



**GENERATION1.CA**

MOVERS AND ARRIVERS

# AI GOVERNANCE OPPORTUNITIES AND GUARDRAILS FOR CREATIVE ECONOMIES

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**WHAT MAKES A GOOD  
AI GOVERNANCE  
LEADERSHIP STACK?**

PLEASE SCAN THE QR CODE TO INPUT YOUR RESPONSE!



# RESEARCH PROBLEM

Traditional immigrant samples are often too small or too costly to fully represent hard-to-reach populations.



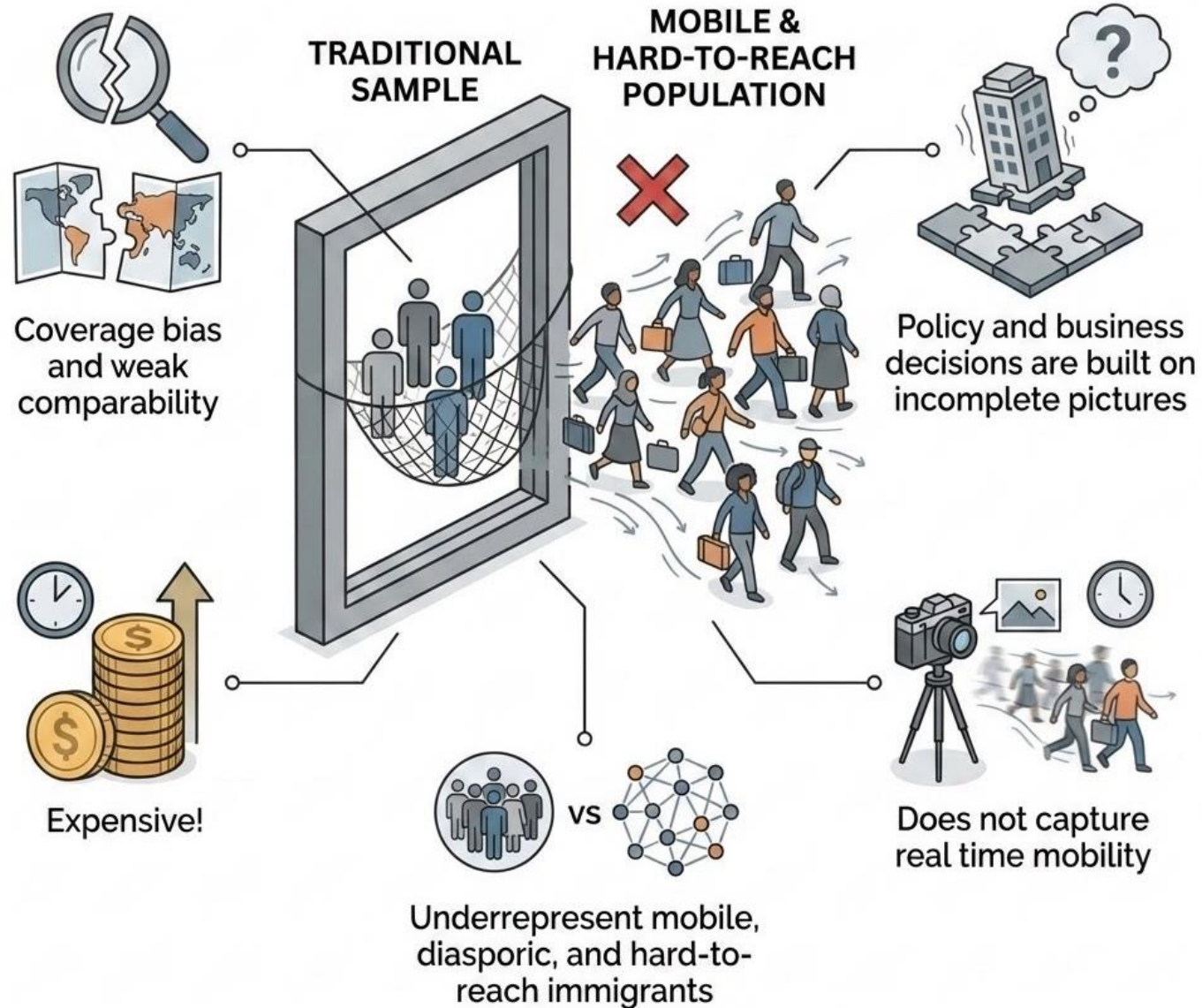
**TRADITIONAL SAMPLES:**  
Too Small, Costly

**CREATES COVERAGE GAPS**

**HARD-TO-REACH  
POPULATIONS**



# PROBLEMS WITH TRADITIONAL SAMPLE



# RESEARCH QUESTION

- Can census-anchored, probability-informed synthetic modelling help repair representation gaps in research on Latin American immigrants?

# WHAT IS GENERATION1.CA?

A federally incorporated non-profit organization empowering immigrants in North America.

- Turning immigrant ambition into jobs, mobility, and integration for 10+ years.
- 2,000+ members across Canada and the U.S.



# METHODS

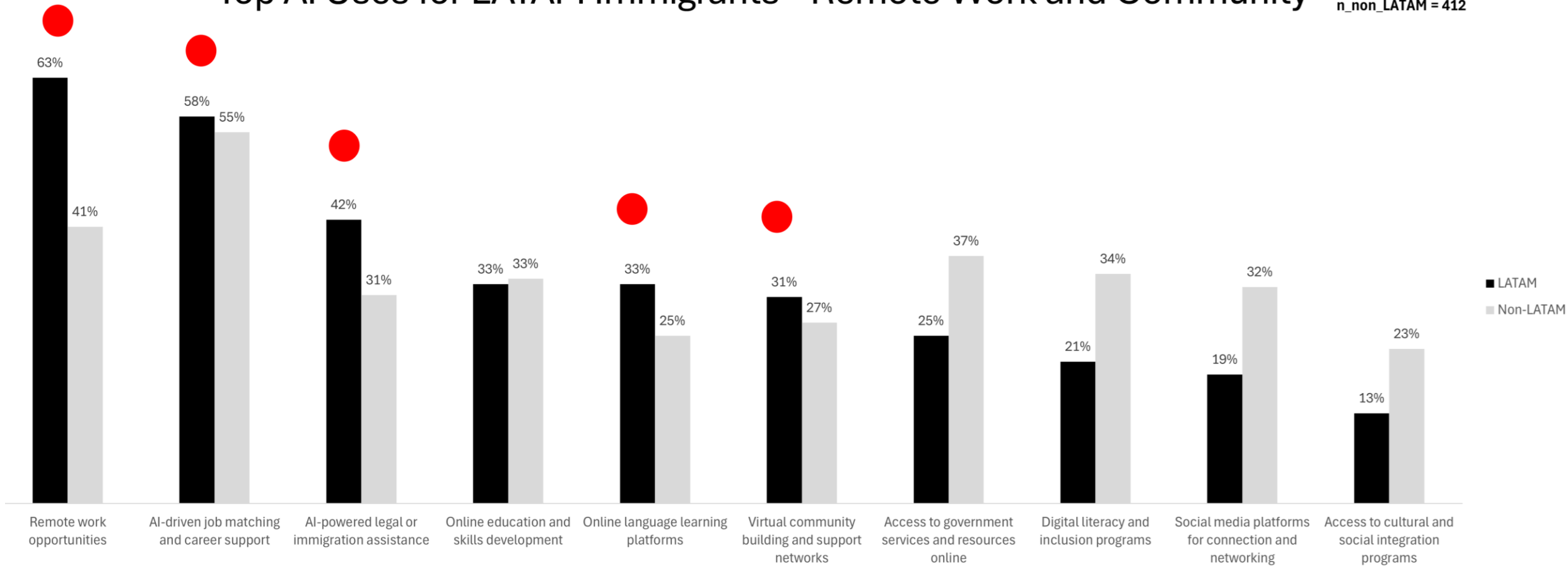
## BRIEF

- Semi-probabilistic sampling with original survey of Generation1.ca immigrant members from our community survey,  $n = 156$ , Boosted Canada dataset with Livepanel's N-Infinite (Express Mode):  $n = 464$ .
- Synthetic machine learning augmentation informed by observed survey responses and anchored on census microdata models to repair coverage gaps for hard-to-reach immigrant populations
- Governance: privacy-preserving, human-supervised
- Validation: comparing original and boosted directional patterns before drawing conclusions

# 3X BOOST WITH LIVEPANEL'S N-INFINITE ON CENSUS MICRODATA AND SYNTHETIC MODELS

## Top AI Uses for LATAM Immigrants - Remote Work and Community

n\_LATAM = 52  
n\_non\_LATAM = 412



# WHAT THE SYNTHETIC MODEL WAS BASED ON

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## REAL SURVEY RESPONSES

From Generation1.ca's immigrant community members from our Immigrant Futures Member Survey

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## CENSUS MICRODATA

As the population anchor



## SYNTHETIC AUGMENTATION LIMITS

Was *not* trained on prior Generation1.ca profile histories, since those were not created (no past surveys on this group, beyond conversations).

Availability

- ALL REGIONS
- AFRICA
- AMERICAS
- ASIA
- EUROPE
- HISTORICAL
- SURVEYS

All Samples (select/unselect)

	2020s	2010s	2000s	1990s	1980s	1970s	1960s
Argentina		<input checked="" type="checkbox"/> 2010	<input type="checkbox"/> 2001	<input type="checkbox"/> 1991 ⓘ	<input type="checkbox"/> 1980	<input type="checkbox"/> 1970	
Armenia		<input type="checkbox"/> 2011	<input type="checkbox"/> 2001				
Austria		<input type="checkbox"/> 2011	<input type="checkbox"/> 2001	<input type="checkbox"/> 1991	<input type="checkbox"/> 1981	<input type="checkbox"/> 1971	
Bangladesh		<input type="checkbox"/> 2011	<input type="checkbox"/> 2001	<input type="checkbox"/> 1991			
Belarus			<input type="checkbox"/> 2009	<input type="checkbox"/> 1999			
Benin		<input type="checkbox"/> 2013	<input type="checkbox"/> 2002	<input type="checkbox"/> 1992		<input type="checkbox"/> 1979	
Bolivia		<input checked="" type="checkbox"/> 2012	<input type="checkbox"/> 2001	<input type="checkbox"/> 1992		<input type="checkbox"/> 1976	
Botswana		<input type="checkbox"/> 2011	<input type="checkbox"/> 2001	<input type="checkbox"/> 1991	<input type="checkbox"/> 1981		
Brazil		<input checked="" type="checkbox"/> 2010	<input type="checkbox"/> 2000	<input type="checkbox"/> 1991	<input type="checkbox"/> 1980	<input type="checkbox"/> 1970	<input type="checkbox"/> 1960 ⓘ
Burkina Faso			<input type="checkbox"/> 2006	<input type="checkbox"/> 1996	<input type="checkbox"/> 1985		
Cambodia		<input type="checkbox"/> 2013 ⓘ <input type="checkbox"/> 2019	<input type="checkbox"/> 2008 <input type="checkbox"/> 2004 ⓘ	<input type="checkbox"/> 1998			
Cameroon			<input type="checkbox"/> 2005		<input type="checkbox"/> 1987	<input type="checkbox"/> 1976	
Canada		<input checked="" type="checkbox"/> 2011	<input type="checkbox"/> 2001 ⓘ	<input type="checkbox"/> 1991 ⓘ	<input type="checkbox"/> 1981 ⓘ	<input type="checkbox"/> 1971 ⓘ	
Chile		<input checked="" type="checkbox"/> 2017	<input type="checkbox"/> 2002	<input type="checkbox"/> 1992	<input type="checkbox"/> 1982	<input type="checkbox"/> 1970	<input type="checkbox"/> 1960 ⓘ
China			<input type="checkbox"/> 2000	<input type="checkbox"/> 1990	<input type="checkbox"/> 1982		
Colombia			<input type="checkbox"/> 2005	<input type="checkbox"/> 1993 ⓘ	<input type="checkbox"/> 1985	<input type="checkbox"/> 1973	<input type="checkbox"/> 1964 ⓘ
Costa Rica		<input checked="" type="checkbox"/> 2011	<input type="checkbox"/> 2000		<input type="checkbox"/> 1984	<input type="checkbox"/> 1973	<input type="checkbox"/> 1963 ⓘ
Cuba		<input checked="" type="checkbox"/> 2012 ⓘ	<input type="checkbox"/> 2002				
Côte d'Ivoire				<input type="checkbox"/> 1998	<input type="checkbox"/> 1988		
Dominican Republic		<input checked="" type="checkbox"/> 2010	<input type="checkbox"/> 2002		<input type="checkbox"/> 1981	<input type="checkbox"/> 1970 ⓘ	<input type="checkbox"/> 1960 ⓘ
Ecuador		<input checked="" type="checkbox"/> 2010	<input type="checkbox"/> 2001	<input type="checkbox"/> 1990	<input type="checkbox"/> 1982	<input type="checkbox"/> 1974 ⓘ	<input type="checkbox"/> 1962 ⓘ

**THERE IS A WEALTH OF MICRODATA IN YOUR CENSUS. IT IS FREE!**

Source: IPUMS International. (n.d.). Samples. University of Minnesota. <https://international.ipums.org/international-action/samples>

# INTEGRATION

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# ASSIMILATION

## Six Dimensions of Integration:



### Navigational Integration

For navigational integration, our measure captures the capacity to handle essential tasks in a host country such as seeing a doctor, addressing legal problems, and searching for jobs. It also evaluates familiarity with local conventions like traffic rules, paying taxes, and sending mail.



### Linguistic Integration

For linguistic integration, our measure captures respondents' assessment of their ability to read, speak, write, and understand the dominant language of their host country or region.



### Social Integration

For social integration, our measure captures social ties and interactions with natives in the host country, as well as bridging social capital as evidenced by participation in organizations with fellow citizens.



### Political Integration

For political integration, our measure captures understanding of the important political issues facing the host country and the degree to which respondents engage in discussion and political action.



### Psychological Integration

For psychological integration, our measure captures respondents' feeling of connection with the host country, their sense of belonging, their experiences of isolation from their host society, and their wish to continue living there.



### Economic Integration

For economic integration, our measure captures income, employment, satisfaction with employment situation, and the ability to meet different levels of unexpected expenses.

Source: Immigration Policy Lab. (n.d.). *IPL Integration Index*. <https://immigrationlab.org/ipl-integration-index/>



# IMMIGRANT INCLUSION SHAPES THEIR RETENTION

20,000+ immigrants from Canada's 2026 intake could leave in 5 years if integration fails. That makes better representation and earlier intervention essential.

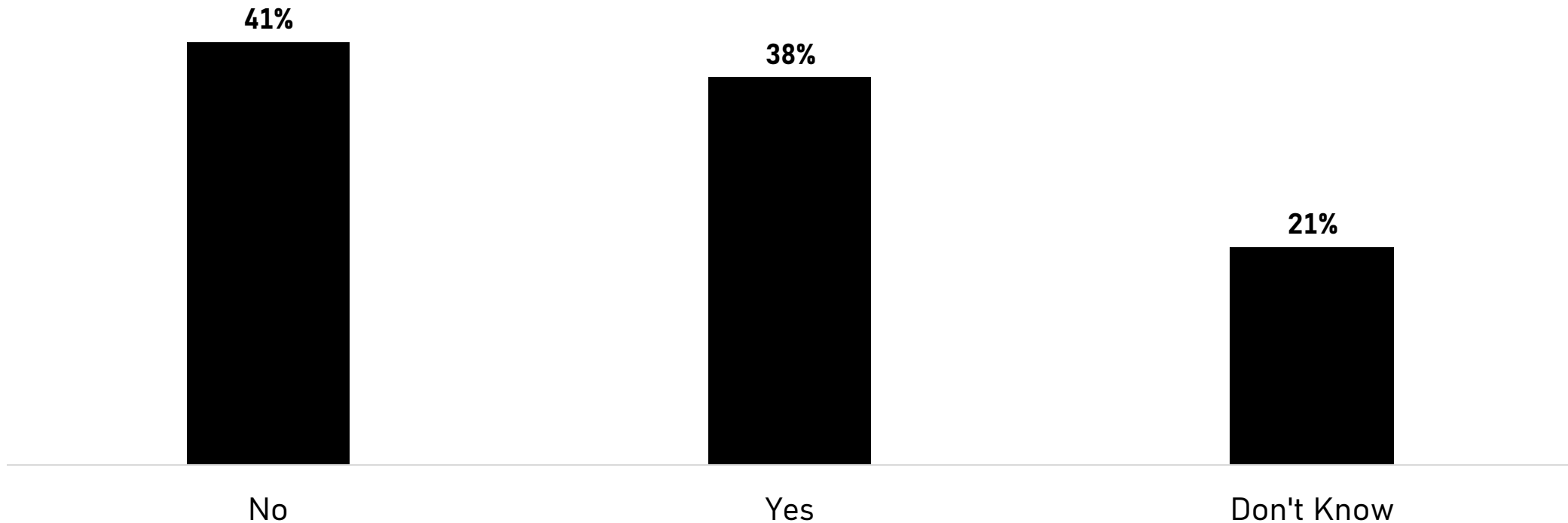
25%

Generation1.ca immigrant members report not knowing how the current social climate has influenced their decision to stay or leave with roughly 5% reporting an intent to leave.

N = 156, N<sup>©</sup> = 464 Generation1.ca members in Canada and US



# BARRIERS TO IMMIGRANT INTEGRATION: BIAS OR DISCRIMINATION EXPERIENCED AT WORK





# DIGITAL AND AI READINESS IMPROVE IMMIGRANTS' SETTLEMENT CONFIDENCE

- Immigrants' AI preparedness significant ( $\beta = .372, p = .002$ )
- Tech-readiness predicts retention



**44%**

Generation1.ca immigrants believe that AI and tech literacy and Upskilling and Education will be the key factors driving immigrant professional success over the next 3-5 years.

N = 156, 3X (N) = 464 Generation1.ca members in Canada and US

# IMPLICATIONS FOR CANADA: WHEN REPRESENTATION IMPROVES OUTCOMES CHANGE

- Better measurement of who is being missed
- Earlier intervention before exclusion becomes exit
- Stronger retention and settlement insights
- More cost-effective evidence using census microdata

USE WITH CARE

# Top Guardrails in Synthetic Modelling

Essential Principles for Reliable AI Models



**Ground Truth First**



**Transparent Limitations**  
(Mobility is hard to capture  
in static datasets)



**Human Oversight**  
must scale with AI  
Agency / autonomy  
(ability to do and decide)



**Robust Against  
Data Drift**

# METHODOLOGICAL INNOVATION SHAPES POLICY IMPACTS – RETENTION OR CHURN?



Better representation reveals who is at risk of leaving, one community at a time.

Census-anchored synthetic modelling in partnership with community voices improves visibility where samples are thin.

Retention metrics become more credible when excluded populations are better measured.

**THE AMERICAS DO NOT JUST NEED  
MORE LABOUR.**

**THEY NEED MORE CAREFULLY  
IMAGINED AI UPSKILLED FUTURES.**



# THANK YOU!

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Connect with Arundati and  
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