

Title of the Study: Canada's Racialized Immigrant Women and the Labour Market

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To help you make an informed decision regarding your participation, this letter will explain what this study is about, the possible risks and benefits, and your rights as a research participant. If you do not understand something in the letter, please ask one of the investigators for clarification prior to consenting to participating in the study. You will be provided with a copy of the information and consent form if you choose to participate in the study.

What is the study about?

You are invited to participate in a research study on the labour market outcomes of racialized newcomer women in Canada funded by IRCC's Settlement Program. The purpose of this study is to determine what barriers and challenges are faced by racialized newcomer women in the Canadian labour market and how differences in their characteristics are (or aren't) related to differences in labour market outcomes, as well as how the expectations of immigrant women before their arrival in Canada compares to the reality of their experience and what resources and strategies have been most helpful in achieving success in their careers and improving their quality of life in general. Outputs from this study will help inform policy development, government programming, and hiring practices, as well as provide incentive and direction for future research.

I. Your responsibilities as a participant

What does participation involve?

If you are interested in participating, you will first be asked to take part in a video call with a member of the research team to confirm your eligibility. If you are eligible to participate, you will be asked to provide your verbal consent to take part in the study. Following this, you will be sent a unique link to an online survey that should take less than 1 hour of your time. You will be



asked for some demographic information (age, education, ethnicity, etc.), questions about your primary occupation(s) prior to and since your arrival in Canada, your use of government or private settlement services and resources, discrimination, your support networks, family, and social life, your general health, your language skills, your education, and the impact that the COVID-19 pandemic has had on your career and life in general.

Who may participate in the study?

In order to participate in the study, you must be between the ages of 18 and 65, self-identify as a woman, self-identify as racialized, have become a permanent resident in Canada in 2012 or later through an economic category pathway (i.e. NOT through the refugee, family reunification, or humanitarian/other pathways).

II. Your rights as a participant

Is participation in the study voluntary?

Your participation is voluntary. You may decline to answer any question you prefer not to answer. You may decide to close the survey and withdraw from the study at any time before you submit it, and after submission you may send an email requesting to withdraw from the study to wwe@uwaterloo.ca. Your participation will be considered confidential, and your name will not appear in any paper or publication resulting from this study. However, with your permission, anonymous quotations may be used. Identifying information will be removed from the data that is collected and stored separately for 3 months and then permanently destroyed. You may withdraw your consent and request that your data be deleted by contacting the researchers within this time period. Afterwards, it will not be possible to withdraw your data because the research team will have no way of identifying which responses are yours. Please note that the anonymized dataset may be shared publicly (e.g. in data repositories). Sharing the data allows other researchers to verify results and avoid duplicating research.

Will I receive anything for participating in this study?

Participants will receive a \$50 Walmart gift card. The amount received is taxable. It is your responsibility to report this amount for income tax purposes.

What are the possible benefits of the study?

Participants in this study will gain no direct benefit from their involvement. However, their responses may lead to changes in policy development, government programming, and hiring practices to provide equal opportunities and better economic outcomes for all residents of Canada, which they may personally benefit from in the future. The results of this study will also provide incentive and context for future research to delve into specific concerns and how to target solutions towards them.



What are the risks associated with the study?

There are no known or anticipated risks associated with participation in this study. If a question, or the discussion, makes you uncomfortable, you can choose not to answer. See above for more details on voluntary participation. You will be completing the study by an online survey operated by Qualtrics. Qualtrics has implemented technical, administrative, and physical safeguards to protect the information provided via the Services from loss, misuse, and unauthorized access, disclosure, alteration, or destruction. However, no Internet transmission is ever fully secure or error free.

Will my information be kept confidential?

Data will be stored for a minimum of 7 years on a password-protected hard drive and in a locked office at the University of Waterloo.

III. Questions, comments, or concerns**Who is sponsoring/funding this study?**

The study is being funded by an Immigration, Refugees and Citizenship Canada (IRCC) Settlement Program Grant.

Has the study received ethics clearance?

This study has been reviewed and received ethics clearance through a University of Waterloo Research Ethics Board (REB #43859). If you have questions for the Board contact the Office of Research Ethics, at 1-519-888-4567 ext. 36005 or reb@uwaterloo.ca.

Who should I contact if I have questions regarding my participation in the study?

If you have any questions regarding this study or would like additional information to help you decide whether to participate, please contact Dr. Bessma Momani at wwe@uwaterloo.ca



CONSENT FORM

By providing your consent, you are not waiving your legal rights or releasing the investigator(s) or involved institution(s) from their legal and professional responsibilities.

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Have you read the information presented in the information letter about a study being conducted by Dr. Bessma Momani of the Department of Political Science at the University of Waterloo?

YES NO

Have you had the opportunity to ask any questions related to this study, to receive satisfactory answers to your questions, and any additional details you wanted?

YES NO

Are you aware that you may withdraw from the study without penalty at any time before submitting the survey (and up to 3 months after submitting the survey) by advising the researchers of this decision?

YES NO

Do you agree to the use of anonymous quotations from your open-ended survey responses in any paper or publication resulting from this study?

YES NO

Do you agree to participate in this study?

YES NO

Participant's name: _____

Researcher's signature: _____

Date: _____

