



Immigrant Voices:

Hamilton Immigrant Survey 2025 Report

– NOVEMBER 2025 –

Executive summary

This report presents findings from the second bi-annual survey of immigrants conducted by Hamilton Immigration Partnership Council (HIPC) in the summer of 2025. In this survey, “immigrant” refers to anyone who was born outside Canada and lives, works, or studies in Hamilton. This includes economic class immigrants, family-sponsored immigrants, refugees, international students, refugee claimants, temporary foreign workers, and others.

Over 630 individuals completed this survey, sharing their experiences, challenges, contributions, and suggestions for improving outcomes for immigrants in Hamilton. Findings from this survey provide an understanding of how immigrants are doing in various aspects of life and how these outcomes differ from those we observed in 2023 as well as across markers such as immigration category, length of time in Canada, racialized status, gender, age, and more.

The following is a summary of key findings from the report:

Demographics:

- Similar to 2023, a majority (72%) of participants were newcomers (arrived in Canada 0-5 years ago). Participants represented all immigration categories, but the largest group was refugees. Representing seven in 10 participants, women were overrepresented in the survey sample. Participants included all age groups, but a majority were between 24 and 45 years of age. Over 65 first languages were reported by participants and 87% identified as racialized.

Main challenges:

- Findings from the survey revealed that cost of living, housing affordability, and lack of employment were still the top three challenges facing newcomers.
- Compared to 2023, employment was a more prominent challenge facing participants, which reflects the changed labour market conditions where unemployment rates are significantly higher than two years ago. Further, the proportion of participants who lived in unaffordable (62%) and unsuitable (33%) housing has substantially increased since 2023.

Wellbeing:

- Overall, participants reported positive outcomes when it came to well-being indicators, such as sense of belonging, self-reported health, feelings of safety, as well as settlement experience and feeling welcomed in Hamilton. However, there were differences across groups by immigration status, length of time, gender, sexual orientation, and age.
- Youth were less likely than older immigrants to feel a strong sense of belonging in Hamilton, refugees were less likely than other immigrants to rate their health positively, and women were less likely than men to feel very safe in the city.
- Notably, a substantially higher proportion of refugee claimants reported positive settlement experiences and feeling welcomed in Hamilton than other immigrant categories (e.g. economic immigrants, family class immigrants, international students, government assisted or privately sponsored refugees, temporary foreign workers)

Experiences of discrimination:

- The proportion of participants who reported experiencing discrimination in the past year remained relatively unchanged from 2023 (32% vs 34%), but there was a substantial increase among international students who reported these experiences. Among those who experienced discrimination, a majority reported being targeted because of their race or skin colour, mainly in public spaces and employment contexts.

Services used in community:

- Most participants reported that they accessed one or more services in the community, with public transit being the top service used, followed by health and Hamilton Public Library. Generally, a majority of participants reported satisfaction with the services they accessed, except for housing.
- Notably, satisfaction with employment services has decreased from 2023 to 2025 (67% vs 55%), highlighting the struggle immigrants face to find work in the current labour market.

Community contributions:

- The survey also revealed various ways immigrants contribute back to the community. The most common community contributions were helping neighbours, building skills to contribute to the economy, and volunteering with local community organizations.
- There were more participants in 2025 reporting that they were volunteering (35%) than in 2023 (28%), which is one way to give back to the community and build experience and connections to enter the labour market.

Findings in this report provide a greater understanding of the evolving experiences, challenges, and contributions of various groups of immigrants in Hamilton. Where possible, comparisons were made with 2023 survey results. This report aims to guide future collective actions and initiatives by HIPC and its community and municipal partners in order to ensure newcomers are welcomed and supported in Hamilton.

Résumé exécutif

Ce rapport présente les résultats de la deuxième enquête semestrielle auprès des immigrants menée par le Hamilton Immigration Partnership Council (HIPC) à l'été 2025. Dans cette enquête, le mot « immigrant » désigne toute personne née à l'extérieur du Canada et qui vit, travaille ou étudie à Hamilton. Cela inclut les immigrants de la classe économique, les immigrants parrainés par la famille, les réfugiés, les étudiants internationaux, les demandeurs d'asile, les travailleurs étrangers temporaires, et d'autres.

Plus de 630 personnes ont complété le sondage, partageant leurs expériences, défis, contributions et suggestions pour améliorer la situation et les services offerts aux immigrants à Hamilton. Les résultats de cette enquête permettent de mieux comprendre comment les immigrants s'en sortent dans divers aspects de la vie et comment ces résultats diffèrent de ceux observés en 2023, ainsi que selon des indicateurs tels que la catégorie d'immigration, la durée du séjour au Canada, le statut racial, le genre, l'âge, et plus encore.

Voici un résumé des principales conclusions du rapport :

Démographie :

- Comme en 2023, la majorité (72%) des participants étaient des nouveaux arrivants (arrivés au Canada il y a 0 à 5 ans). Les participants représentaient toutes les catégories d'immigration, mais le groupe le plus important était celui des réfugiés. Représentant sept participants sur dix, les femmes étaient surreprésentées dans l'échantillon de l'enquête. Tous les groupes d'âge étaient représentés, mais la majorité avait entre 24 et 45 ans. Plus de 65 langues maternelles ont été rapportées par les participants et 87% se sont identifiés comme racialisés.

Principaux défis :

- Les résultats de l'enquête ont révélé que le coût de la vie, l'accessibilité au logement et le manque d'emploi demeuraient les trois principaux défis auxquels font face les nouveaux arrivants.
- Comparativement à 2023, l'emploi représentait un défi plus important pour les participants, ce qui reflète le changement dans la demande du marché du travail, avec des taux de chômage nettement plus élevés qu'il y a deux ans. De plus, la proportion de participants vivant dans des logements inabordables (62%) et inadéquats (33%) a considérablement augmenté depuis 2023.

Bien-être :

- Dans l'ensemble, les participants ont rapporté des résultats positifs en ce qui concerne les indicateurs de bien-être, tels que le sentiment d'appartenance, la santé autoévaluée, le sentiment de sécurité, ainsi que l'expérience d'établissement et le sentiment d'être bien accueillis à Hamilton. Cependant, il y avait des différences entre les groupes en fonction du statut d'immigration, de la durée du temps, du le genre, de l'orientation sexuelle et de l'âge.
- Les jeunes étaient moins susceptibles que les immigrants plus âgés de ressentir un fort sentiment d'appartenance à Hamilton, les réfugiés étaient moins susceptibles que les autres

immigrants d'évaluer positivement leur santé, et les femmes étaient moins susceptibles que les hommes de se sentir très en sécurité dans la ville.

- Notamment, une proportion nettement plus élevée de demandeurs d'asile a rapporté des expériences positives d'établissement et un sentiment d'accueil à Hamilton que dans d'autres catégories d'immigrants (par exemple, immigrants économiques, immigrants de la famille familiale, étudiants internationaux, réfugiés aidés par le gouvernement ou parrainés par des particuliers, travailleurs étrangers temporaires).

Expériences de discrimination :

- La proportion de participants ayant déclaré avoir vécu de la discrimination au cours de la dernière année est restée relativement inchangée par rapport à 2023 (32% contre 34%), mais il y a eu une augmentation substantielle chez les étudiants internationaux ayant fait état de ces expériences. Parmi ceux qui ont subi de la discrimination, une majorité a déclaré avoir été ciblée en raison de leur race ou de leur couleur de peau, principalement dans des espaces publics et des contextes d'emploi.

Services utilisés dans la communauté :

- La plupart des participants ont rapporté avoir accès à un ou plusieurs services dans la communauté, le transport en commun étant le service le plus utilisé, suivi de la santé et de la bibliothèque publique de Hamilton. En général, une majorité de participants a exprimé sa satisfaction à l'égard des services qu'ils ont utilisés, à l'exception du logement.
- Notamment, la satisfaction concernant les services d'emploi a diminué entre 2023 et 2025 (67% contre 55%), soulignant la difficulté des immigrants à trouver du travail sur le marché du travail actuel.

Contributions communautaires :

- L'enquête a également révélé différentes façons dont les immigrants contribuent à la communauté. Les contributions communautaires les plus courantes étaient l'aide aux voisins, le développement des compétences pour contribuer à l'économie, et le bénévolat auprès d'organismes communautaires locaux.
- Plus de participants en 2025 ont rapporté qu'ils faisaient du bénévolat (35%) qu'en 2023 (28%), ce qui est une façon de redonner à la communauté et de bâtir de l'expérience et des connexions pour entrer sur le marché du travail.

Les résultats de ce rapport fournissent une meilleure compréhension des expériences, des défis et des contributions évolutives de divers groupes d'immigrants à Hamilton. Là où cela été possible, des comparaisons ont été faites avec les résultats de l'enquête de 2023. Ce rapport vise à guider les futures actions et initiatives collectives du HIPC et de ses partenaires communautaires et municipaux afin de s'assurer que les nouveaux arrivants soient accueillis et soutenus à Hamilton.

Acknowledgments

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We are grateful for the support offered by many community partners who promoted the survey among their clients. Thank you to all survey participants who shared their experiences with us.

About Hamilton Immigration Partnership Council (HIPC)

HIPC is a community table whose members work together to create a positive settlement experience for newcomers. HIPC members represent settlement agencies, educational institutions, the private sector, municipal departments, persons with lived experiences of immigration and more. HIPC is funded by Immigration, Refugees and Citizenship Canada (IRCC) and housed within the City of Hamilton's Economic Development Division. To learn more, visit www.hamiltonimmigration.ca.

Land Acknowledgement

The City of Hamilton is situated upon the traditional territories of the Erie, Neutral, Huron-Wendat, Haudenosaunee and Mississaugas. This land is covered by the Dish With One Spoon Wampum Belt Covenant, which was an agreement between the Haudenosaunee and Anishinaabek to share and care for the resources around the Great Lakes. We further acknowledge that this land is covered by the Between the Lakes Purchase, 1792, between the Crown and the Mississaugas of the Credit First Nation.

Today, the City of Hamilton is home to many Indigenous people from across Turtle Island (North America) and we recognize that we must do more to learn about the rich history of this land so that we can better understand our roles as residents, neighbours, partners and caretakers.

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Introduction

Established in 2009, Hamilton Immigration Partnership Council (HIPC) is a community table that brings together representatives from a diversity of sectors and organizations as well as community leaders with lived experience of immigration. The goal of this collective is to ensure newcomers are welcomed in Hamilton, and have positive settlement experiences, and feel a sense of belonging.

As a local knowledge broker on immigration, HIPC embarked on a collaborative initiative in 2023 alongside six other Local Immigration Partnerships (LIPs) to conduct bi-annual surveys of immigrants locally with shared methodologies, tools, and objectives. The findings from the 2023 immigrant survey were shared widely in the community and informed the current HIPC [community plan 2025-2028](#). The 2025 survey is the second one conducted by HIPC with similar questions and methodology.

The goal of the survey is to understand the needs and experiences of immigrants to better support their settlement and improve their sense of belonging. This project aligns with HIPC [community plan 2025-2028](#) which aspires to see newcomers feel welcomed, have positive settlement experiences, and feel a sense of belonging in Hamilton. Additionally, this survey complements our wider efforts to understand the broader community context and evaluate our collective impact. We hope that the survey results provide valuable insights to service providers, municipal government, businesses, and the wider community who play a role in the settlement of newcomers.

The survey's major research questions are:

- What are the diverse experiences of immigrants living in Hamilton, as perceived by immigrants themselves, including barriers and challenges in settling and integrating in Hamilton?
- What demographic, immigration and other factors align with or impact immigrant settlement experiences, integration/belonging, well-being, and service use?
- What do immigrants think is important for government, policy makers, community organizations and others to focus on to address their needs and desires?

The survey was translated into Spanish, Arabic, French and Farsi, helping HIPC reach diverse groups of immigrants. This allowed us to better understand different experiences and potential disparities.

Demographic profile of survey participants

In total, 634 immigrants responded to the survey. The term “immigrant” is used broadly in this report to include anyone who was born outside Canada and lived, worked, or studied in Hamilton at the time of data collection. Eligible participants included permanent residents, temporary residents, refugees, international students, temporary foreign workers, refugee claimants, Ukrainian newcomers and foreign nationals who immigrated to Canada through various pathways and have become citizens now. Immigrants 16 years of age and above were eligible to complete the survey.

Immigration category

Survey respondents represented diverse immigration categories and statuses and included both permanent residents and temporary residents. Refugees, including former refugee claimants and those who came as government assisted refugees and privately sponsored refugees, made up about one third of participants. Family class immigrants represented 18% of participants, economic class immigrants 14%, current refugee claimants 14%, international students 6%, and temporary foreign workers and Ukrainian newcomers 5% each.

Compared to 2023, fewer international students and more refugee claimants participated in the 2025 survey.

Immigration category	2025		2023	
	#	%	#	%
I immigrated to Canada as an <i>economic-category immigrant</i> (e.g. Federal Skilled Worker Program, Provincial Nominee Program, Canadian Experience Class, and dependants of economic applicants)	87	14%	95	14%
I immigrated to Canada as a <i>family-category immigrant</i> (sponsored spouse, sponsored parent or grandparent, or other immigrant sponsored by family)	116	18%	118	17%
I immigrated to Canada as a <i>government assisted refugee</i>	94	15%	109	16%
I immigrated to Canada as a <i>privately sponsored refugee</i>	22	3%	15	2%
I immigrated to Canada as a <i>refugee claimant and am now a permanent resident or citizen</i>	87	14%	97	14%
I am <i>currently in Canada as a refugee claimant</i>	87	14%	29	4%
I am currently in Canada as an <i>international student</i>	37	6%	121	18%
I am currently in Canada on a <i>temporary work visa</i>	34	5%	38	6%
I am currently in Canada on a <i>CUAET</i> (Canada-Ukraine Authorization for Emergency Travel) visa	30	5%	52	8%
Unknown or I prefer not to answer	26	4%	6	1%
Other	14	2%	9	1%
TOTAL	634	100%	680	100%

Length of time in Canada

About three quarters of the participants were newcomers (0-5 years in Canada). About one quarter included those who arrived in Canada less than one year ago and half were those who arrived in Canada 1-5 years ago. We also heard from long-time immigrants: 13% of participants were in Canada 6-10 years and 15% more than 10 years. Compared to 2023, a smaller proportion of newcomers lived in Canada for less than one year.

Length of time in Canada	2025		2023	
	# of participants	% of participants	# of participants	% of participants
Less than 1 year	146	23%	252	37%
1 to 5 years	303	49%	251	37%
6 to 10 years	81	13%	86	13%
More than 10 years	92	15%	95	14%
TOTAL	622	100%	684	100%

Age categories

The largest age cohort among participants was those between 35 and 44 years of age, representing about one third of participants. The second largest cohort representing one quarter of participants were those between the ages of 25 and 34. Combined, 6 in 10 participants were between 25 and 44 years of age.

Age categories	# of participants	% of participants
16-19 years old	12	2%
20-24 years old	47	10%
25-34 years old	120	25%
35-44 years old	160	33%
45-54 years old	94	19%
55-64 years old	34	7%
65 years or older	18	4%
TOTAL	485	100%

Gender

Women were over-represented in this round of the survey as they made up almost 70% of participants. In 2023, women represented 55% of participants. There were no respondents who identified as non-binary in both surveys.

Gender	# of participants	% of participants
Woman	322	69%
Man	140	30%
Non-binary	--	0%
TOTAL	464	100%

Note: frequency values less than 5 have been suppressed due to privacy reasons.

Sexual orientation

Thirty-six participants (8%) identified as members of the 2SLGBTQ+ community.

Sexual Orientation	# of participants	% of participants
Member of 2SLGBTQ+ community	36	8%
Not a member of 2SLGBTQ+ community	396	92%
TOTAL	432	100%

Racialized status

A similar percentage of participants as in 2023 (89%) reported to be a member of a racialized group. The top racialized groups were Latin American (26%), Black (19%), and Arab (16%). There was a smaller proportion of South Asian participants in 2025 than in 2023 (6% vs 14%).

Racialized groups	# of participants	% of participants
Latin American	133	26%
Black (e.g. Black-Caribbean, Black-African, Black-North American)	95	19%
Arab	82	16%
White	55	11%
West Asian (e.g. Iranian, Afghan)	40	8%
South Asian (e.g. East Indian, Pakistan, Sri Lankan)	33	6%
Indigenous/Indigenous ancestry (from a country other than Canada)	12	2%
Southeast Asian (e.g. Vietnamese, Cambodian, Laotian, Thai)	11	2%
Filipino	10	2%
Chinese	9	2%
Japanese	--	1%
Korean	--	0%
Other	28	5%
TOTAL	513	100%

Note: frequency values less than 5 have been suppressed due to privacy reasons.

Disability

One in 10 participants (n=47) reported that they live with a disability.

Disability	# of participants	% of participants
Living with a disability	47	10%
Not living with a disability	415	90%
TOTAL	462	100%

Faith community

Eight in 10 participants reported that they belonged to a faith group, with 44% identifying as Christian, and 29% as Muslim.

Faith community	# of participants	% of participants
Christian	181	44%
Muslim	121	29%
I am not a member of a faith community	88	21%
Hindu	10	2%
Sikh	-	1%
Buddhist	-	1%
Jewish	-	0%
TOTAL	416	100%

Note: frequency values less than 5 have been suppressed due to privacy reasons.

Top first languages

Participants reported over 65 first languages. The top first languages among participants were Spanish, Arabic, English, Persian/Farsi, Ukrainian, and French.

First language	# of participants	% of participants
Spanish	157	25%
Arabic	107	17%
English	100	16%
Persian/Farsi	52	8%
Ukrainian	33	5%
French	31	5%
Somali	11	2%
Portuguese	8	1%
Punjabi	8	1%
Mandarin	8	1%
Tagalog	9	1%
Vietnamese	9	1%
Gujarati	6	1%
Other	92	15%
TOTAL	631	100%

English language fluency

Nearly seven in 10 participants reported that they spoke English “very well” or “well.” Just over one in 10 said they spoke English poorly or did not speak it at all.

How well do you speak English?	# of participants	% of participants
Very well	259	41%
Well	173	28%
Fairly well	125	20%
Poorly	54	9%
Not at all	15	2%
TOTAL	626	100%

In terms of knowledge of English by immigration category, more than 90% of international students and temporary foreign workers reported speaking English very well or well, followed by 75% of economic class immigrants, and 69% of refugee claimants. Refugees, family class immigrants, and Ukrainian temporary residents were less likely than other immigrants to report high English language proficiency.

Highest level of education

Over half of the participants (54%) had a Bachelor’s degree or above. About one quarter had a college diploma or participated in a trade or technical school. About two in 10 had high school education or equivalent, and 6% had either elementary school or no formal education.

Participants in 2025 were less likely than those in 2023 to be highly educated (with at least a BA) – 54% vs 72%.

Level of education	# of participants	% of participants
No formal education	7	1%
Elementary school	24	5%
High school or equivalent	82	18%
Trade/technical school	22	5%
College diploma	79	17%
Bachelor's degree	139	30%
Master's degree	97	21%
PhD	18	4%
TOTAL	468	100%

Housing suitability and affordability

This section includes findings on housing suitability and affordability and examines which groups of immigrants are more likely or less likely to report challenges with suitability and affordability of their housing.

Housing suitability

One third of survey participants reported that their housing was not suitable for their needs, meaning it did not have enough rooms/space, was not maintained well, or needed major repairs.

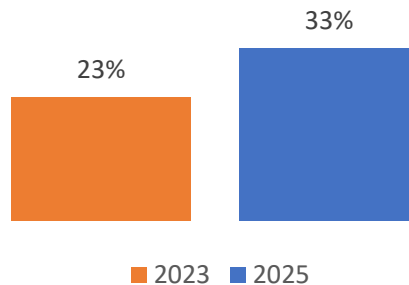
This was almost a 10% increase from 2023.

When compared by length of time in Canada, newcomers who were in Canada for less than one year were more than twice as likely than those who have been in Canada for over 10 years to report that their housing was not suitable for their needs.

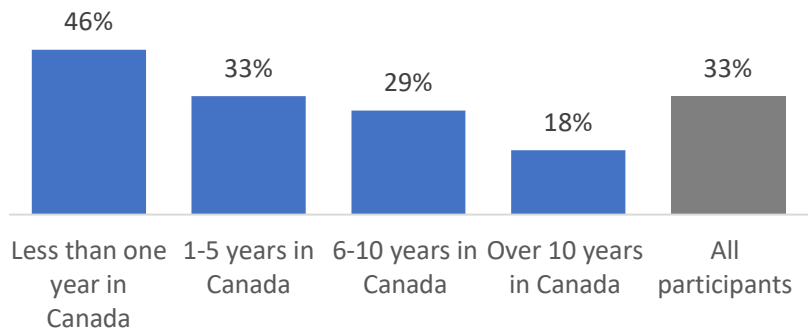
Housing suitability appears to substantially improve with more time spent in Canada.

There were differences across groups when compared by immigration category. Refugees were most likely (4 in 10) to report living in unsuitable housing conditions, followed by international students (35%). Ukrainian temporary residents and economic class immigrants were least likely (16% and 24% respectively) to report their housing was unsuitable for their needs.

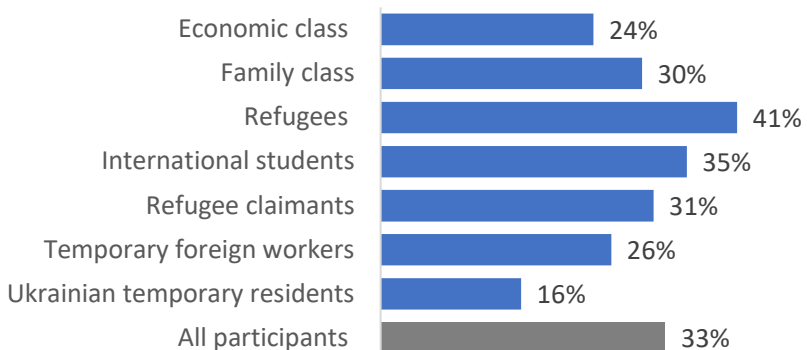
Percentage of participants who reported their housing was unsuitable



Housing is unsuitable, by length of time in Canada



Housing was unsuitable, by immigration category



When compared by racialized status, white participants were considerably less likely than racialized participants to report living in unsuitable housing (20% vs 34%).

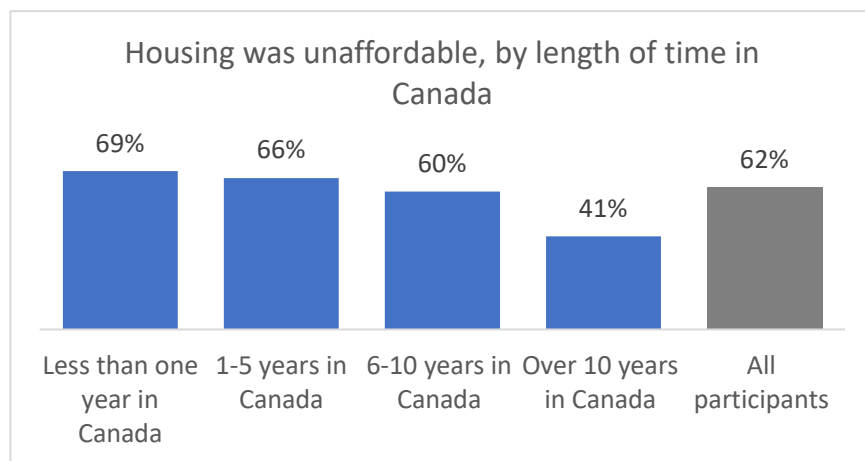
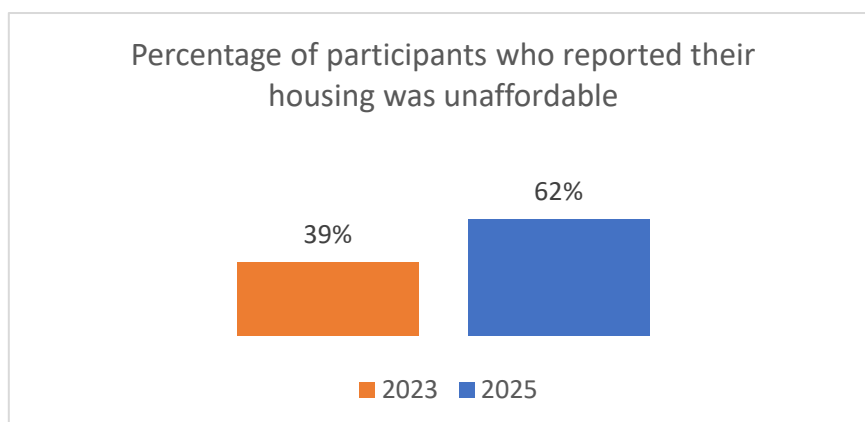
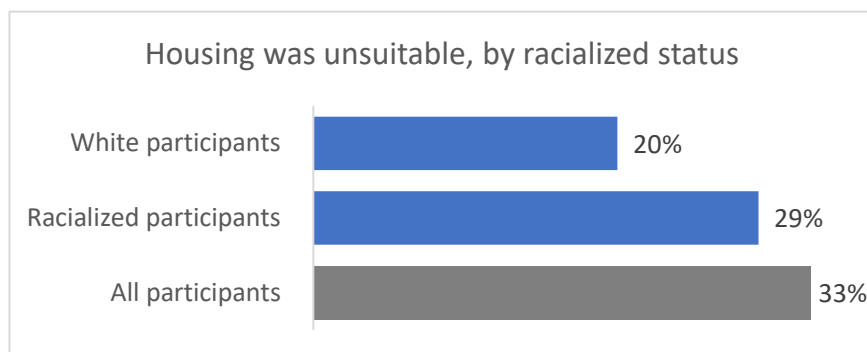
No differences were observed by gender and sexual orientation.

Housing affordability

Results reveal a substantial increase in the proportion of participants who experienced housing unaffordability in 2025 compared to 2023. More than 6 in 10 participants said that their housing was unaffordable, meaning that they paid over 30% of their income on housing. This was true for about 4 in 10 participants in 2023.

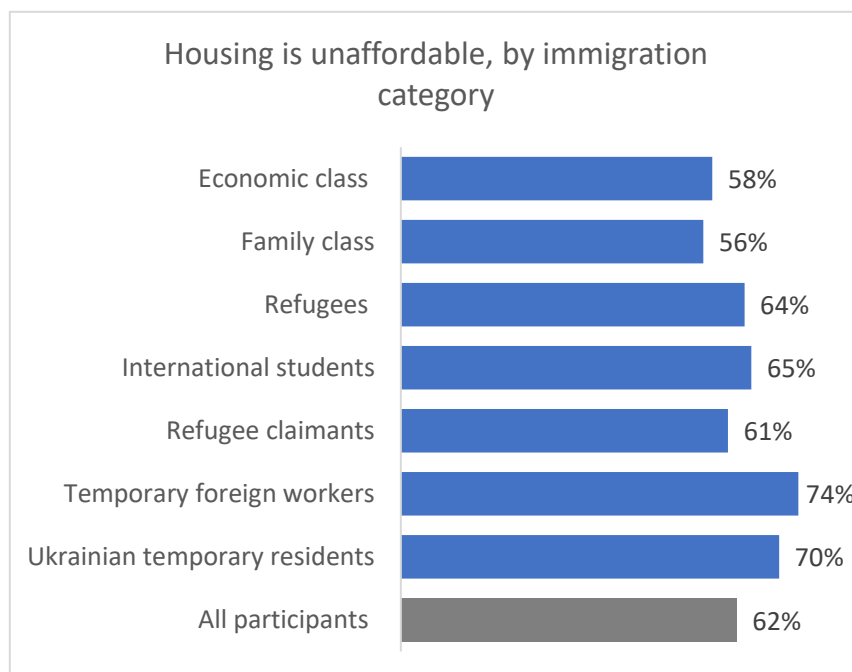
Newcomers were much more likely to experience housing unaffordability than long-term immigrants (those who have been in Canada for over 10 years).

Notably, even among long-term immigrants, 4 in 10 reported living in unaffordable housing, a similar proportion to that of newcomers in 2023.



Compared by immigration category and statuses, temporary foreign workers and Ukrainian temporary residents were more likely than others to report that their housing was unaffordable. While these groups were more likely to live in unaffordable housing, they were less likely than others to report living in unsuitable conditions (see above). This shows that for some immigrants, pursuing suitability in housing means sacrificing affordability.

No substantial differences were observed in housing affordability when compared by race and gender.



Most newcomers in Canada are renters, and according to Statistics Canada, average asking rent for a one-bedroom apartment in Hamilton CMA increased from \$1,770 in early 2023 to \$1,800 in early 2025¹, two time periods when this survey was in the field. While this increase is not as substantial as the increase in the percentage of immigrants who reported that their housing was unaffordable in 2025 compared to 2023, a higher proportion were unemployed and struggling with severe income inadequacy. In the absence of sufficient social and subsidized housing stock, employment income becomes key in affording market rental units.



"I spend over 50% of my monthly income on rent for a very small one-bedroom unit. I find this extremely unfair and abusive, especially considering the size and condition of the place. It's becoming increasingly difficult to afford basic needs after paying rent. In my opinion, housing should be a right, not a privilege only a few can afford."

– Hamilton Immigrant Survey 2025 participant



"... I have a good job and luckily I'm working at the level I had before coming to Canada. However, I still can't afford to buy an apartment or a house, or rent a decent place to live"

– Hamilton Immigrant Survey 2025 participant

¹ Statistics Canada. [Table 46-10-0092-01 Asking rent prices, by rental unit type and number of bedrooms, experimental estimates](#)

Employment, underemployment, and income adequacy

This section provides survey results on employment status, employment commensurability with skills and experience, and income adequacy.

Employment status

Less than half of participants reported that they were working (30% full time, 14% part time, and 3% self-employed). Almost 4 in 10 participants were unemployed and actively looking for work, and 15% were not in the workforce due to reasons such as retirement, childcare responsibilities, or pursuing education.

When compared with 2023, survey participants in 2025 were substantially less likely to be employed (47% vs. 67%) and more likely to be unemployed and looking for work (39% vs. 23%).

Employment status	2025		2023	
	# of participants	% of participants	# of participants	% of participants
Working full time	177	30%	137	44%
Working part time or casual	82	14%	63	20%
Self-employed	18	3%	8	3%
Unemployed but looking for work	231	39%	72	23%
Not in the paid workforce (retired, caring for children, not seeking work, etc.)	87	15%	17	6%
Other	0	0%	11	4%
Total	595	100%	308	100%

These results reflect the current labour market conditions with rising unemployment over the last two years. Unemployment rates in Ontario increased from 5% in April 2023 to 7.8% in June 2025², the two time periods when this survey was in the field. In addition, based on the Labour Force Survey monthly data, unemployment rate in Hamilton CMA was 4.9% in June 2023 compared to 6.6% in June 2025.

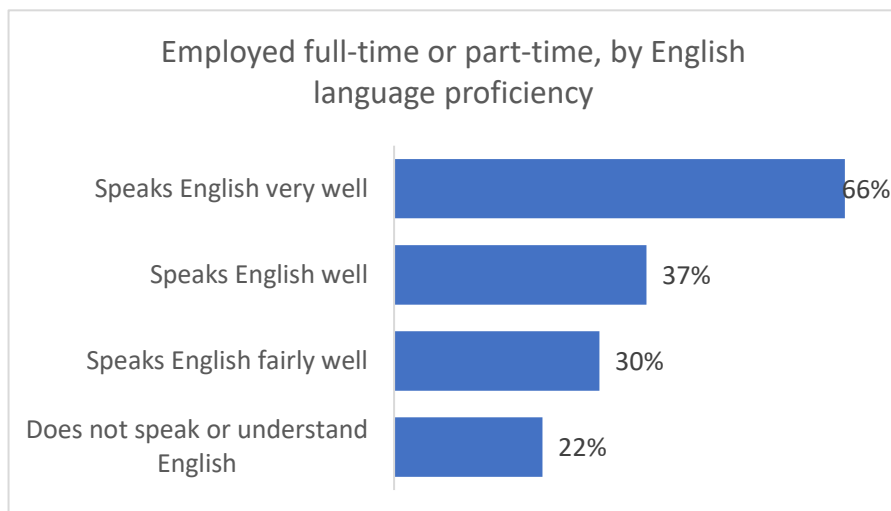


"It's very difficult to find a job"

– Hamilton Immigrant Survey 2025 participant

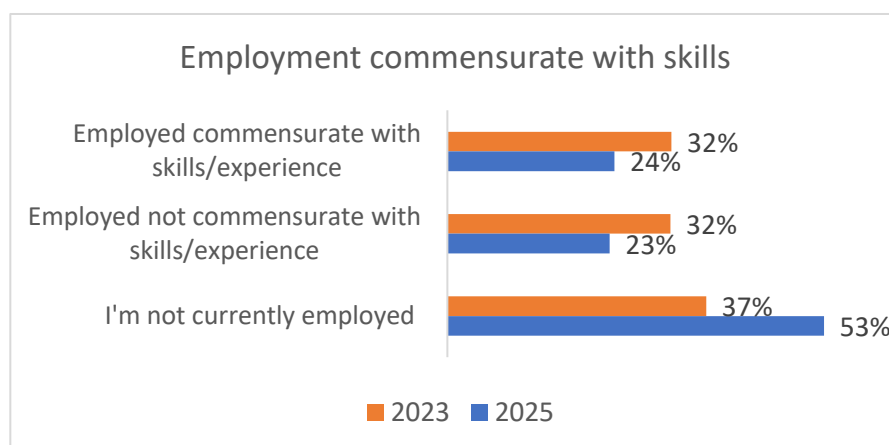
² Government of Ontario. (2025). *Labour market report, June 2025*. <https://www.ontario.ca/page/labour-market-report-june-2025>

Hamilton Immigrant Survey results show a clear correlation between English language proficiency and being employed (full time or part time). As shown in this chart, those who spoke English “very well” were more than twice as likely as those who spoke English “fairly well” and almost three time as likely as those who “did not speak English” to be employed. This finding highlights the importance of advanced English language classes in immigrants’ prospects of entering the labour market.



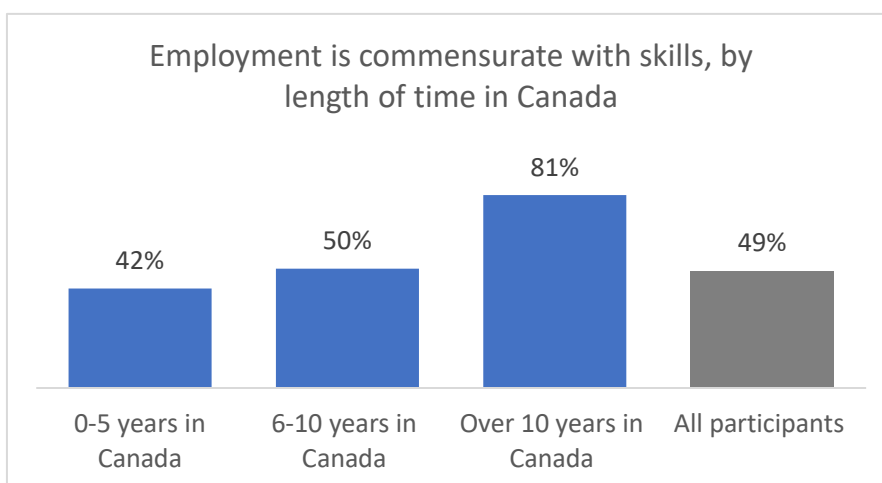
Underemployment

Underemployment has been a consistent challenge facing immigrants. While a substantially smaller proportion of 2025 survey respondents were employed compared to 2023, among those who were working, the same proportion (50%) reported being in jobs that did not match their skills and qualifications in both surveys.



Newcomer participants (lived in Canada five years or less) were twice as less likely as those who have been in Canada for more than 10 years to report being employed in a job that matched their skills or experiences.

Employment commensurability appears to substantially improve after 10 years in Canada.



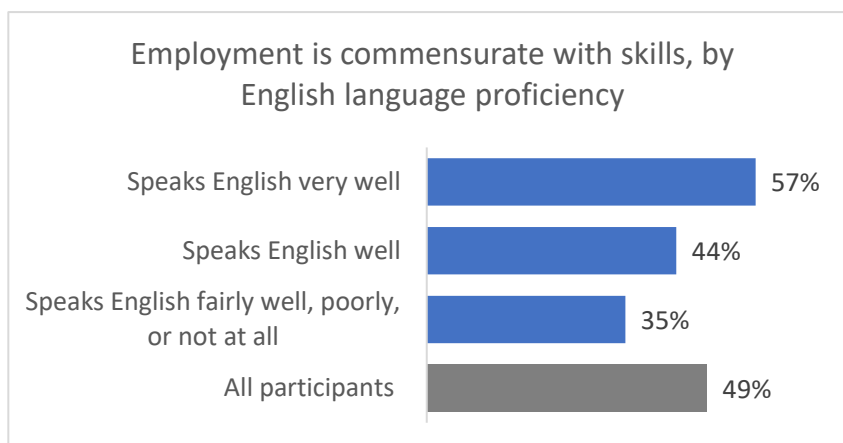
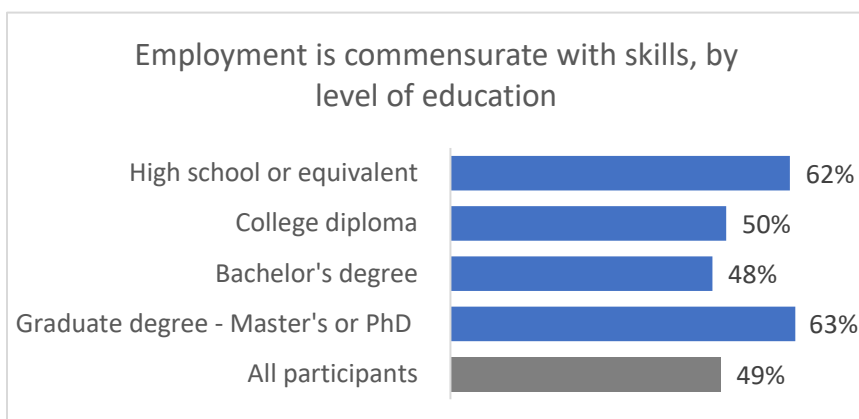
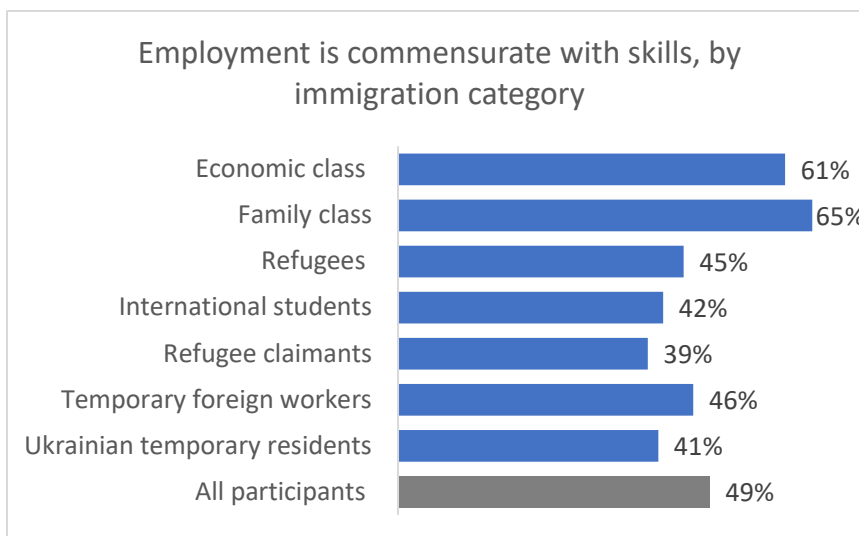
Family class and economic class (who are admitted to Canada for their education and skills) were more likely to be employed commensurate with their skills and experiences than immigrants from other categories and statuses.

There were no substantial differences by gender and racialized status. However, participants who lived with a disability were less likely to be employed commensurate with their qualifications than those without a disability (36% vs. 51%).

When it comes to employment commensurability with skills by level of education, those with a Bachelor's degree (48%) were least likely to be employed in a job that matched their skills. A graduate degree, however, seemed to improve chances of being employed commensurate with one's skills and education.

Data from Statistics Canada's Labour Force Survey in September 2025 revealed that newcomer workers with postsecondary education were more likely than their Canadian born counterparts to work in a job unrelated to their education (21.2% vs 15.2%) and to be overqualified for their role (34.7% vs 21.8%)³.

In addition, English language proficiency appears to be strongly correlated with being employed commensurate with one's skills and experience. Among those who spoke English "very well", 57% reported being employed in a job that matched their skills, 13% higher than those who spoke English "well", and 22% higher than those who spoke English "fairly well", "poorly", or "not at all".



³ Statistics Canada. (2025). *Labour Force Survey – September 2025*. https://www150.statcan.gc.ca/n1/daily-quotidien/251010/dq251010a-eng.htm?utm_source=lnkn&utm_medium=smo&utm_campaign=statcan-statcan-lfs-epa

Income adequacy

About 7 in 10 participants reported that their income was not sufficient to meet their needs. Almost 3 in 10 reported severe income inadequacy.

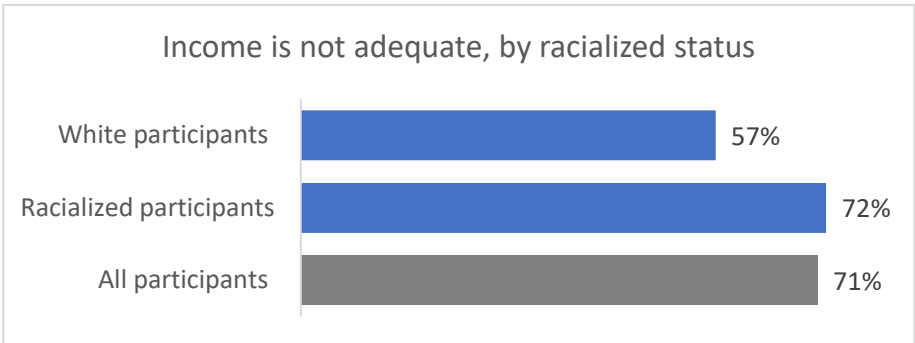
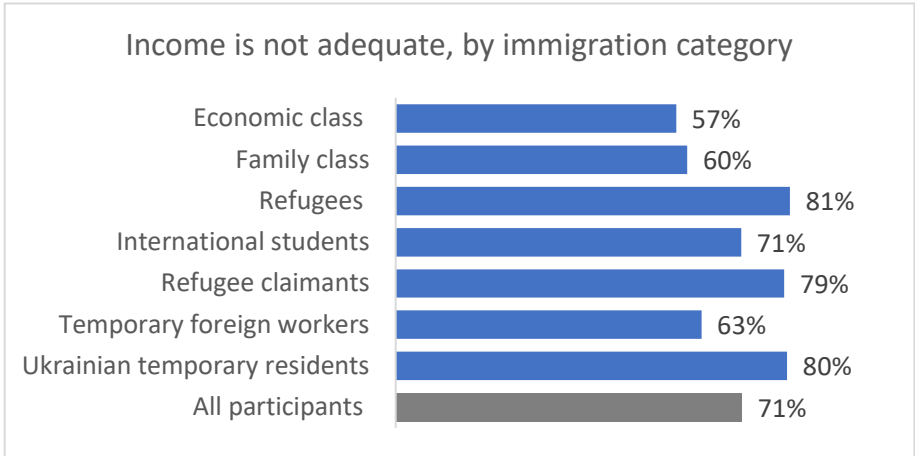
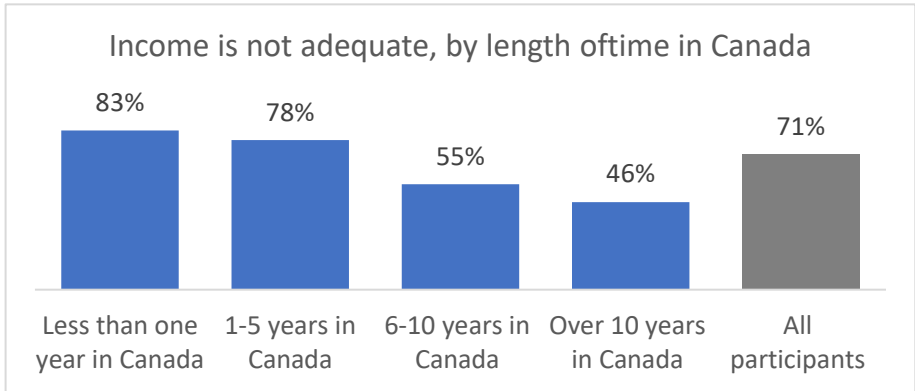
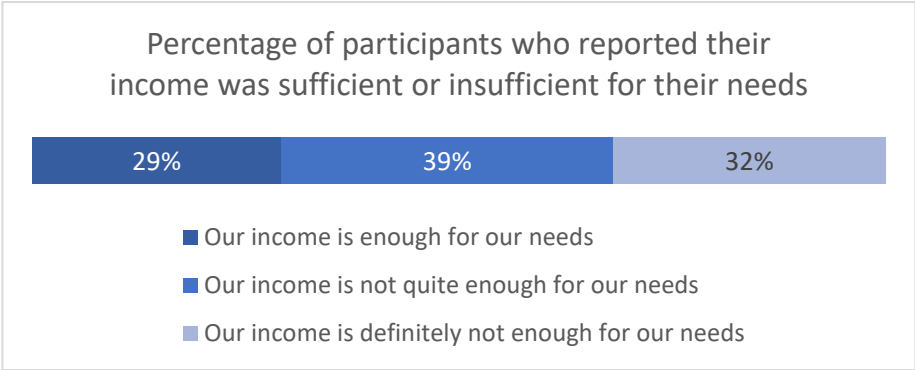
These proportions were unchanged from 2023.

When compared by length of time in Canada, newcomers (83%) were substantially more likely to experience income inadequacy compared to those who have been in Canada either 6-10 years (55%) or for over 10 years (46%). The percentage of immigrants who report income inadequacy decreases over time.

Compared by immigration category/status, refugees, refugee claimants, and Ukrainian temporary residents (about 8 in 10) were more likely than other groups to report that their incomes were not sufficient to meet their needs. The group least likely among others to report income inadequacy was economic class immigrants at 57%.

White participants were considerably less likely than racialized participants to experience income inadequacy.

There were no difference when compared by gender and disability.

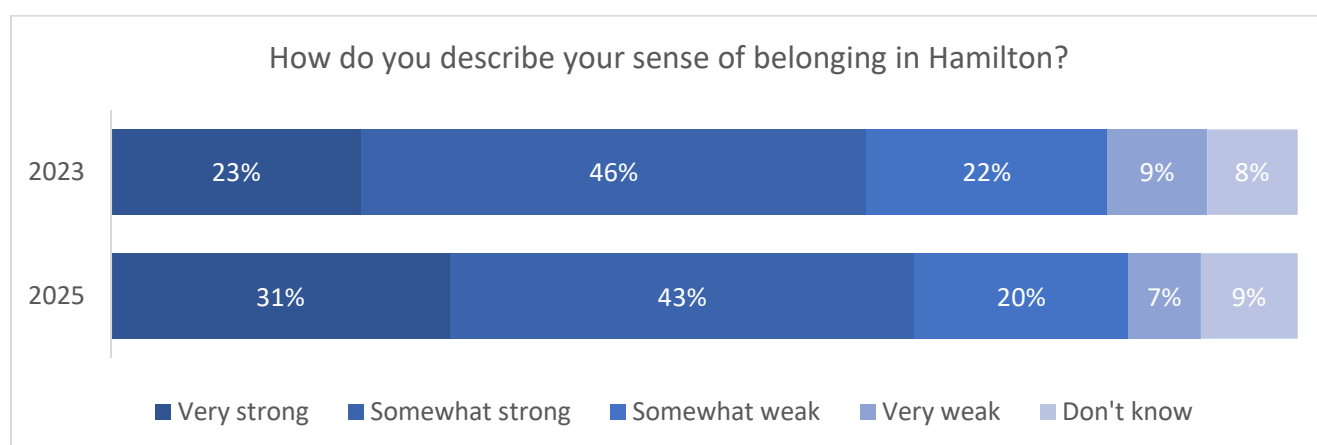


Sense of belonging, isolation, safety, and health

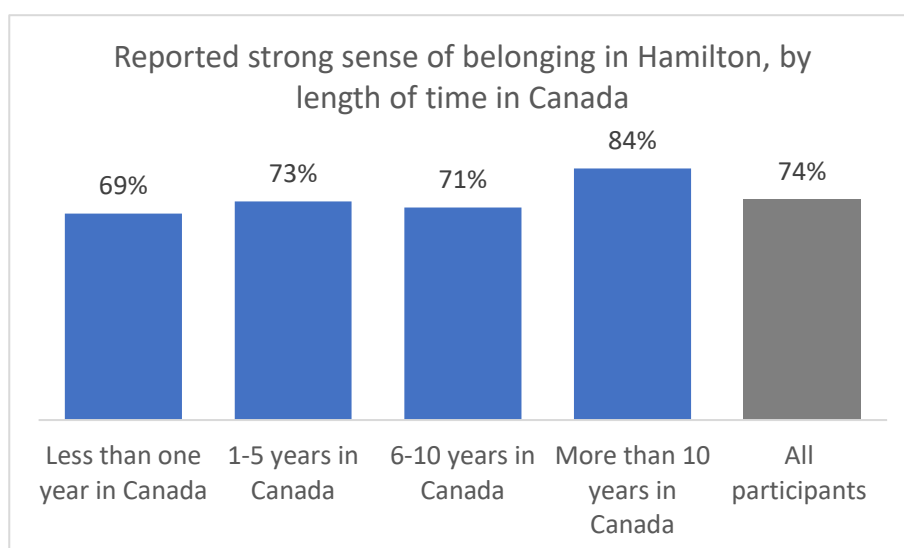
The following section includes findings on four well-being indicators, including sense of belonging, feelings of isolation, feelings of safety, and self-perceived health.

Sense of belonging

Just less than three quarters of participants (74%) reported that they felt “somewhat strong” or “very strong” sense of belonging in Hamilton. This was slightly higher compared to 2023 immigrant survey results. The proportion of participants who reported “very strong” sense of belonging in Hamilton were higher in 2025 than in 2023 (31% vs 23%).



The comparison of results by length of time in Canada revealed that sense of belonging improves after 10 years in Canada. Those who lived in Canada for more than 10 years were more likely than newcomers as well as those who lived in Canada 6-10 years to report strong sense of belonging in Hamilton (“somewhat strong” and “very strong”).

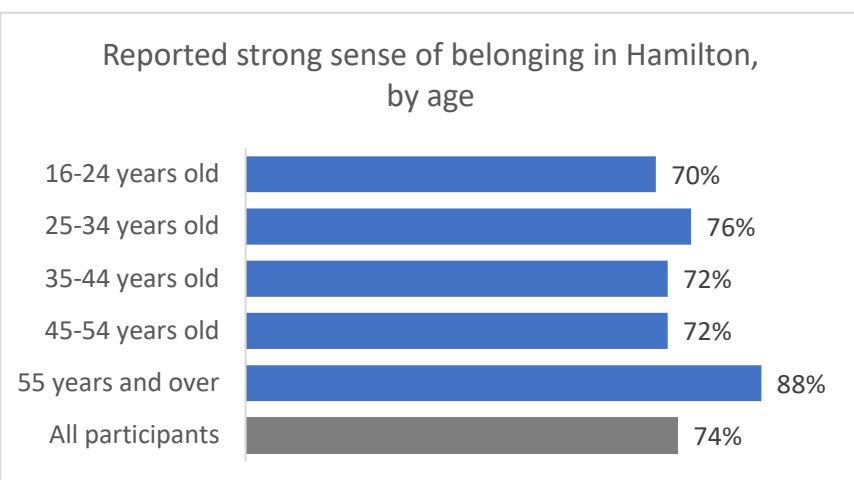
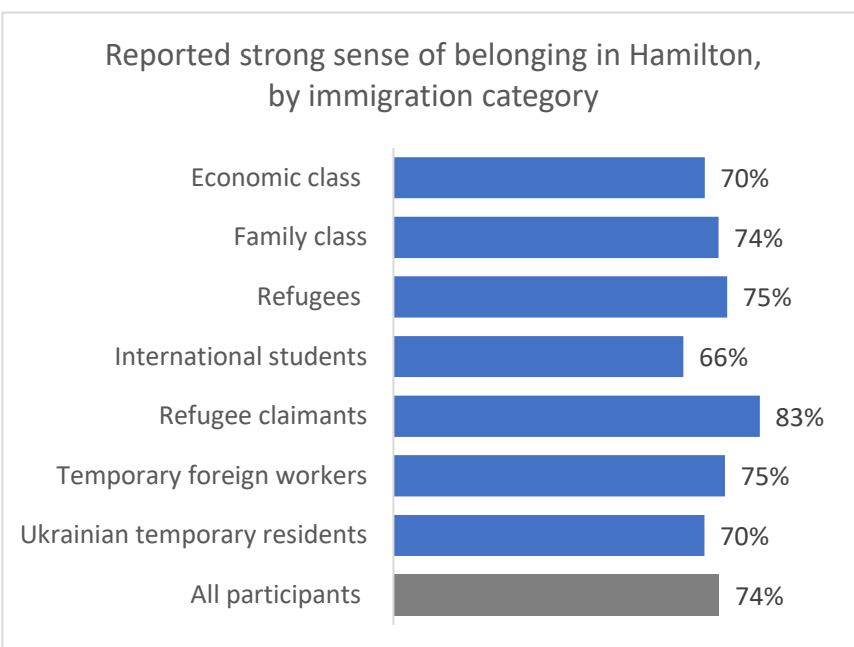


Among immigrants from various immigration categories and statuses, refugee claimants were most likely (83%) and international students least likely (66%) to report feeling a strong sense of belonging in Hamilton. Between 70% and 75% of participants in other immigrant categories described their sense of belonging as strong.

No notable differences were found when compared by gender. However, when compared by racialized status, white participants were slightly more likely than racialized participants to report strong sense of belonging.

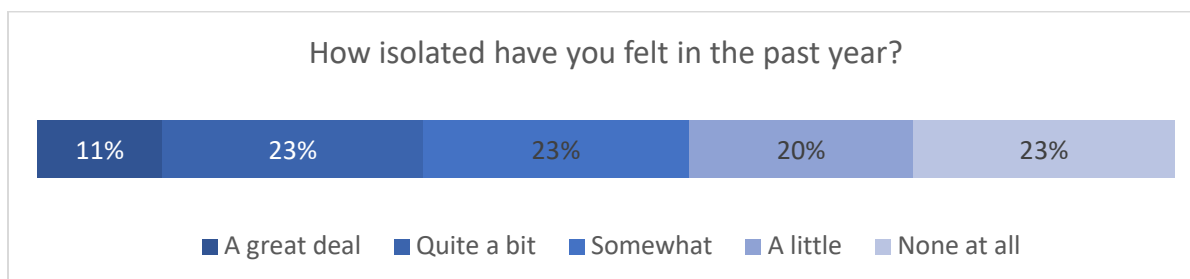
When compared by age, those who were 55 and older were more likely (about 9 in 10) than younger age groups to report feeling a sense of belonging in Hamilton.

Youth between 16 and 24 years of age were least likely of all age groups to describe their sense of belonging in Hamilton as strong (70%).



Feelings of isolation

Just over one third of participants reported that they felt very isolated in the past year, either “a great deal” or “quite a bit”. This is unchanged from 2023.



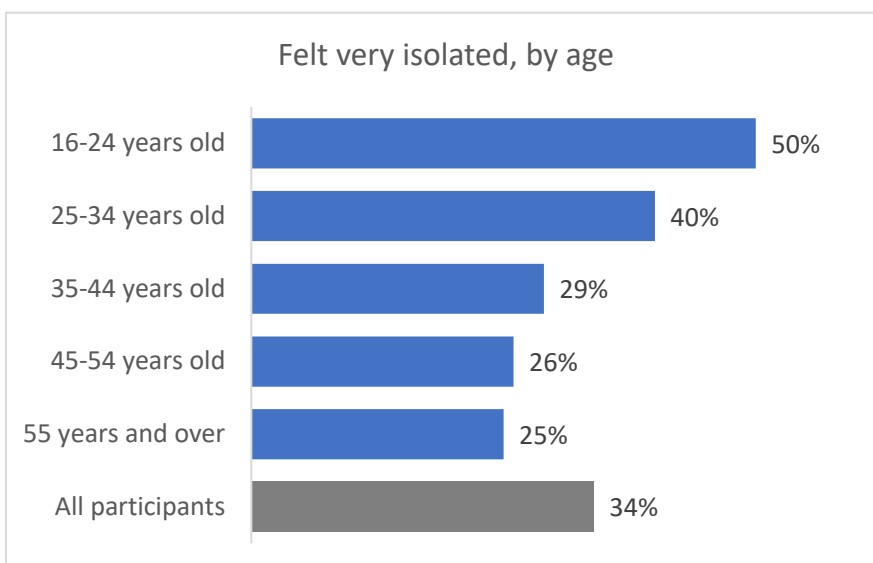
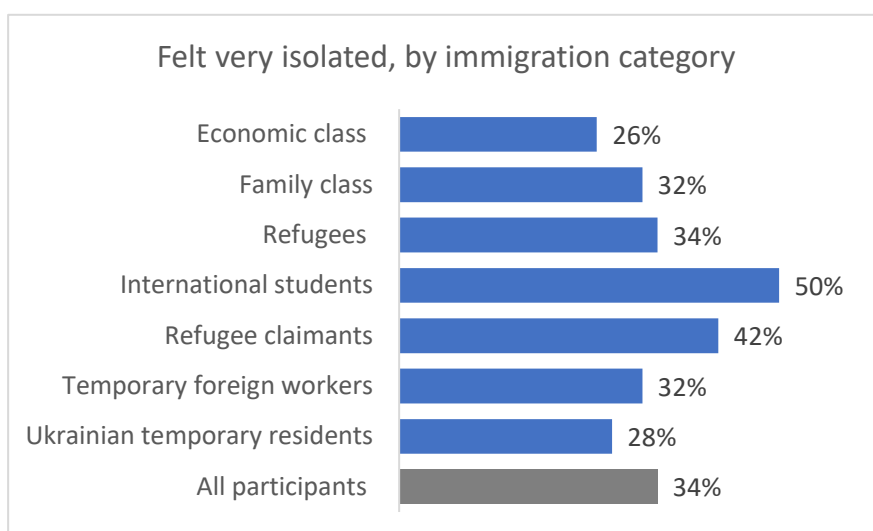
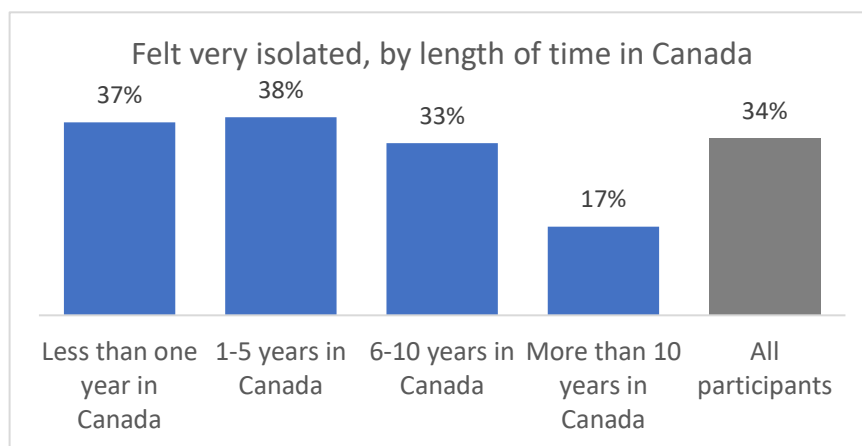
When compared by length of time in Canada, newcomers were twice as likely as long-time immigrants (those who lived in Canada for more than 10 years) to report feeling very isolated (“a great deal” or “quite a bit”).

As immigrants spend more time in Canada, they start to build connections and find community, reducing feelings of isolation.

Considering immigration category, international students were most likely to report feeling very isolated (50%), almost twice as likely as economic class immigrants (26%). The second group with the largest proportion of participants feeling very isolated in the past year was refugee claimants (42%). Economic class immigrants (26%) and Ukrainian temporary residents (28%) were least likely of all groups to report feeling very isolated.

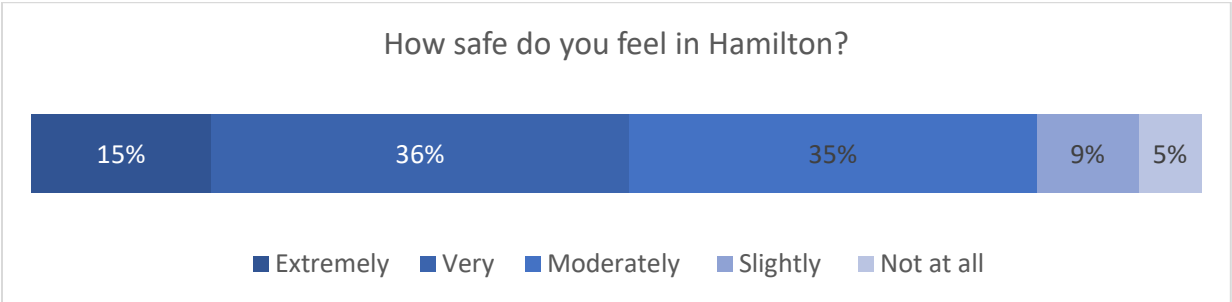
Notable differences were observed when comparing results by age as half of youth participants aged 16 and 24 reported feeling very isolated, twice the proportion of those aged 45-54 and 55 and over.

Compared by gender and racialized status, women and racialized participants were slightly more likely to report feeling very isolated in the past year than men and white participants respectively.

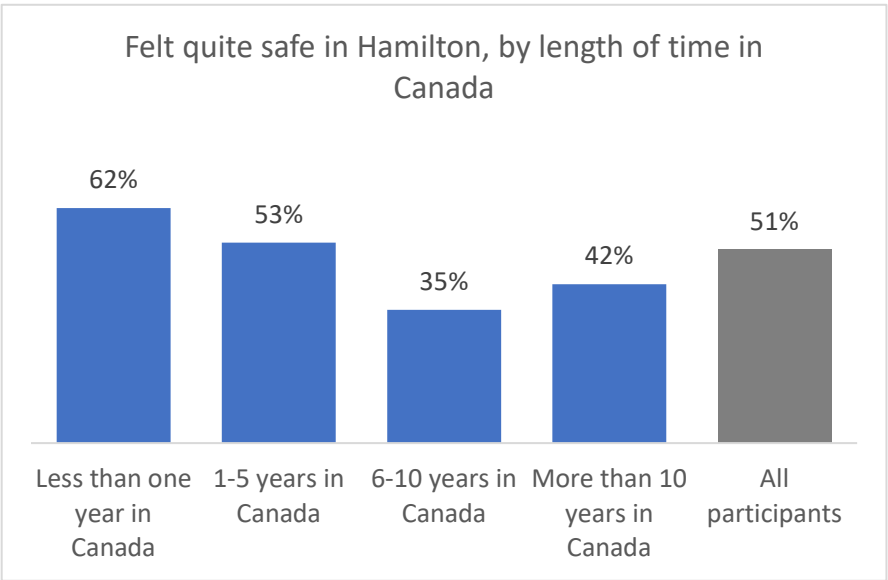


Feelings of safety

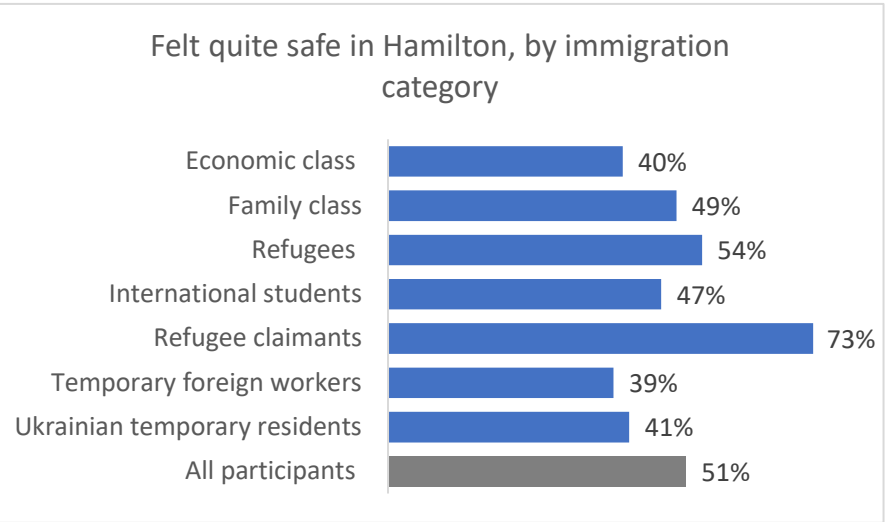
Just over half of the participants said that they felt “extremely” or “very” safe in Hamilton. This was a slightly higher percentage compared to 2023 (51% vs. 46%).



When compared by length of time in Canada, newcomers were more likely to feel quite safe (“extremely” or “very”) in Hamilton compared to those who have been lived in Canada longer. Those who were in Canada between 6-10 years were least likely to report feeling quite safe in Hamilton. Positive feelings of safety appear to be highest upon arrival in Canada before dropping almost by half after 6 years in the country. These positive feelings slightly go back up after spending 10 years in Canada.



Positive feelings of safety varied slightly across immigration categories. Refugee claimants (73%) were most likely of all groups to report feeling quite safe in Hamilton. Temporary foreign workers were least likely of all groups to report feeling quite safe (39%), followed by economic class immigrants (40%), and Ukrainian newcomers (41%)

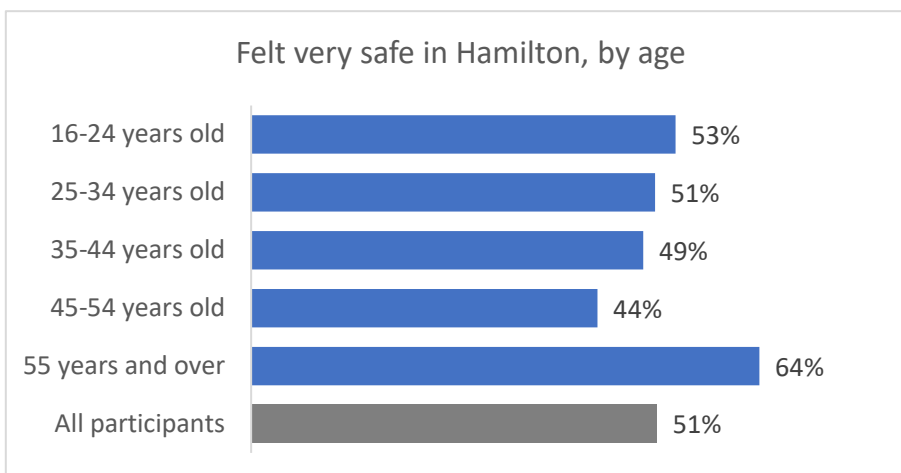
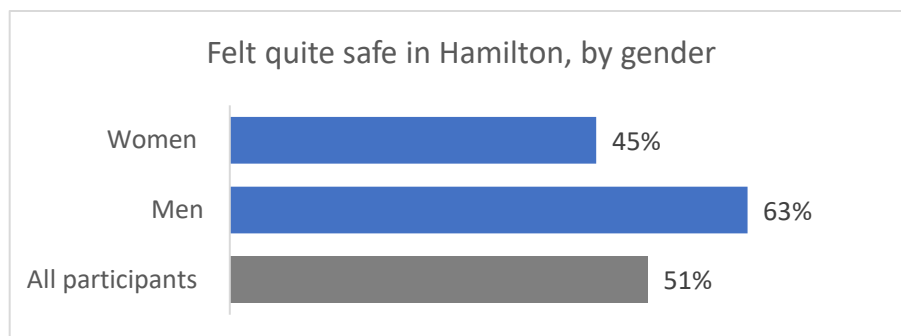


When compared by gender, women were substantially less likely to report feeling quite safe in Hamilton compared to men.

Those who identified as members of the 2SLGBTQ+ community were slightly less likely to report feeling very safe in Hamilton.

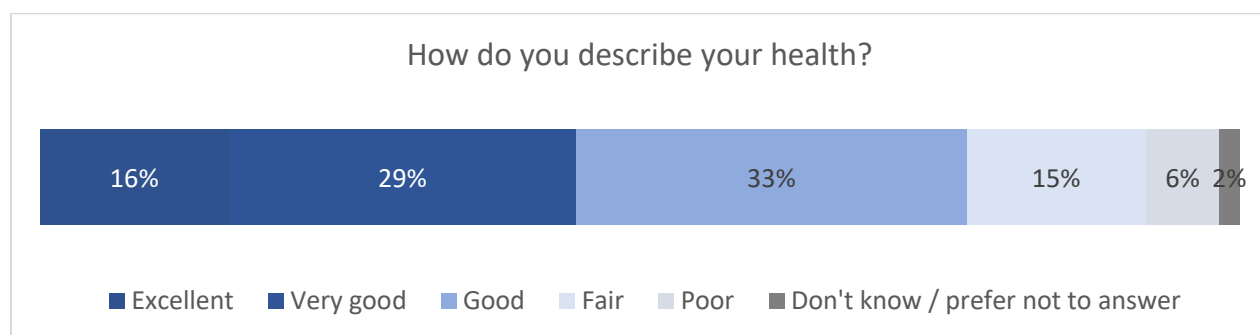
When compared by age, participants 55 years of age and older were more likely than younger age cohorts to report feeling very safe in Hamilton.

The age group that was least likely to report positive feelings of safety was 45-54 years old.

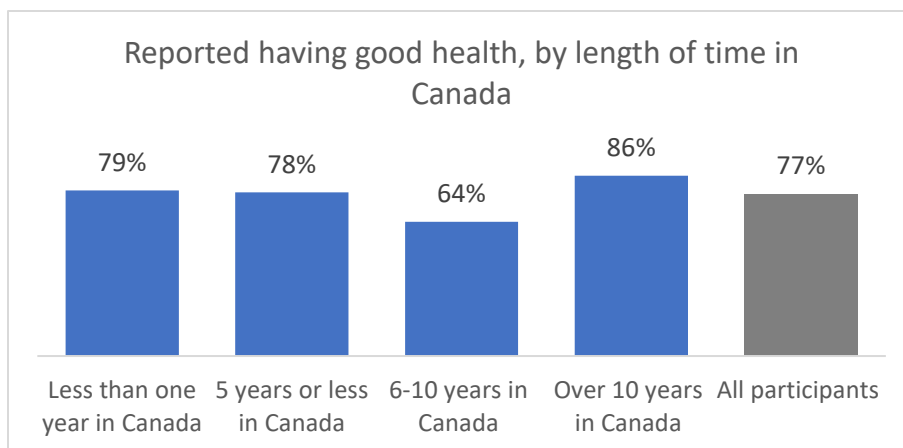


Self-perceived health

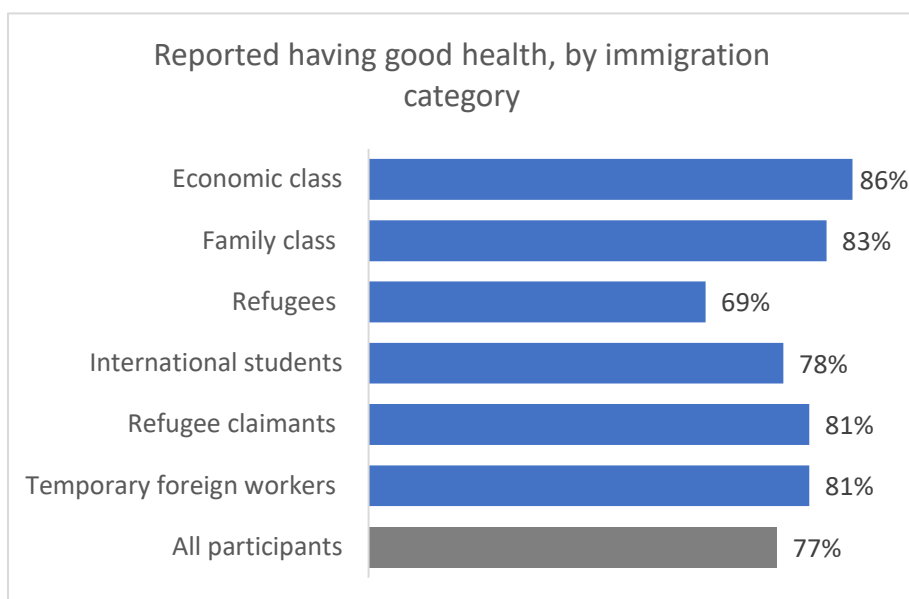
More than three quarters of participants (77%) described their health positively – 16% reported it as “excellent”, 29% “very good”, and 33% “good”. Health referred to not only the absence of disease or injury but also physical, mental, and social well-being.



The comparison of results by length of time in Canada showed that about 8 in 10 newcomers (lived in Canada 5 years or less) reported their health positively, substantially higher than those who have lived in Canada 6-10 years (64%) but slightly lower than those who have lived in Canada for more than 10 years (86%).



When compared by immigration category, all groups, except refugees, had higher than average proportions reporting positive health outcomes. Refugees (69%) were least likely and economic class immigrants (86%) most likely to report their health positively.



There were no notable differences in self-reported health by racialized status. However, when compared by gender, women were slightly less likely than men to report having good health.



"Mental health support should be more affordable for individuals and families."

– Hamilton Immigrant Survey 2025 participant

Experiences of discrimination

About one-third (32%) of all participants reported experiencing discrimination at least once in the past year. This has remained relatively unchanged from 2023.

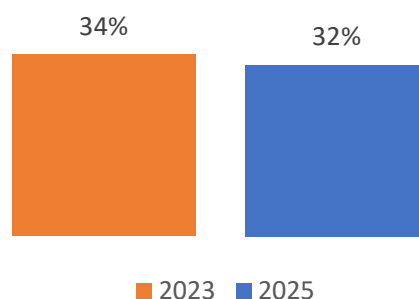
Sections below show experiences of discrimination varied across groups by length of time, immigration status, racialized status, age, sexual orientation, and disability.

There are slight variations when comparing results by length of time in Canada. Participants who have been in Canada 1-5 years were most likely to report experiencing discrimination in the past year (37%).

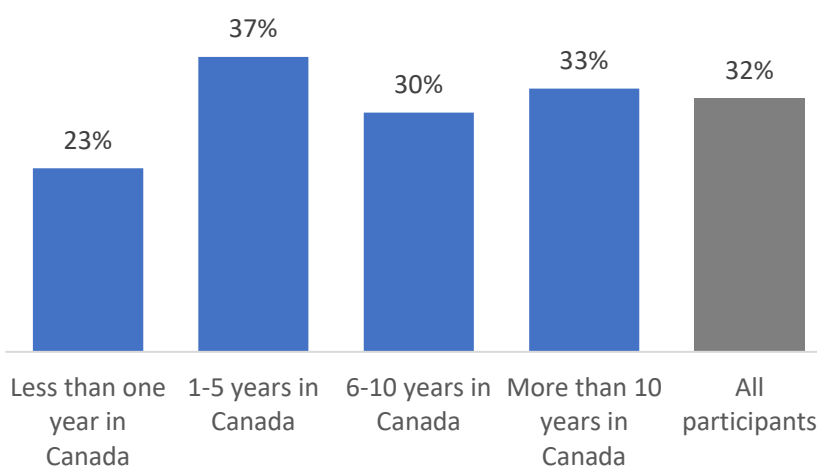
Newcomer participants who have been in Canada for less than one year were least likely to report experiences of discrimination (23%), potentially because they have not been in Canada long enough to interact with various systems and institutions where discrimination tends to take place.

When examined by immigration category, international students were most likely to report experiencing discrimination in the past year. International students were also much more likely in 2025 to report experiencing discrimination than in 2023 (47% vs 34%), indicating the impact of recent policy shifts and public discourse about international students on such experiences.

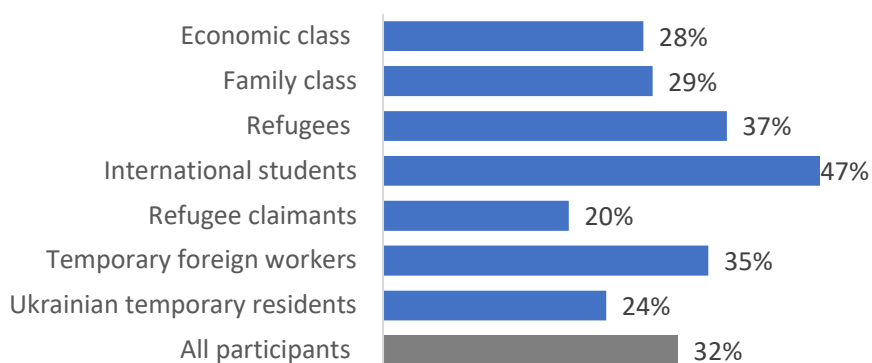
Percentage of participants who reported they experienced discrimination in the past year



Experienced discrimination, by length of time in Canada



Experienced discrimination, by immigration category



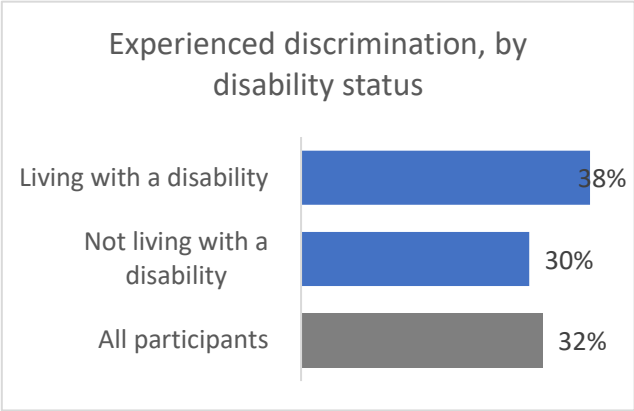
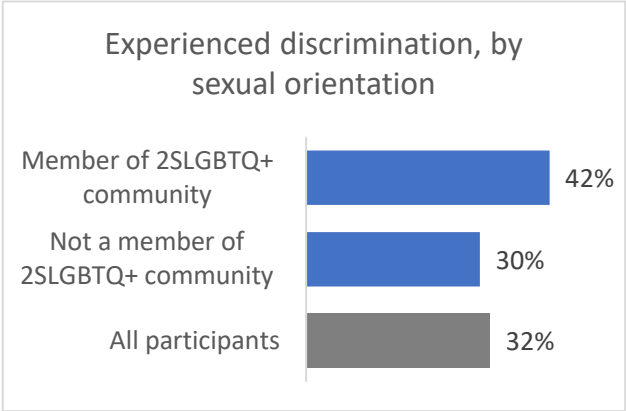
On the other hand, refugee claimants were least likely among all groups to report experiencing discrimination, potentially because they tend to be very new to Canada.

Results also show racialized participants (33%) were substantially more likely to report experiencing discrimination than white participants (20%).

There were no differences observed by gender.



Participants who identified as a member of the 2SLGBTQ+ community were substantially more likely than those who were not a member of this community to experience discrimination in the past year (42% vs 30%). Similarly, participants who identified as persons living with a disability (38%) were more likely than those not living with a disability (30%) to report experiencing discrimination.

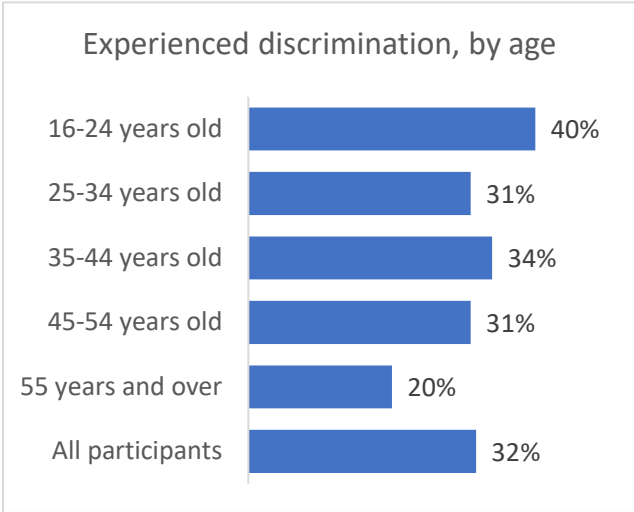


Finally, youth participants aged 16-24 were twice as likely as those aged 55 and over to report experiencing discrimination (40% vs 20%).



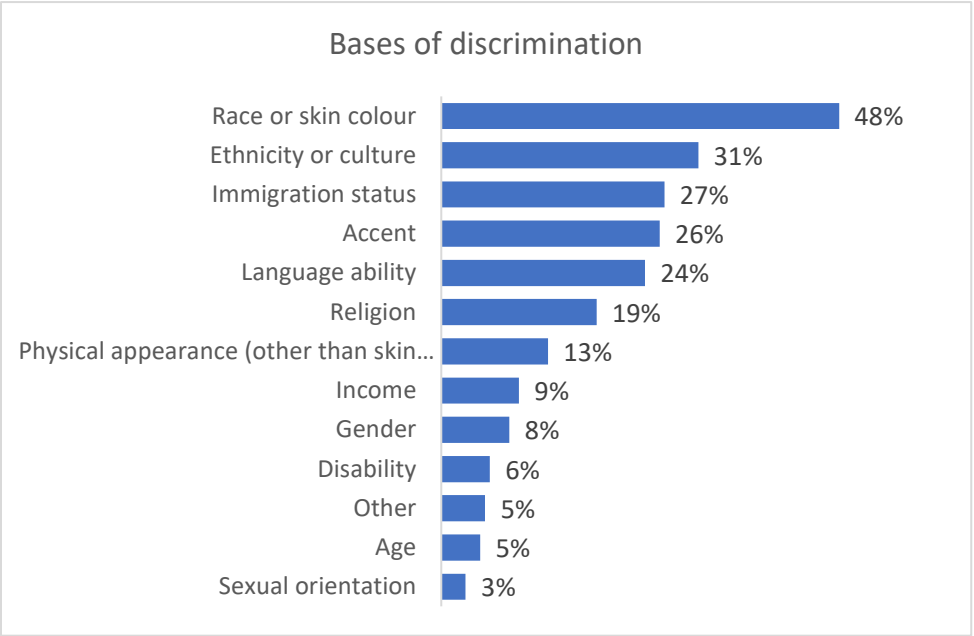
“Inform people about the humanity of newcomers. They should be seen as people who deserve respect and normal treatment”

– Hamilton Immigrant Survey 2025 participant



Perceived bases for discrimination

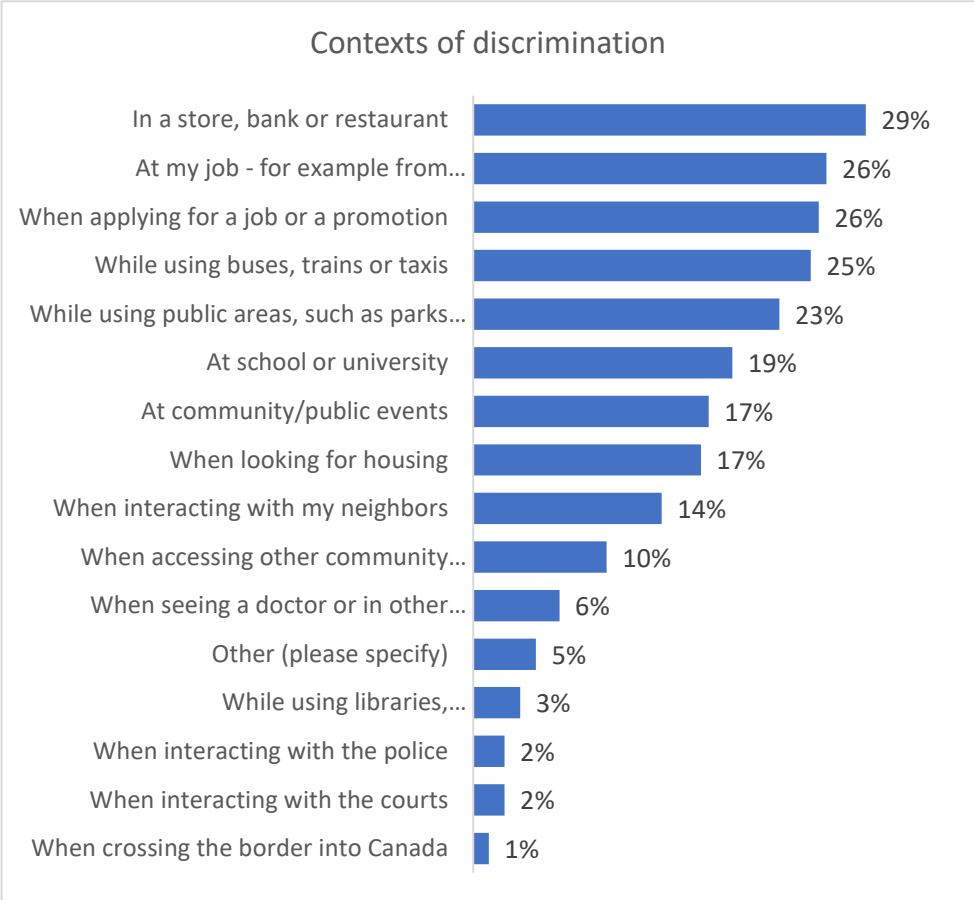
The most frequently cited reason for discrimination, by far, was race or skin colour (48%), followed by ethnicity or culture (31%), immigration status (27%), accent (26%), and language ability (24%). Immigration status, as the third most frequently stated basis of discrimination, was more prominent in 2025 compared to 2023.



Discrimination contexts

The most common contexts where participants experienced discrimination were in a store, bank, or restaurant (29%), at workplaces (26%), when applying for a job or promotion (26%), while using public transportation (25%), and while using public areas (23%).

While employment remains as a consistent context of discrimination, compared to 2023 survey results, public spaces emerged as more common places where discrimination was experienced by participants in 2025.



Community integration

This section provides findings on the experiences of participants settling in the Hamilton and feeling welcomed in the community. It also covers reasons participants chose to live, work or study in Hamilton.

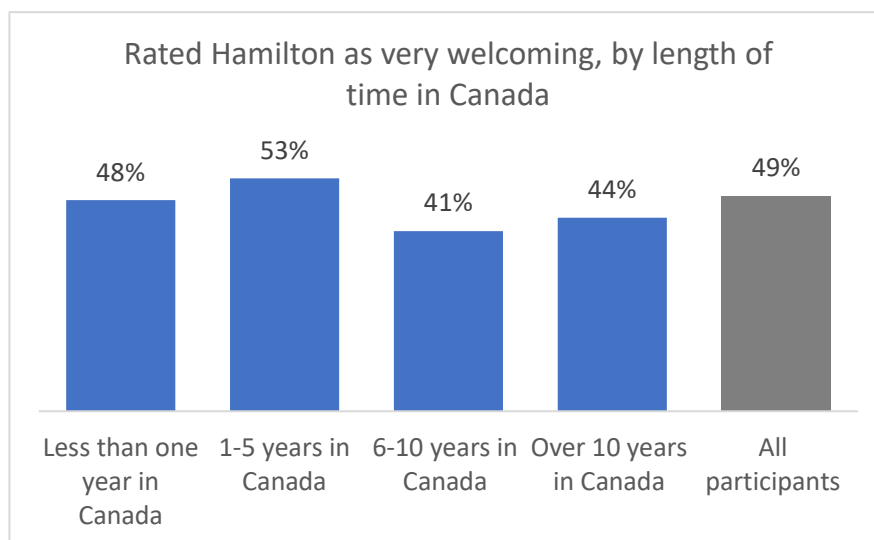
How welcoming is Hamilton?

Participants described how welcoming Hamilton was toward immigrants on a scale of 0-10 (with 0 being very unwelcoming and 10 being very welcoming). About half described Hamilton as very welcoming, giving it a rating of 8-10. About 4 in 10 rated Hamilton somewhat welcoming (5-7), and 13% rated it not welcoming (0-4). While the proportion of participants who rated Hamilton very welcoming remained the same as in 2023, the 2025 survey participants were less likely to say Hamilton was not welcoming (13% vs 18%).

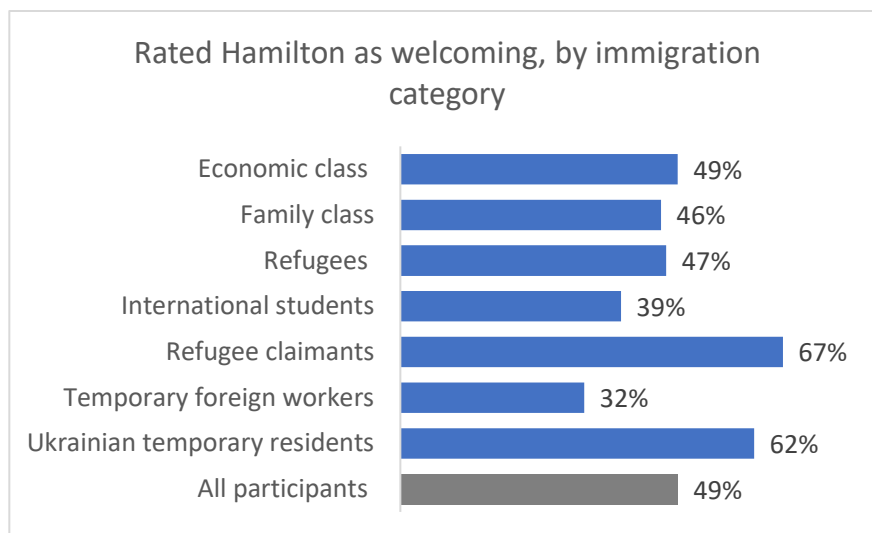
How welcoming is Hamilton to immigrants on a scale of 0-10?	% of participants
10 (very welcoming)	49% - very welcoming
9	
8	
7	38% - somewhat welcoming
6	
5	
4	13% - not welcoming
3	
2	
1	
0 (not welcoming at all)	

There were variations when comparing groups by length of time in Canada, but generally newcomers were more likely to rate Hamilton as very welcoming than longer-term immigrants.

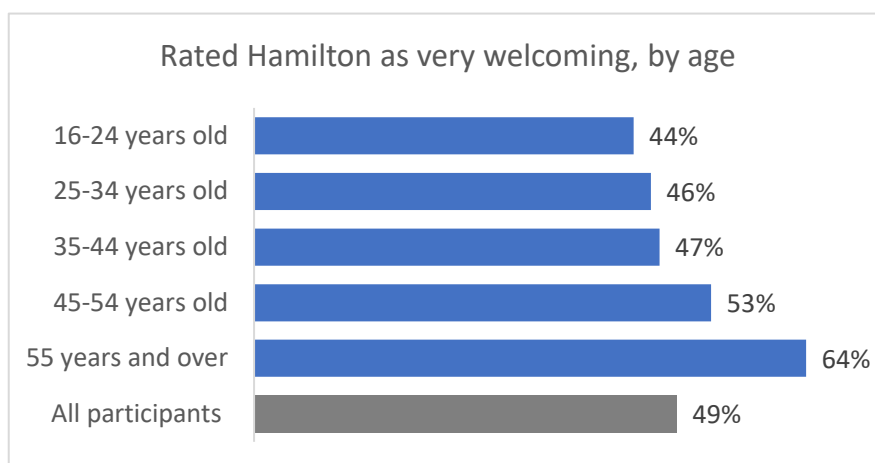
Those who lived in Canada for 1-5 years (53%) were more likely than those who lived in Canada 6-10 and over 10 years to rate Hamilton as very welcoming.



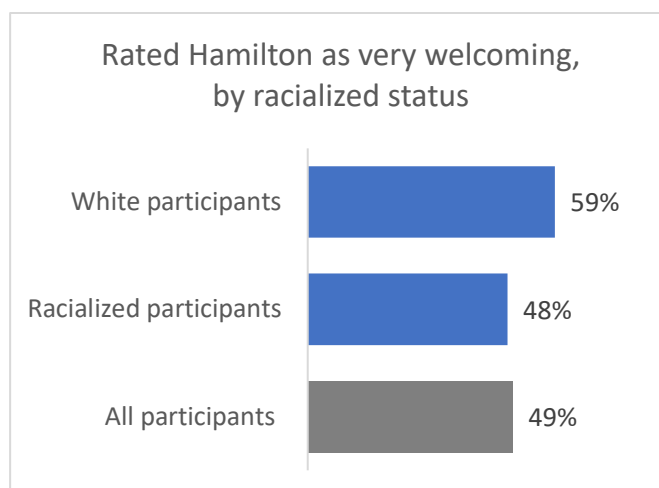
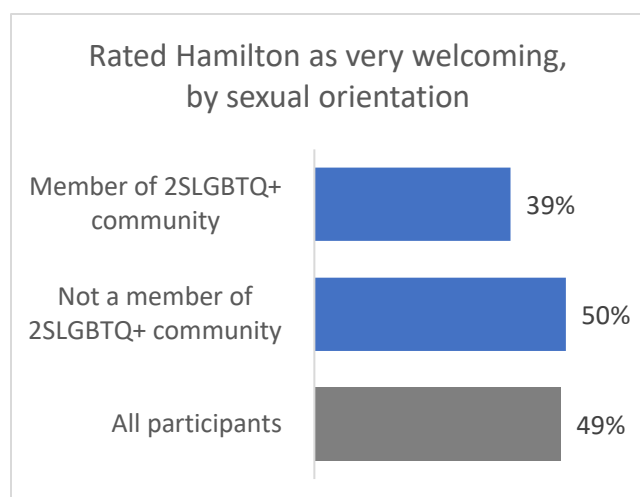
Differences were also observed across groups by immigration category. Refugee claimants (67%) were most likely to rate Hamilton as very welcoming, followed by Ukrainian temporary residents (62%). Temporary foreign workers (32%) were least likely to describe Hamilton as very welcoming, followed by international students (39%). There was a noticeable decrease in the percentage of international students who viewed Hamilton as welcoming from 2023 to 2025 (47% vs 39%).



There appears to be a correlation between age and perception of Hamilton as a welcoming community. The older participants were, the more likely they were to report Hamilton was a welcoming place for immigrants. About two thirds of participants aged 55 and older rated Hamilton as very welcoming, 20% higher than the proportion of youth aged 16-24.



There were no differences between men and women, but there were differences by sexual orientation and racialized status as shown in the charts below:



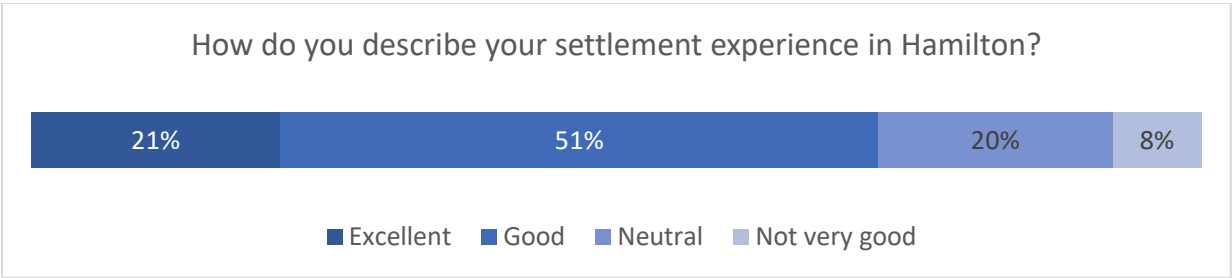
Reasons for choosing Hamilton

The most frequently stated reason for participants to choose to come to Hamilton was having a friend or family in the city (44%), followed by affordability compared to other cities (23%). Just over 2 in 10 respondents said they did not choose Hamilton, but it was chosen for them.

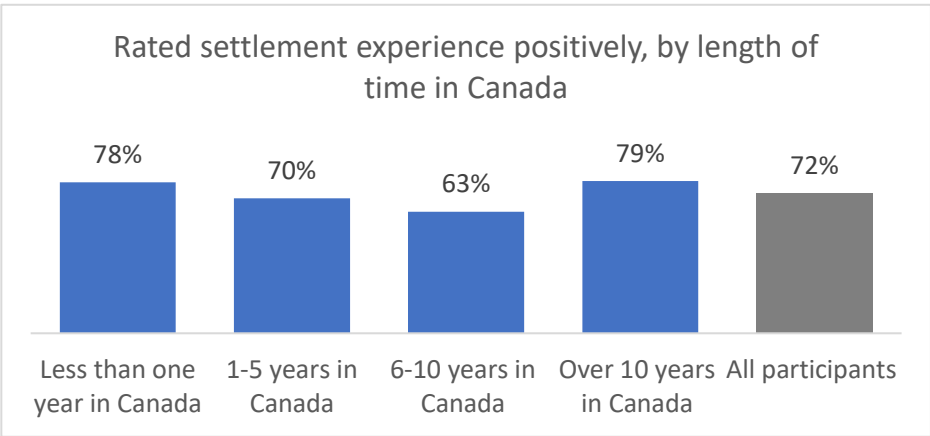
Why did you choose Hamilton	# of participants	% of participants
I had family or friends that live in Hamilton	217	44%
Hamilton was more affordable than other communities	111	23%
I didn't choose Hamilton	109	22%
For a job	89	18%
Post-secondary institutions	65	13%
Community services and supports in this community	57	12%
Cultural, faith or language groups in this community	38	8%
A healthy local economy	29	6%
Other	40	8%

Satisfaction with settlement experience

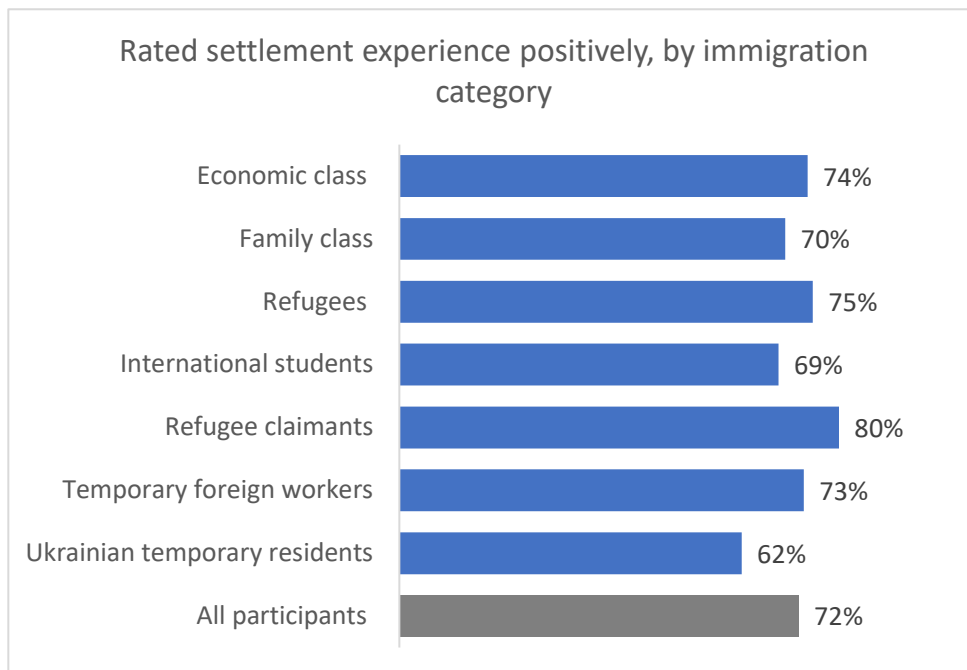
Overall, an overwhelming majority of the participants were satisfied with their settlement experience, with 21% describing it as “excellent” and 51% as “good”. Settlement experience in this question referred to the whole experience of moving to, settling, and integrating in the city. Slightly more participants reported positive settlement experiences in 2025 than in 2023.



When examined by length of time in Canada, those who were in Canada less than one year (78%) and those who lived in Canada more than 10 years (79%) were more likely than those who were in Canada 1-5 years (70%) and 6-10 years (63%) to report positive settlement experiences.



When comparing outcomes across immigrant categories, refugee claimants (80%) were most likely and Ukrainian temporary residents (62%) least likely to rate their settlement experience positively. These findings reflect the importance of local supports when newcomers arrive in Hamilton. For example, there was a community-led response to the influx of refugee claimants in Hamilton recently to ensure they have access to housing and other supports.



In 2023, when the community came together to support Ukrainian arrivals, immigrant survey participants who identified as Ukrainian temporary residents were one of immigrant groups most likely to rate their settlement experience positively.

No differences were observed when comparing settlement experiences by gender, racialized status, and disability. When comparing results by sexual orientation, however, members of the 2SLGBTQ+ community (69%) were less likely than others (76%) to rate their settlement experience positively.



"The most important thing community leaders should do ... is to create more support programs that offer language help, job training, and community connections. Many immigrants feel lost or alone when they first arrive."

– Hamilton Immigrant Survey 2025 participant

Services used in the community

About 88% of participants reported that they accessed at least one or more services in the community in the past year. Like in 2023, public transit was the most used service, followed closely by health and the Hamilton Public Library.

Around three quarters of participants used settlement services and services offered by religious organizations, such as churches, mosques, and temples. About 7 in 10 used housing services, and more than 6 in 10 accessed English language classes, employment and skills training services, and recreation programs.

Education, language interpretation, and community or private legal services were other services accessed by more than half of the participants. More than 4 in 10 participants reported accessing emergency/crisis supports like 911, mental health services, and programs by ethno-cultural associations.

The least used services were French language learning, Francophone services, and small business or entrepreneurial supports.

Compared to 2023, a smaller proportion of participants used each of the services listed below.

Services used in the community	# of participants	% of participants
Public transit (HSR, GO transit, DARTS)	493	90%
Health (hospitals, clinics, community health centres)	488	89%
Hamilton Public Library	446	82%
Churches, mosques, temples, or other religious organizations	409	75%
Settlement/immigrant services other than language training	408	73%
Housing (social housing, rent geared to income)	372	69%
English language learning (LINC, ESL)	357	65%
Employment and/or skills training	347	65%
Recreation services	334	62%
Education (school, college, or university)	310	59%
Language interpretation/translation	309	58%
Community or private legal services	297	56%
Local emergency crisis support (911)	253	47%
Mental health (counselling, crisis intervention)	247	46%
Ethno-cultural associations	240	45%
Childcare (childcare subsidy, EarlyOn centres)	201	38%
Small business/entrepreneurial supports	169	32%
Francophone services	119	23%
French language learning	86	17%

Service ratings

A majority of participants rated most services in the community positively, describing them as “excellent”, “very good”, or “good”. The top-rated service was Hamilton Public Library (93%), followed by religious institutions (88%), local emergency and crisis support (86%), education (85%), English language learning (85%), public transit (82%), and recreation services (82%).

The services with smaller proportion of participants rating them positively were housing (44%), employment and skills training (55%), and French language learning (58%).

Generally, when compared to 2023 results, a higher percentage of participants rated services in the community positively, with a few exceptions: 1) the proportion of participants who rated housing service positively has not changed since 2023, and 2) a lower percentage of participants rated employment services positively in 2025 than in 2023, which highlights the limitations of these services in times when unemployment rates are high.

Rated services positively	# of participants	% of participants
Hamilton Public Library	417	93%
Churches, mosques, temples, or other religious organizations	401	88%
Local emergency crisis support (911)	359	86%
Education (school, college, or university)	355	85%
English language learning (LINC, ESL)	320	85%
Public transit (HSR, GO transit, DARTS)	302	82%
Recreation services	273	82%
Childcare (childcare subsidy, EarlyOn centres)	264	79%
Settlement/immigrant services other than language training	225	78%
Ethno-cultural associations	218	76%
Community or private legal services	212	76%
Health (hospitals, clinics, community health centres)	192	72%
Language interpretation/translation	183	69%
Mental health (counselling, crisis intervention)	166	67%
Small business/entrepreneurial supports	163	67%
Francophone services	158	66%
French language learning	113	58%
Employment and/or skills training	79	55%
Housing (social housing, rent geared to income)	50	44%

Contributing to community

There are various ways that immigrants contribute back to their communities. A majority of participants in this survey reported that they contributed to the community. The most cited contribution was helping neighbours in times of need, followed by building skills to contribute to the community, volunteering with a community organization or group, doing their part when it comes to the environment, and speaking up for fairness. Around one quarter of participants mentioned providing unpaid help for family members, helping other newcomers, and volunteering with cultural, faith or ethnic associations. Just over two in 10 said they donated to local charities.

Compared to 2023, a higher proportion of participants said that they were volunteering with an organization (35% vs 28%).

Contributions to the community	# of participants	% of participants
I help my neighbours when they need it	262	56%
I continue to build my skills and strengthen the ways I can contribute to this community (learning English, further education, building professional skills, etc.)	183	39%
I volunteer with community organizations, groups or faith communities	166	35%
I contribute to improving the natural environment (recycling, picking up garbage, planting trees, etc.)	161	34%
I speak up for fairness and treat people with kindness in my community	158	34%
I provide unpaid help for family members (children, grandparents, etc.)	122	26%
I help newcomers to Canada make their home in our community	121	26%
I contribute with my skills and experience to the local economy through my job	119	25%
I volunteer in cultural, faith or ethnic association activities	107	23%
I donate to local charities	99	21%
I vote in local/municipal, provincial or national elections in Canada	78	17%
I volunteer with youth sports (coaching, driving youth, etc.)	51	11%
I am on a board of directors or other committee	34	7%
I tutor or help youth learn in this community	29	6%
I am a business owner and my business contributes to our community's economy	20	3%

Participants also shared stories of contributions they have made to the community, underscoring the vital role immigrants play in strengthening the city's civic, cultural, and social fabric. The most frequently mentioned form of contribution participants were proud of was volunteering and community service (49 mentions), with respondents supporting food banks, community centres, churches, mosques, and charities. These efforts often involved helping low-income families, seniors, and other newcomers, and were seen as both a way to give back and a means of building community connections.

Other contributions focused on mentorship and newcomer support, such as helping new arrivals with translation, resumes, and housing navigation (8 mentions). Respondents also spoke of education and professional skills (16 mentions), noting pride in studying for careers in healthcare, education, or policing, or in using their jobs to give back to the community. Smaller but still significant contributions included cultural and religious leadership (5 mentions), where participants organized festivals and faith-based events to foster belonging, and advocacy/leadership roles (4 mentions), including serving on councils or community boards.

These stories illustrate that immigrants in Hamilton are not only navigating their own settlement but also actively shaping and giving back to the city. Their contributions range from everyday acts of kindness to leadership in civic life, strengthening Hamilton's inclusivity and resilience.



"I volunteer regularly at the Eva Rothwell Centre. The staff there are excellent, and I'm proud to help others feel at home."

- Hamilton Immigrant Survey 2025 participant



"Even though I worked in retail, I helped many Afghan families with translation, finding housing, and resumes because I understand their struggles."

- Hamilton Immigrant Survey 2025 participant



"Currently I'm working at [non-profit organization] and volunteering at Parkview Church, helping newcomers and low-income people with their taxes."

- Hamilton Immigrant Survey 2025 participant



"We organize cultural festivals that bring both immigrants and Canadians together, so everyone feels included."

- Hamilton Immigrant Survey 2025 participant

Challenges and solutions

This section shows the top challenges experienced by participants as well as solutions and suggestions they shared to improve the settlement, integration, and wellbeing of immigrants in Hamilton.

Top challenges

Consistent with the results in the housing and employment sections above, participants shared that the most important challenges they or their families faced in the past year were cost of living (57%), finding work (51%), and finding housing that is affordable (44%). Other frequently mentioned challenges were making friends (21%), finding healthcare (21%), and learning English (17%) and where and how to do things (13%).

The top three challenges remain unchanged from 2023, but finding work has emerged as a more prominent challenge facing participants in 2025 than in 2023.

Challenges	# of participants	% of participants
Cost of living or money problems	284	57%
Finding work	254	51%
Finding housing that is affordable	220	44%
Making friends	105	21%
Finding health care	103	21%
Learning English	85	17%
Learning where and how to do things	63	13%
Receiving public or social services (e.g. settlement services, government services, etc.)	55	11%
Finding relevant programming in local community centers, arts and culture spaces, libraries, etc.	50	10%
Transportation	50	10%
Making sure your children are safe and happy at school and in the community	46	9%
Starting a new business	46	9%
Finding mental health care	45	9%
Getting information in a language you understand	41	8%
Discrimination/racism	40	8%
Finding childcare	40	8%
Other	25	5%

Survey participants were asked what community leaders should do to improve the welcoming, integration, and well being of immigrants in Hamilton. The most frequently identified needs were employment opportunities and job assistance (76 mentions) and affordable housing with (71 mentions). In connection, many respondents emphasized the need for affordable access to skills and professional development training (19 mentions), language development programs (17 mentions), and the removal of systemic barriers to equitable employment access and foreign credential recognition (18 mentions). Housing concerns were closely tied to employment challenges, as participants highlighted the importance of addressing the increasing cost of living (22 mentions), while others described experiences of rental discrimination further limiting access to safe and affordable housing.

Together, these responses reflect a strong call to address the interconnected needs shaping the integration and well-being of migrants. Emerging concerns around employment, housing, increasing cost of living, systemic discrimination, and access to services point to intertwined realities that reinforce how integration is not solely about meeting basic needs but also about fostering dignity, fairness, and belonging.



Solutions and suggestions in participants' own words



"Community leaders in Hamilton should focus on creating inclusive spaces where immigrants feel heard, supported, and represented. This means improving access to housing, employment, healthcare, and language services, while also encouraging immigrant participation in community decisions."

- Hamilton Immigrant Survey 2025 participant



"A one-stop newcomer centre would help us find jobs, housing, and support without going to ten different places."

- Hamilton Immigrant Survey 2025 participant



"Provide and make legal advising more accessible. Many immigrants that come don't know where to get legal advice or how to get in contact with legal aid ..."

- Hamilton Immigrant Survey 2025 participant



"More information on the services the city offer for newcomers."

- Hamilton Immigrant Survey 2025 participant



"Extend services to temporary residents (students and workers)"

- Hamilton Immigrant Survey 2025 participant



"Free or affordable English classes are the key — without language, everything else is harder,"

- Hamilton Immigrant Survey 2025 participant



"Community leaders should improve communication about the many great services already available. At Newcomers Day, I discovered programs like one-on-one English tutoring and employment support that I hadn't known existed. Sharing these resources more frequently—through schools, libraries, and local events—would help more newcomers benefit. ..."

- Hamilton Immigrant Survey 2025 participant



"Improve access to resources: Ensure immigrants have easy access to information about housing, healthcare, education, and employment."

- Hamilton Immigrant Survey 2025 participant

Conclusion

Hamilton Immigrant Survey 2025 was the second large-scale survey of immigrants in Hamilton. This survey is an important platform through which HIPC engages immigrants and newcomers to share their voices, experiences, challenges, contributions, and suggestions.

As a knowledge broker on immigration locally, HIPC hopes that the survey findings help service providers, policy makers, decision makers, and other community leaders have a better understanding of the experiences of immigrants in Hamilton, and use this information to guide their work. HIPC will look for opportunities to explore certain aspects of this survey in more depth and respond to any questions from our municipal and community partners.

For inquiries about the data or ideas on leveraging it for positive community change, please reach out to the HIPC.

Appendix I. Methodology

This survey a project of Hamilton Immigration Partnership Council (HIPC) conducted bi-annually. Four other Local Immigration Partnerships (LIPs) across Canada conducted this survey (or a variation of it) in their communities in the spring/summer of 2025, with some common methodological elements: data collection timing, anonymity of the survey, a shared definition of 'immigrant',⁴ and ethics review application. These LIPs met several times in 2025 to share templates and resources and exchange ideas and solutions.

Survey Timing and Participants

Following the ethics review approval from Centre for Research Ethics Office⁵ (CREO), Hamilton Immigrant Survey 2025 was launched on May 30, 2025 at the Hamilton Newcomer Day event. The survey was initially open until June 20, but extended for another week to enable HIPC leverage a number of community events to promote the survey.

Anyone 16 years of age and above who was born outside Canada and lived, worked, or studied in Hamilton at the time of data collection was eligible to complete the survey.

Data Collection

The Hamilton Immigrant Survey 2025 built on the same survey in 2023 with small variations. For example, in 2023, there were two versions (long and short), but in 2025, there was only one relatively long version. In 2025, a question about health was added and questions on life satisfaction and use of interpretation were removed. The survey included overall 32 questions, and was translated into four languages: Arabic, French, Persian and Spanish. The following table shows the number of responses in each of the languages the survey was available in:

Language	Number of responses
English	452
Spanish	70
Arabic	63
Persian	26
Total	634

The survey was available in both paper and online formats. Almost 100 responses were collected in paper format.

The survey was promoted on social media, including LinkedIn, Facebook, and Instagram, as well as on HIPC's website and e-newsletter. A promotion plan was developed in which several local groups, events, and lists were identified for survey outreach. In addition, survey flyers were developed, printed, and distributed at service provider organizations, public library branches, local businesses, and places of worship.

⁴ The term immigrant refers to any person born outside of Canada, currently living, working or studying in Canada.

⁵ For more information about CREO, visit <http://www.communityresearchethics.com/>

Four survey ambassadors, who spoke Arabic, French, and Spanish, were recruited and trained to promote the survey among their networks and at various local events. In total, each survey ambassador helped at least 30 people to fill out the survey.

For further information about the data collection tool or research methods, please contact HIPC directly.

Analysis

In addition to the paper format, the survey was hosted online on the Survey Monkey platform, available in English, Arabic, French, and Spanish. Following the data collection, the paper surveys were entered into the database and the raw data was downloaded in an Excel spreadsheet, which was then cleaned and made ready for analysis. The cleaning process included fixing typing errors, removing ineligible responses (born in Canada, incomplete responses), translating multilingual responses to English, and resorting responses to accurately match provided variables/options.

All eligible responses were entered into an analysis spreadsheet, where the quantitative data was analyzed using descriptive statistics. Qualitative data was organized by recurring themes, topics, or insights as well as identifying note-worthy quotes. Co-pilot was used to create a word cloud representing recurring words and phrases.

The quantitative data was disaggregated to uncover differences among various groups of survey participants as well as correlations between variables. Differences of over 5% between two or more groups of participants were included in the report. Data was disaggregated by length of time, immigration category, racialized status, gender, age, disability, sexual orientation, English language proficiency, and highest level of education. Only subgroups with 25+ respondents were examined, and only results that included 5+ frequencies were reported. Some groups or response categories were combined to ensure confidentiality and avoid identification of respondents.

Limitations

Despite applying multiple engagement and outreach strategies to connect with diverse immigrant groups in Hamilton, the survey sample is not representative of the immigrant population. For example, there is an overrepresentation of women, Spanish-speaking, newcomer, and refugee participants in the survey. Therefore, the findings should be used with caution as they may not be generalizable to the wider immigrant population. In addition, some concepts used in the survey, such as sense of belonging or discrimination, despite provided translation, may be understood or interpreted differently across cultures.



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