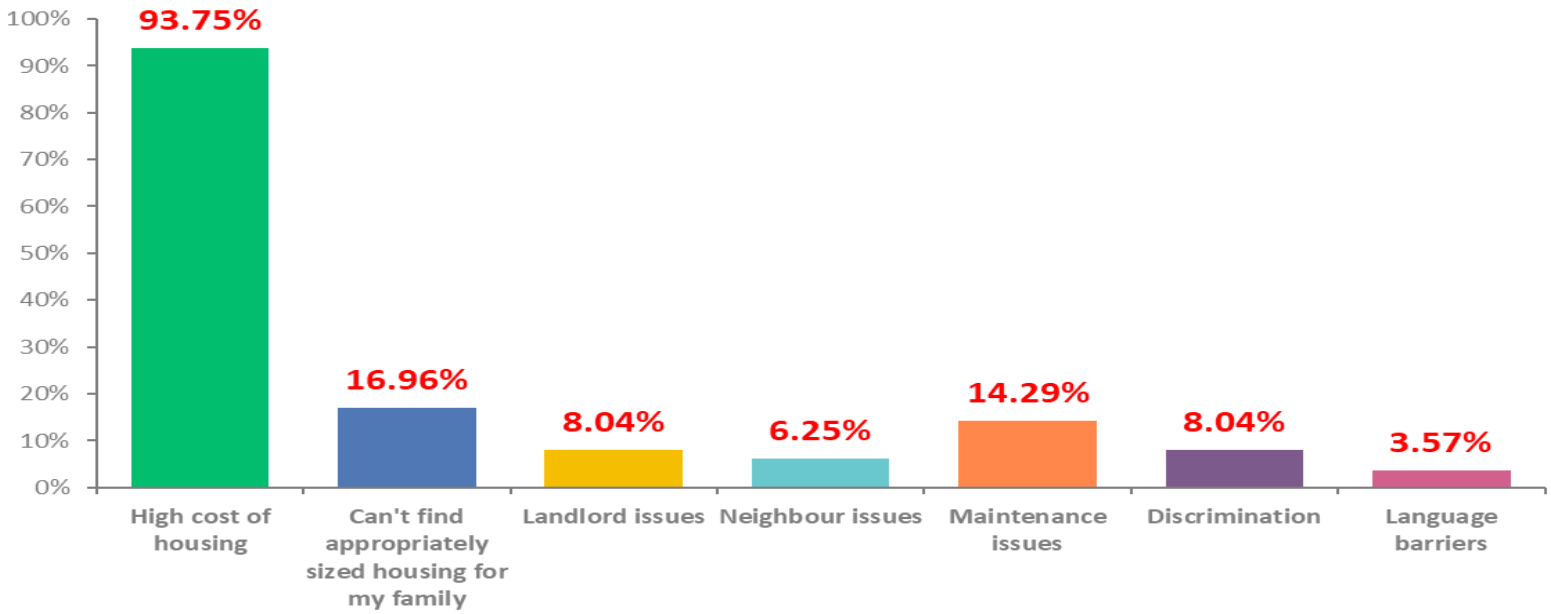


"Other" comments around EMPLOYMENT included:

- Too old and unwell to work
- Student job restrictions
- Not getting any response from recruiters
- I have not gotten employment despite applying for several jobs, participating in test assessment, yet it doesn't land me a job. Another is that there is segregation in the employment industry.

- The job fairs I have been able to attend are good, but only for those who have not had the opportunity to surf the Internet looking for work, because they really do not contribute much by going in person, since after the companies at each booth or stand explain or show you the company, they refer you to the Internet portal to apply and it is not like you advance in any stage as in interviews for real and specific vacancies at the moment.
- I need more skills to support my resume, and my age.
- Language
- Processing time for work permits is too long
- Insistence on Canadian experience as a prerequisite for hiring and culture shock
- I lack the professional certifications required to get my foot into the door. The certification exams don't come cheap and I can't save towards them due to the housing cost. But, I believe it's a matter of time.
- You keep applying for a perfect match job that matches your skills in your past role and yet no positive response from the employer even when your skills align with the job posting
- Need for Canadian experience (2)
- Limited opportunities

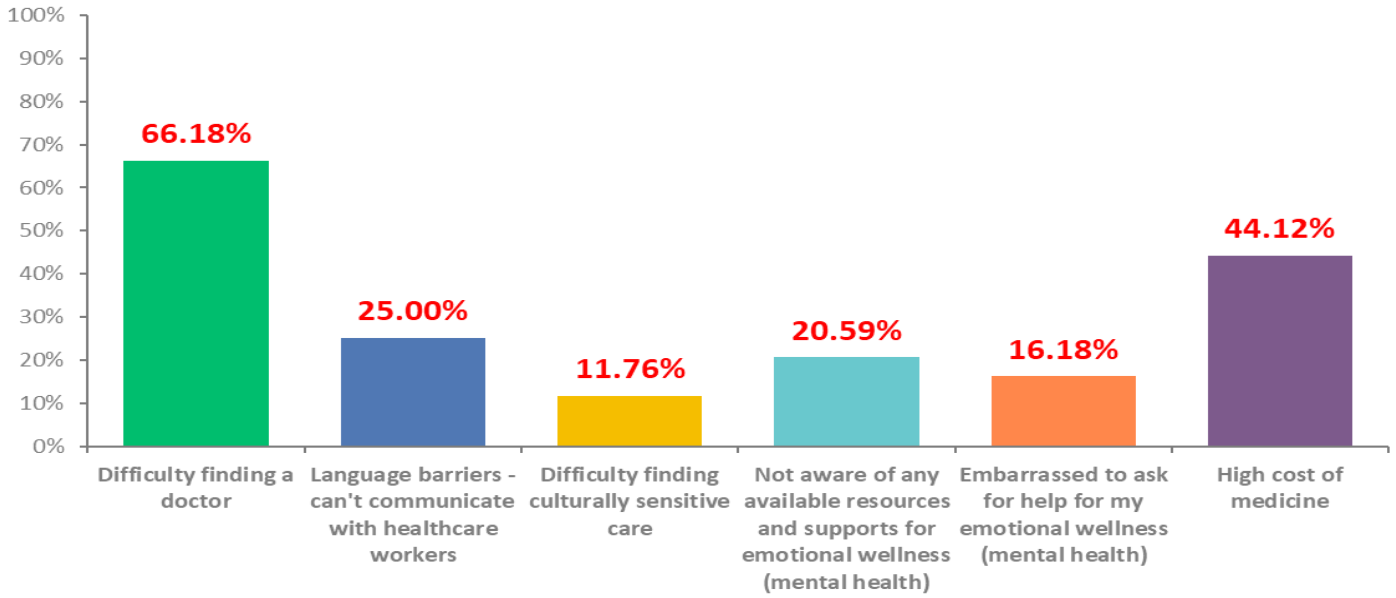
Chart B – HOUSING



"Other" comments around HOUSING included:

- We are in the basement and it's too cold in summer. It's cold and in winter, it's worse since the heating is shared with those above and they are the ones who manage it.
- My landlord asked me to hire the professional carpet cleaner for my move out process and called my unit a pigsty so many times even though I cleaned all the units with professional carpet cleaning service and did not return my deposit.
- Don't have a challenges since we own the house
- Taxes
- I spend practically my entire monthly earning to shelter my family. The paycheck to paycheck cycle is a huge burden with grave impact.
- As a newcomer under PNP, one of the challenges I faced in housing was our credit history as landlords need to check our reliability to pay since we don't have credit history established yet in Canada. In addition, the long waiting time for the viewing schedule is totally absurd which took a month of waiting.

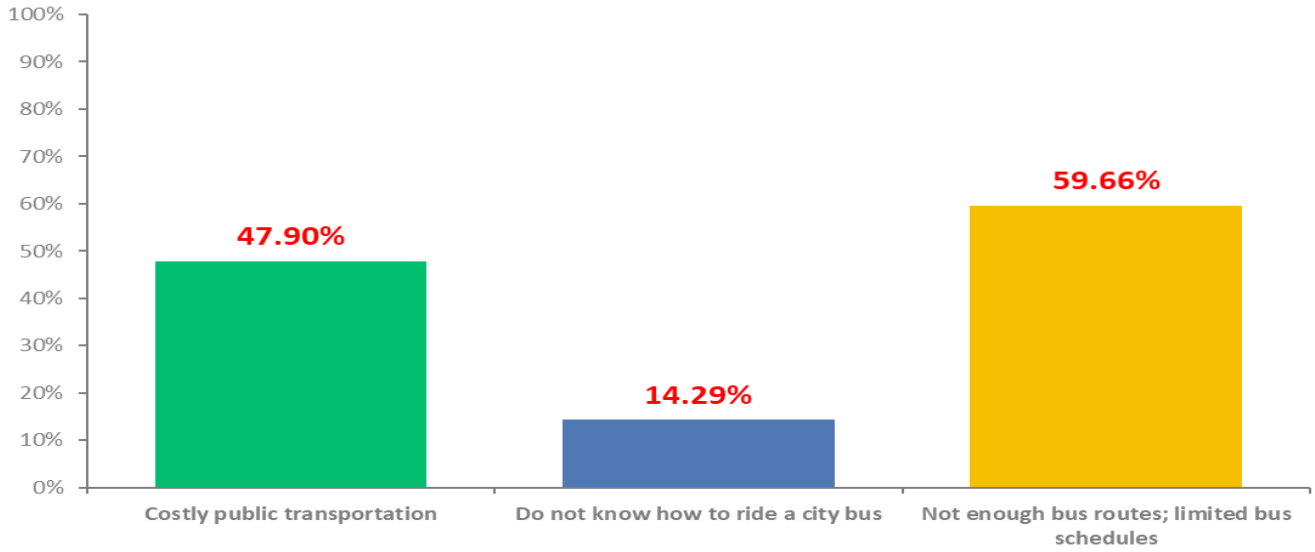
Chart C – HEALTHCARE



"Other" comments around HEALTHCARE included:

- Not having income to cover that cost
- Long line
- Very slow process
- I had an appointment with the doctor for a pap smear and an abdominal ultrasound, and they refused to see me because I don't speak English. They simply told me they couldn't see me.
- Long wait time in ER and from referred clinic

Chart D – TRANSPORTATION

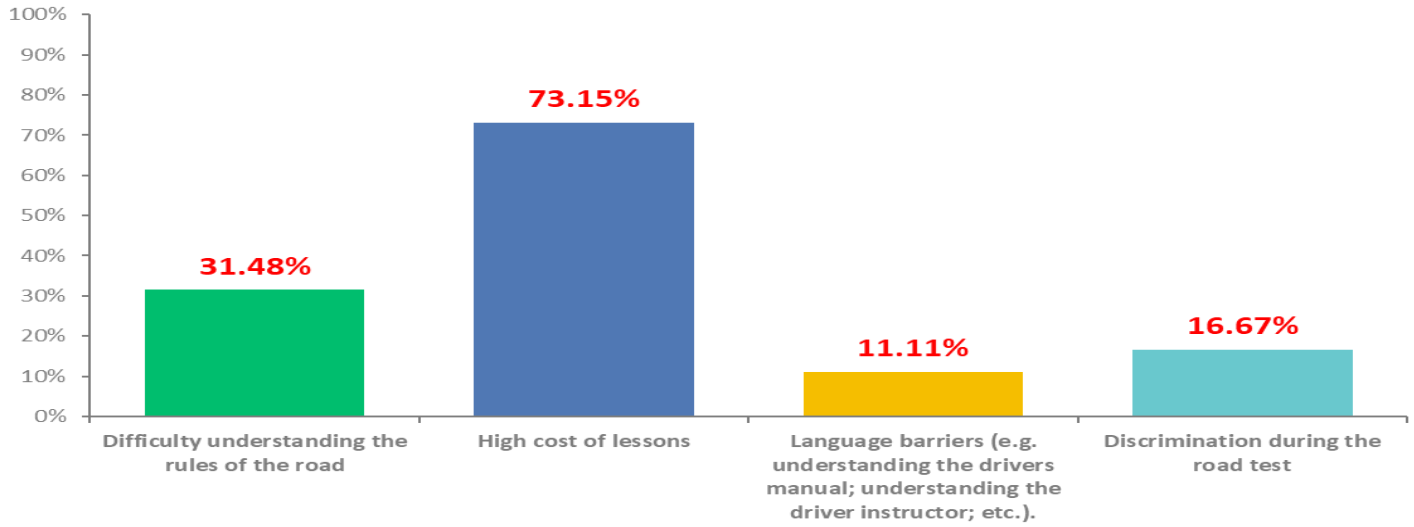


"Other" comments around TRANSPORTATION included:

- City bus works well for me with my student pass
- No information/training on driving lessons and rules, winter preparedness for new car owners or insurance or car selection or driving in snow
- Specially on holidays vs job

- Request some flexibility in cost for the newcomers
- Bus routes within every 25 minutes could help and also bus in or around house and easy access could help especially during winter
- The long waiting time between buses.

Chart E – DRIVER EDUCATION



"Other" comments around TRANSPORTATION included:

- My rights in Canada are not violated by anyone.
- I understand the personal freedoms I have in Canada.
- The agencies are not helping either. Earlier on arrival we were driving with our foreign license and were stopped. The license entitled us to use it for 90 days but barely 40 days after we were pulled over and issued tickets totaling $1485. Baptism of fire!

III. Top Challenges by Immigration Category at Entry

To deepen the understanding of the settlement challenges identified by survey respondents, the RRLIP conducted a further breakdown of the data by immigration category at entry. This additional analysis examines how experiences differ among participants arriving through pathways such as the Provincial Nominee Program (PNP), International Student stream, Temporary Foreign Worker program, Family Class, Refugee categories, and others. It further provides a detailed comparison of the types of challenges faced within each group, highlighting important nuances that can help community partners, policymakers, and service providers tailor supports more effectively.

Employment-Related Challenges: Employment related challenges are reported across all immigration categories, with difficulty securing work aligned with education and skills emerging as the most common issue. Foreign credential recognition and low wages are also frequently cited.

- **PNP participants** report the most challenges, including low-paying jobs.
- **Temporary Foreign Workers** note skill mismatch, credential recognition issues, language barriers with employers and co-workers, and limited knowledge of employment programs.
- **International Students** cite skill-job mismatch, discrimination, and low-paying jobs.
- **Family Class immigrants** report skill mismatch, discrimination, and limited awareness of programs.
- **Refugees** report fewer challenges, spread across skill matching, language, and program awareness.
- **Federal Express Entry** participants report mainly skill mismatch and low-paying jobs.
- **Privately Sponsored immigrants and asylum seekers** report challenges with skill mismatch, credential recognition, and limited employment information.

Overall, the most prevalent employment challenges include finding work that matches education and experience, foreign credential recognition, low wages, and discrimination.

Housing-Related Challenges: Housing challenges are widely reported across all groups, with high housing costs identified as the most significant issue.

- **PNP participants** report high housing costs, inadequate housing size, and maintenance concerns.
- **Temporary Foreign Workers** primarily report high costs, with some language and other housing issues.
- **International Students** cite high costs, maintenance issues, neighbor conflicts, and housing discrimination.
- **Family Class immigrants** report fewer challenges, mainly high costs.
- **Refugees** note high costs, housing quality, and language-related issues.
- **Federal Express Entry** participants report high costs as the main concern.
- **Privately sponsored immigrants and asylum seekers** report almost exclusively high housing costs.

Overall, housing affordability dominates reported concerns, while issues related to quality, discrimination, and language barriers are reported less frequently and vary by immigration category.

Healthcare-Related Challenges: Healthcare-related challenges are reported across all immigration categories, with difficulty accessing a family doctor and high medication costs identified as the most common issues.

- **PNP participants** report the most healthcare challenges, especially finding a doctor and medication costs, with some language and mental health issues.
- **Temporary Foreign Workers** report difficulty accessing doctors, medication costs, language barriers, and navigating the healthcare system.
- **International Students** note lack of awareness of mental health resources, difficulty finding a doctor, and medication costs, with some feeling embarrassed to seek mental health support.
- **Family Class immigrants** report relatively few healthcare issues, mainly related to medication costs.
- **Refugees** cite difficulty finding a doctor, language barriers, and some mental health concerns.
- **Federal Express Entry** participants mainly report difficulty finding a doctor and limited awareness of mental health resources.
- **Privately sponsored immigrants and asylum seekers** report fewer challenges, mainly access and medication issues.

Overall, limited access to primary healthcare providers and the cost of medications are the most prevalent healthcare challenges, with language barriers and mental health concerns more pronounced among humanitarian and temporary migration groups.

Transportation-Related Challenges: *Transportation challenges are reported across all groups, with high costs and limited public transit availability emerging as the primary issues.*

- **PNP participants** cite limited bus routes and high costs.
- **Temporary Foreign Workers** mainly report high costs and limited transit.
- **International Students** report high costs, limited routes, and other minor challenges.
- **Family Class immigrants** report fewer challenges, mainly limited bus routes.
- **Refugees** note high costs, difficulty using city buses, and limited routes.
- **Federal Express Entry participants** report limited routes and some high costs.
- **Privately Sponsored immigrants and asylum seekers** report fewer issues, mainly costs and limited routes.

Overall, transportation affordability and limited transit coverage are the most common concerns, with variations across immigration categories.

Driver Education-Related Challenges: All immigration groups report challenges related to driver education, particularly the high cost of lessons and difficulty understanding road rules.

- **PNP participants** report high costs, road rule difficulties, and some discrimination during road tests.
- **Temporary Foreign Workers** report lesson costs and language barriers.
- **International Students** cite high costs, road rules, and minor discrimination.
- **Family Class immigrants** report fewer challenges, mainly road rules.
- **Refugees** report costs, road rules, and other difficulties.
- **Federal Express Entry participants** report lesson costs and road rules, with some discrimination.
- **Privately Sponsored immigrants and asylum seekers** report mainly costs and understanding rules.

Overall, the cost of driver education and understanding road regulations are the most significant barriers, while discrimination and language related challenges are reported less frequently.

What Does This Means for Programs and Policy

Across categories, newcomers consistently report challenges with employment alignment, housing affordability, and access to primary healthcare. While the patterns are broadly shared, there are notable differences by pathway (e.g., higher credential recognition barriers among economic streams, language and navigation barriers among some humanitarian and temporary groups). Tailored interventions such as accelerated credential assessment, affordable driver training and transit supports, culturally responsive care, and targeted housing initiatives can better address these distinct needs. These insights should inform updates to the Community Action Plan and the design of partner programs in Regina.

IV. Socio-Economic Outcomes and Demographic Patterns

To complement the findings presented in the previous sections, the following demographic analysis provides a deeper look into the social and economic characteristics of survey respondents. This includes variations in employment, income levels, length of residence in Canada, service use, gender-based differences, and the influence of education and language proficiency. Together, these demographic patterns help contextualize settlement experiences and highlight how different newcomer groups navigate early integration in Regina.

Employment Status by Immigration Category: Employment outcomes vary by immigration pathway, showing that the entry category strongly influences early labour market attachment.

- **Federal Express Entry** participants show the strongest outcomes, with most employed full-time and very low unemployment.
- **PNP** participants show mixed results: they have the largest number of full-time workers but also the highest unemployment.
- **Temporary Foreign Workers** show unstable employment, spread across full-time, part-time, and unemployed, with some working in jobs that do not match their skills.

- **International Students** combine study and employment with relatively low unemployment.
- **Family Class** immigrants show diverse employment patterns, reflecting different levels of labour market readiness.
- **Refugees, Privately Sponsored immigrants, and Asylum Seekers** face the greatest employment challenges, with high unemployment and very limited full-time work.

Overall, unemployment is concentrated among humanitarian pathways, while economic pathways generally show stronger outcomes, though not consistently across all groups.

Income by Immigration Category: Income at entry varies by immigration pathway, reflecting initial economic positioning.

- **Federal Express Entry** participants show the highest income levels, including representation above $100,000.
- **PNP** participants span a broad range but are mostly below $50,000, with many under $15,000.
- **Temporary Foreign Workers** are mainly in low to mid-income categories, with very few above $75,000.
- **International Students** are largely in the lowest income brackets, with a few in mid to higher ranges.
- **Family Class, Refugees, Privately Sponsored immigrants, and Asylum Seekers** are concentrated in the lowest income categories, with some preferring not to disclose income.

Overall, higher income is more common among economic pathways, while family based and humanitarian pathways are concentrated in lower income ranges.

Length of Residence in Canada and Household Income: Household income generally rises with longer residence in Canada.

- Newcomers in the first 6 months mostly earn under $15,000 or prefer not to disclose.
- Between 6 months and 1 year, most remain under $30,000.
- With 1–3 years of residence, income levels become more varied, spanning from low to mid-income ranges.
- At 3–5 years, moderate incomes ($50,000–$99,999) become more common.
- Respondents with over 5 years show the highest incomes, including $75,000–$150,000+, with few remaining in the lowest bracket.

Overall, longer residence correlates with higher household income, though a portion remains in lower ranges across all timeframes.

Length of Residence and Employment Status: Employment improves with longer residence.

- In the first 6 months, unemployment is very high; only a few work full- or part-time.
- At 6 months–1 year, some increase in full- and part-time employment is observed, though unemployment remains high.
- 1–3 years of residence shows balanced employment: significant full-time (32) and part-time (15) work, with some unemployed or in mismatched jobs.
- 3–5 years shows moderate full-time employment and low unemployment.
- More than 5 years corresponds with the highest full-time employment (26 of 34) and minimal unemployment.

Overall, the longer newcomers reside in Canada, the more likely they are to achieve stable, full-time employment, though many still experience early challenges related to job search, credential barriers, and labour market mismatch.

Services Received in Regina by Length of Residence: Service use is highest within the first three years of arrival.

- 0–6 months: most accessed settlement (14), employment (12), and language services (11).
- 6 months–1 year: settlement (16), employment and language (8 each).
- 1–3 years: highest overall use, especially settlement and employment (40 each), followed by language (25), childcare (6), and other supports (17).
- 3–5 years: modest use across services.
- Over 5 years: limited service use, mainly settlement (11) and employment (10).
- Settlement, employment, and language services are the most accessed, declining gradually with longer residence.

In summary, service use decreases with longer residence, but remains an important resource for newcomers especially in the first three years as they build stability, language skills, and employment pathways.

Gender and Employment: Full-time employment is roughly balanced, while part-time work and unemployment are higher among females.

- Males: more likely in full-time work (36 of 76), less in part-time (7), with 22 unemployed.
- Females: more diverse employment, higher part-time (22), jobs not matching skills (7), and unemployment (58).

Overall, the data highlights that while full-time employment opportunities appear relatively balanced across genders, females face higher levels of employment instability, underemployment, and barriers to securing jobs that align with their qualifications.

Gender and Household Income: Both males and females are mostly in low- to mid-income brackets.

- Males: concentrated under $15,000 (18) and $15,000–$29,999 (16), with some in higher mid-income ranges.
- Females: more concentrated under $15,000 (37) and $30,000–$49,999 (20), with fewer in higher incomes.

Overall, females slightly more in the lowest income, males slightly more in higher mid-income ranges.

Employment by Age

- Full-time employment peaks among 35–54-year-olds (29 aged 35–44; 26 aged 45–54).
- Part-time employment is higher among younger adults (18–34).
- Jobs not matching skills mostly reported by 25–44-year-olds.
- Unemployment is concentrated in working-age adults (25–54).
- Students are mainly youth and young adults; retirement only among 65+.

Overall, the data shows that employment patterns align closely with age-related expectations, but also highlight key challenges particularly skill mismatch and unemployment among prime-working-age adults.

Housing by Age

- Youth (15–17) mainly live with relatives/friends.
- Young adults (18–24) mostly rent, some with family/friends.
- Adults 25–44 predominantly rent, with some home ownership.
- 45–54 show mixed renting and ownership.
- Older adults (55–64) and seniors (65+) are less likely to rent; some own or live with relatives.

Overall, the housing trajectory moves from family-based living in youth, to high rental rates in early and mid-adulthood, and toward increased home ownership or family-supported living among older adults and seniors.

Employment by Education

- Full-time employment highest among university graduates (Bachelor's: 25; Master's: 30).
- Part-time work mostly among university graduates; smaller numbers with high school or diplomas.
- Jobs not matching skills occur across all education levels, including university.
- Students mostly in post-secondary programs.
- Unemployment is highest among university graduates, followed by high school or diploma holders.

The data shows a nuanced picture: higher education correlates with greater access to full-time roles (particularly for Master's and Bachelor's holders), yet underemployment and unemployment still affect university graduates more than other groups.

Employment by English Proficiency

- Fluent/advanced (CLB 8+) most likely to be full-time (46) and part-time (13); lower unemployment (24).
- Intermediate (CLB 5–8) show moderate full-time (26) and part-time (16), higher unemployment (41).
- Beginners (pre-literacy–CLB 4) face greatest challenges: most unemployed (15), few full-time (2) or part-time (0).

Overall, higher English proficiency strongly linked to full and part-time employment; lower proficiency correlates with higher unemployment.

What Does This Means for Programs and Policy

The demographic patterns emerging from the survey highlight how newcomer experiences differ significantly across immigration pathways, time in Canada, and personal characteristics such as age, gender, education, and language proficiency. Economic immigrants tend to achieve stronger labour and income outcomes earlier, while humanitarian and family-sponsored newcomers face greater barriers requiring targeted supports. Longer residence correlates with improved employment and income, reflecting gradual integration. These insights help clarify where tailored interventions such as language support, employment bridging, credential recognition, and affordable housing can have the greatest impact in strengthening newcomer settlement outcomes in Regina.

Conclusion:

The Newcomer Survey 2025-26 highlights consistent priorities across Regina's newcomer communities: employment alignment, housing affordability, access to primary healthcare, transportation, and driver education. Barriers such as credential recognition, limited Canadian experience, language proficiency, and high costs (housing, transit, lessons, medication) most affect newcomers in their first three years, women, humanitarian pathways, and those with lower English levels. Service use is heaviest in the first 1–3 years, underscoring the need to sustain and coordinate settlement, employment, and language support during early integration. Over time, employment and income improve, but gaps persist especially around underemployment and access to care.

Use of Findings:

Overall, the findings point to a clear need for strengthened community coordination, expanded accessibility to employment and credential-bridging supports, increased affordable housing options, improved access to primary and culturally responsive healthcare, and enhanced transportation and driver education resources. These findings directly inform the upcoming revision of the RRLIP Community Action Plan and will support ongoing collaboration with local partners, government bodies, and community organizations. By aligning programs and policies with the needs identified in this survey, Regina's settlement sector can continue building a more welcoming, inclusive, and supportive environment for all newcomers.

Acknowledgements:

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We also acknowledge the invaluable support of our community partners and local settlement agencies, whose collaborative efforts were instrumental in promoting and disseminating the Online Newcomer Survey. Their commitment ensured broad outreach and meaningful engagement with diverse newcomer communities across Regina.

Finally, we extend our sincere thanks to all individuals and organizations who supported, shared, and participated in this important community initiative.

The RRLIP's work is focused in the community now known as Regina, on Treaty 4 land, which is the traditional territory of the Nêhiyawak (Cree), Nahkawe (Saulteaux/Anisinaabeg), Dakota, Lakota, and Nakoda, and the homeland of the Métis/Michif Nation. It is important that we recognize that we all have benefits and responsibilities under the Treaty agreements. We acknowledge the harms and injustices of the past and present. We dedicate our efforts to working together in a spirit of collaboration and reconciliation.