



**PATHWAYS TO
PROSPERITY**
Promoting Welcoming Communities in Canada



**VOIES VERS LA
PROSPÉRITÉ**
Promouvoir des communautés accueillantes au Canada

Pathways to Prosperity 2019 National Conference

October 31-
November 1
2019



Westin Harbour Castle, Toronto



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Welcome

On behalf of the Pathways to Prosperity Partnership, we are pleased to welcome you to our Seventh Annual Pathways to Prosperity National Conference. We are very excited about the great lineup of speakers for the conference and we are looking forward to the opportunity to exchange new ideas, hear about recently completed research, learn about government priorities, and discover new promising practices. As indicated in the title of this conference, we truly believe that immigration to Canada is at a crossroads and requires renewed support. Our hope is that this conference will provide some of the tools and connections that will provide the foundation for this support.

Over the years, the Pathways to Prosperity Annual Conference has grown in size and depth, demonstrating the level of enthusiasm for our efforts to bring together service providers, researchers, Local Immigration Partnerships, Réseaux en immigration francophone, representatives of all levels of government, and others working in the area of immigration for an exchange of information and ideas relevant to supporting Canada's immigration system. We initiated this annual conference in 2013 with approximately 250 attendees, and we now welcome more than double that number to the event. This year, the conference will include four plenary sessions and 35 workshops, as well as a cocktail reception and poster session on Thursday evening, sponsored by World Education Services (WES).

Following on the theme of immigration at the crossroads, the conference focuses both on the opportunities available to us and the challenges we now face, to be discussed in the plenaries, workshops, and poster presentations. Focusing on opportunities and looking ahead, our leadoff plenary will discuss visions and goals for the settlement and resettlement programs in the coming years. Additional plenaries will discuss strategies for supporting immigration to smaller, rural and northern communities; and promising practices in settlement and integration.

Our keynote speaker this year is Kamal Al-Solaylee, Professor of Journalism at Ryerson University and author of *Brown: What Being Brown in the World Today Means (to Everyone)*. His presentation will focus on what the refugee crisis and the rise of populism in many liberal democracies, including Canada, tell us about new forms of racial discrimination and anti-immigration sentiments. These issues are at the heart of some of the major challenges that Canada faces today, and will be addressed further in the plenary on the ever-changing terrain of attitudes toward immigrants and refugees.

This conference would not have been possible without the contributions of many people, including the special guest speakers and performers, the plenary and workshop chairs and presenters, and the poster presenters. We would especially like to thank Sonali Advani for leading the charge in preparing for this conference, and the P2P staff – Sherry King, Alina Sutter, Elena Hillman, and Maria Besselink – for their support in the hectic weeks leading up to the conference. We also thank Aurelie Lacassagne and Pascal Roseau for their competent and efficient translation. In addition, we thank the members of the 2019 Conference Planning Committee – Nabih Attalah, Cédric de Chardon, Manolli Ekra, Kareem El-Assal, Leah Hamilton, Aurélie Lacassagne, Rebeka Lee, Craig Mackie, Yollande Dweme Mbukuny Pitta, Carlo Lavoie, Mohamed Soulam, Carlos Teixeira, and Cathy Woodbeck – for helping to put together a great program. We also acknowledge the members of the P2P Standing Committee on Student and Junior Scholar Engagement – this year under the leadership of Jessica Losier and Shenaz Shahban – who volunteer their time during the conference to ensure that everything runs smoothly.

We appreciate the support of our sponsors – World Education Services and the Intercultural Competency Advantage Program of the London Cross Cultural Learner Centre. In addition, we are extremely grateful for the generous support provided by the main funder of this year's conference: Immigration, Refugees and Citizenship Canada.

We look forward to an informative and engaging conference,
Victoria Esses and Jean McRae
Co-Chairs, Pathways to Prosperity Partnership

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and Citizenship Canada

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et Citoyenneté Canada

Pathways to Prosperity 2019 National Conference

Immigration at the Crossroads: Renewing Support for Immigration to Canada at the Intersections of Research, Policy, and Practice

October 31 - November 1, 2019
Westin Harbour Castle Hotel, Toronto

Immigration to Canada is at a crossroads. Immigration levels are rising, with an admission target for 2021 of 350,000 immigrants. New contribution agreements designed to facilitate the settlement and integration of immigrants in Canada are in progress. At the same time, there is some evidence that attitudes toward immigrants and refugees among established Canadians are hardening, with populism on the rise. In this time of uncertainty and possible change, it seems useful to consider how we can renew our support for immigration to Canada, which is essential for the future of our country. This conference looks ahead, focusing on how research, policy, and practice supporting the attraction, settlement and integration of newcomers can continue to make important contributions to the well-being of Canada and those who live here, whether established Canadians or newcomers. The conference includes plenary sessions, workshops, a poster session, and opportunities to network with colleagues.

Thursday, October 31, 2019

7:00 AM to 8:30 AM — Location: Metropolitan West

Breakfast and Registration

8:30 AM to 9:15 AM — Location: Metropolitan East and Centre

Welcome and Opening Remarks

- ◆ Conference Chairs: **Victoria Esses** and **Jean McRae**, Pathways to Prosperity Co-chairs
- ◆ **Patrick Hunter**, 2 Spirit Ojibway Artist and Graphic Designer

9:15 AM to 10:45 AM — Location: Metropolitan East and Centre

Plenary:

Goals for the Settlement and Resettlement Programs in the Coming Years

Chair: Naomi Alboim, Distinguished Fellow, School of Policy Studies, Queen's University

The theme of this year's conference is Immigration at the Crossroads, and it suggests that immigration to Canada requires renewed support. In this leadoff plenary to the conference, we will discuss what form this support may take. In particular, the speakers will describe their visions for the settlement and resettlement programs for the coming years, their views on what the main goals of these programs should be, and what they see as the primary

needs of newcomers to Canada today and for the foreseeable future. They will also discuss whether they envision new challenges on the horizon, and what overall strategies we can utilize to overcome current and emerging challenges in the settlement of newcomers to Canada.

◆ **Settlement and Integration — The Foundation to Canada’s Successful System of Managed Migration: Challenges and Opportunities**

Fraser Valentine, Assistant Deputy Minister, Settlement and Integration Sector, Immigration, Refugees and Citizenship Canada (IRCC)

◆ **Goals for the Settlement and Resettlement Programs in the Coming Years**

Chris Friesen, Chair, Canadian Immigrant Settlement Sector Alliance

◆ **New Beginnings: Settlement in New Brunswick**

Stephen Chase, Manager, Settlement and Multiculturalism Unit, Government of New Brunswick’s Population Growth Division

◆ **Unlocking the Potential of Refugees, Newcomers, and Migrants**

Debbie Douglas, Executive Director, Ontario Council of Agencies Serving Immigrants

10:45 AM to 11:05 AM — Location: Metropolitan West

Refreshment Break

11:05 AM to 12:15 PM — Location: Metropolitan East and Centre

Plenary:

Immigration to Smaller, Rural, and Northern Communities: What Have We Learned?

Chair: Sarah Wayland, Senior Project Manager, Hamilton Immigration Partnership Council

Most newcomers to Canada settle in a few major urban centres, with smaller, rural, and northern communities not able to reap the benefits that immigrants can provide. With the recognition that immigration can contribute to the economy and vitality of smaller centres, the regionalization of immigration has become a priority across the country, and strategies are being developed to attract, integrate, and retain newcomers in these communities. Recent work suggests that a collective and coordinated effort will be required to succeed. From the national to the local level, this plenary will discuss the challenges faced and opportunities available for smaller, rural and northern communities that seek to increase their prospects through immigration.

◆ **Doing Immigration Differently: Regional Economic Immigration in Canada**

Lara Dyer, Director, Regional Economic Immigration Programs and Policy, Immigration, Refugees and Citizenship Canada

◆ **Manitoba's Rural Immigration Strategy**

Maria de Guzman, Immigration Program Officer, Manitoba Provincial Nominee Program and Team Leader, Municipal Immigration Partnerships

◆ **Best Practices for Hiring International Candidates – A Northern Ontario Perspective**

Robert Brouillette, Owner and President, City Welding Sudbury and Business Development and Technical Specialist Consultant, Ivey Immigration

12:15 PM to 1:30 PM — Location: Metropolitan West

Lunch Provided

Spoken Word Performance by Ahmad Majid

Ahmad Majid is an Iraqi-Canadian poet who has been performing hip-hop and spoken word poetry all over Canada for the last ten years. His style combines intricate rhyme schemes with important social/political human rights issues. He is a three-time Slam-Team member and a CFSW 2013 Finalist.

1:30 PM to 3:00 PM — Location: See Individual Listings on Page 12

Concurrent Workshops

3:00 PM to 3:30 PM — Location: Metropolitan West

Refreshment Break

3:30 PM to 5:00 PM — Location: See Individual Listings on Page 17

Concurrent Workshops

6:00 PM to 8:00 PM — Location: Metropolitan West

Evening Cocktail Reception and Poster Session

Sponsored by: World Education Services

A reception for delegates attending the conference along with a poster session featuring recent work by members of Pathways of Prosperity. Hors d'oeuvres will be served.



About the Sponsor:

World Education Services (WES) is a non-profit organization dedicated to helping international students and professionals achieve their educational and professional goals in Canada and the United States. They have provided credential evaluations to more than two million people worldwide. Their evaluations are widely recognized by more than 2,500 educational, business, and governmental institutions throughout Canada and the U.S.

Friday, November 1, 2019

7:00 AM to 8:15 AM — Location: Metropolitan West

Breakfast

8:15 AM to 9:15 AM — Location: Metropolitan East and Centre

Special Keynote Speaker: Kamal Al-Solaylee, Professor of Journalism, Ryerson University and Author of *Brown: What Being Brown in the World Today Means (to Everyone)*

Race, Immigration and Politics: A Changing Landscape

In this talk, author and university professor Kamal Al-Solaylee takes a look at what the refugee crisis and the rise of populism in many liberal democracies, including Canada, tell us about new forms of racial discrimination and anti-immigration sentiments. Whether in Europe or North America, Asia or Australia, political and economic discourse is shaped by a seemingly sudden awareness of skin colours (brown in particular), ethnic identities and religious affiliations. Will multiculturalism and the political centre survive this shift?

9:15 AM to 10:30 AM — Location: Metropolitan East and Centre

Plenary:

The Ever-Changing Terrain of Attitudes toward Immigrants and Refugees

Chair: Ümit Kiziltan, Director General and Head of Evaluation, Research and Evaluation, Immigration, Refugees and Citizenship Canada

Attitudes toward immigrants and refugees in Canada are thought to be relatively favourable, particularly in an international comparative context, yet they demonstrate some variation over time, with dips and rises. And not all immigrant groups in Canada are viewed in an equally favourable light. What are the factors that are influencing Canadians' attitudes, and what roles do national, regional, and local policies play? Do Canadians have different views of different classes of immigrants, specifically economic immigrants versus refugees? Are Canadians susceptible to populist, anti-immigrant sentiment? And what role do the media play? Speakers in this plenary will attempt to address these and other questions surrounding the ever-shifting terrain of attitudes toward immigrants and refugees in Canada.

- ◆ **Canada as a Beacon for Migrant Acceptance: Is This Reputation Deserved?**
Keith Neuman, Senior Associate, Environics Institute for Survey Research
- ◆ **Strength of National Attachment and Attitudes toward Ethnocultural Diversity in Quebec and the Rest of Canada**
Antoine Bilodeau, Professor, Department of Political Science, Concordia University
- ◆ **Immigration in the News**
Kelly Toughill, Associate Professor, School of Journalism, University of King's College

10:30 AM to 11:00 AM — Location: Metropolitan West

Refreshment Break and Book Signing

11:00 AM to 12:30 PM — Location: See Individual Listings on Page 21

Concurrent Workshops

12:30 PM to 1:45 PM — Location: Metropolitan West

Lunch Provided

Musical Performance by Frank Bessai

Frank Bessai is an Edmonton based multilingual violinist, vocalist and songwriter who is also a Team Leader with the Immigration and Settlement Service of Catholic Social Services. In his work with the agency Frank has created many unique and successful integration programs for newcomers including the Family Wellness and Community Enhancement Program, and the Newcomer Outdoor Wellness and Education Program. Throughout his colorful music career, Frank has expanded international musical borders in order to interpret different world folk traditions. Fluent in English, French, Russian and Spanish, Frank brings forward a creative and unique Canadian multicultural style, and has recorded two full length albums with his band Le Fuzz, Lefuzz.ca.

1:45 PM to 3:15 PM — Location: See Individual Listings on Page 26

Concurrent Workshops

3:15 PM to 3:30 PM — Location: Metropolitan West

Refreshment Break

3:30 PM to 4:45 PM—Location: Metropolitan East and Centre

Plenary:

Developing an Evidence Base and Sharing Settlement and Integration Practices that Work

Chair: Katie Rosenberger, Executive Director, The Affiliation of Multicultural Societies and Service Agencies of BC

This plenary will provide an in-depth view of the IRCC-funded project led by Pathways to Prosperity focusing on the sharing of settlement and integration practices that work. The background, rationale, and current state of the project will be presented, and we will hear about several examples of promising practices that have been highlighted to date. The unique aspects of this project include the focus on innovative practices with empirical

evidence of their effectiveness, and the dissemination of information about these practices through videos in which their creators describe their key features. Please come prepared to vote on priority areas of practice for future calls for nominations, as we will conclude the session by soliciting feedback and suggestions for future themes and areas of practice on which to focus.

- ◆ **Science Behind Successful Settlement Services: Fundamentals of Effective Program Design and Delivery**
Fariborz Birjandian, Chief Executive Officer, Calgary Catholic Immigration Society

- ◆ **Industry Driven Promising Practices: Barista Training for Newcomer Youth (In Partnership with Starbucks Canada)**
Sue Sadler, Senior Vice President, Services and Program Innovation, ACCES Employment

- ◆ **IRCOM House Inc. – Welcoming our Newcomer Families**
Dorota Blumczynska, Executive Director, Immigrant and Refugee Community Organization of Manitoba

4:45 PM to 5:00 PM — Location: Metropolitan East and Centre

Summing Up and Closing Remarks

- ◆ Conference Chairs: **Jean McRae** and **Victoria Esses**, Pathways to Prosperity Co-chairs

Twitter Information

Pathways to Prosperity Canada: @P2PConnects | Conference Hashtag: #p2pconference

Twitter handles of Pathways to Prosperity 2019 National Conference Speakers and Chairs

Name	Affiliation	Twitter Handle
Naomi Alboim	Queen's University	@QueensSPS
Kamal Al-Solaylee	Ryerson University	@KamalAlSolaylee
Antoine Bilodeau	Concordia University	@CIPEConcordia and @Concordia
Fariborz Birjandian	Calgary Catholic Immigration Society (CCIS)	@CCISAB and @fbirjandian
Dorota Blumczynska	Immigrant and Refugee Community Organization of Manitoba (IRCOM)	@ircominc and @blumczynska
Stephen Chase	Government of New Brunswick's Population Growth Division	@stephenchase76
Maria de Guzman	Manitoba Education and Training	@MBGov
Debbie Douglas	Ontario Council of Agencies Serving Immigrants (OCASI)	@OCASI_Policy
Lara Dyer	Immigration, Refugees and Citizenship Canada (IRCC)	@CitImmCanada and @CitImmCanFR
Victoria Esses	Pathways to Prosperity	@P2PConnects
Chris Friesen	Canadian Immigrant Settlement Sector Alliance (CISSA-ACSEI)	@issbc and @chrisfriesen4
Ümit Kiziltan	Immigration, Refugees and Citizenship Canada (IRCC)	@CitImmCanada and @CitImmCanFR
Jean McRae	Pathways to Prosperity	@P2PConnects and @ICAVictoria
Keith Neuman	Environics Institute for Survey Research	@Environics_Inst
Katie Rosenberger	The Affiliation of Multicultural Societies and Service Agencies of BC (AMSSA)	@amssabc
Sue Sadler	ACCES Employment	@ACCSEmployment and @Sue_ACCES
Kelly Toughill	University of King's College	@ktoughill
Fraser Valentine	Immigration, Refugees and Citizenship Canada (IRCC)	@CitImmCanada and @CitImmCanFR
Sarah Wayland	Hamilton Immigration Partnership Council	@HipcHamilton and @SarahVWayland

Listing of Workshops
Thursday, October 31 | Time: 1:30 PM to 3:00 PM

1. Measuring Outcomes of Newcomers, Settlement Services and of LIP and RIF Activities – Location: Pier 4
(In English)

Chairs and Presenters: Brian Diener and Jeslyn Thibedeau, Immigration, Refugees and Citizenship Canada (IRCC)

In 2018, Immigration, Refugees and Citizenship Canada embarked on a project to establish benchmarks for over 500 organizations providing settlement and language services to newcomers. This project leverages key data including newcomer surveys and other socio-economic data. As part of this work, IRCC defined over 150 indicators to describe the organizational performance story, including indicators around client, financial, management and operational outcomes, as well as key community factors unique to the cities, regions and provinces. During this workshop, participants will be provided insights into the IRCC data universe and opportunities to discuss ideas to use data to better support outcomes.

- ◆ **Developing Scorecards to Assess Organizational Performance: Bridging Performance Measurement and Evaluation Lessons**
- ◆ **IRCC Efforts to Assess Newcomer Outcomes via Annual Surveys**
- ◆ **IRCC Open Data: What is Available and How to Access**
- ◆ **Breakout Session #1: How to Leverage Key Data to Support Improved Community Planning and Immigration Outcomes**

2. Trauma and Violence Informed Care as a Response to the Yazidi Resettlement – Location: Queen’s Quay
(In English)

Chair: Valerian Marochko, London Cross Cultural Learner Centre

In 2017-18, approximately 400 Yazidi refugees were resettled to London, ON. This underscored the need to support the wellness of workers (compassion fatigue, vicarious trauma, etc.) and develop innovative approaches to settlement and integration. The workshop will explore how Trauma and Violence Informed Care (TVIC) is implemented in the context of a resettlement agency and the need to have TVIC as a best practice standard in working with increasingly complex cases of traumatized refugees (complex PTSD, dissociative disorder, etc.). The workshop will include clips from the documentary by Triplex Films International/National Film Board of Canada entitled “Angel Peacock.”

- ◆ Deborah O’Grady, London Cross Cultural Learner Centre
- ◆ Jennifer Sandu, London Cross Cultural Learner Centre
- ◆ Valerian Marochko, London Cross Cultural Learner Centre

3. Trades Talent Link: Increasing Newcomer Access to Good Jobs in the Skilled Trades – Location: Regatta

(In English and French)

Chair: Laurie Beckstead, YMCA-YWCA of the National Capital Region

If there are good jobs in the skilled trades, then why aren't more newcomers working in the trades? In an effort to better understand the gaps that exist in the skilled trades labour market, Trades Talent Link is an IRCC funded research and evaluation project aimed at improving access to skilled trades careers for immigrants, newcomers, and refugees. This workshop will provide a platform for discussion of perceived barriers and potential solutions that can increase employer awareness of newcomers as a hidden talent pool, and help clients gain access to rewarding trades careers.

- ◆ Laurie Beckstead, YMCA-YWCA of the National Capital Region
- ◆ Daniela Renderos, YMCA-YWCA of the National Capital Region
- ◆ Elina Sharkova, YMCA-YWCA of the National Capital Region

4. A Spectrum of Services for Newcomer Seniors – Location: Pier 2

(In English)

Chair: Khim Tan, Options Community Services Society (OCS)

With the steady increase of our aging population in Canada, healthy aging becomes important. In partnership with the UBC Aging Research team, OCS provides activities that promote the physical/mental wellness of isolated seniors. MOSAIC Senior Club helps newcomers become volunteer community leaders to increase community connections for newcomer seniors. In response to the often under-represented theme of elder abuse in statistics, S.U.C.C.E.S.S. will explore the question: 'Is elder abuse being acknowledged in the Chinese community?' The presentation will also introduce CORE, a Collaborative Online Resources and Education Hub on Healthy Aging, developed in British Columbia.

- ◆ **Choose to Move Project for Isolated Seniors**
Jenny Lam, Options Community Services Society (OCS)
- ◆ **Newcomer Senior Leaders**
Zarghoona Wakil, MOSAIC
- ◆ **Elder Abuse: Does This Concept Exist for Chinese Newcomer Seniors?**
Mary Kam, S.U.C.C.E.S.S.

5. **Family Wellness and Community Enhancement Program: Helping Newcomer Families Achieve Successful Integration and Family Reunification – Location: Pier 3**

(In English)

Chair: Frank Bessai, Catholic Social Services

Newcomer families often experience challenges during their integration and settlement journey which impede their chances of achieving stability in Canada. The Family Wellness and Community Enhancement Program is an innovative and specialized settlement program designed to address complex needs experienced by newcomer families. This is done through a unique combination of services including enhanced strength-based case management, intercultural conflict and dispute resolution, and educational modules based in theories of behaviour change. Funded as a pilot program for 18 months, the FWCEP has achieved positive outcomes for newcomer families, giving client families a renewed sense of home, belonging and success.

◆ Frank Bessai, Catholic Social Services

◆ Andrew Lam, Catholic Social Services

6. **Innovative Responses to the Changing Needs of Newcomers and Refugees – Location: Marine**

(In English)

Chair: Beth Clarke, World Education Services

Canada resettled more refugees than any other country in the world in 2018 and continues to receive record numbers of immigrants. With this leadership role comes the need to continuously adapt support services to the needs of newcomers, and to create new partnerships that can better address their barriers to economic integration. Panelists will present approaches to support the integration of various immigrant and refugee groups, from holistic settlement services for individuals with multiple challenges, to industry- and employer-driven training programs that address labour force gaps, to ground-breaking credential evaluation policies and practices for displaced individuals.

◆ **Moving Ahead: Stories of Coming Home**

Darae Lee, MOSAIC

◆ **Building Diverse Workplaces Through Innovative Communication Training for the Trucking Industry**

Kelly Henderson, Trucking Human Resource Sector Council Atlantic and Paul O’Flaherty, Immigrant Services Association of Nova Scotia (ISANS)

◆ **Education Matters: Facilitating the Integration of Displaced Individuals Through Innovative Credential Evaluation Practices**

Beatrice Kohlenberg, World Education Services

7. **Multicultural Brokers: Promoting Social and Cultural Integration of Immigrants from the Bottom Up**

– Location: Pier 5

(In English)

Chair: Sara Torres, Laurentian University and Community Health Workers Network of Canada

The Community Health Workers Network of Canada is a grassroots organization with a diverse membership, including multicultural brokers. This workshop examines how multicultural brokers in New Westminster, Edmonton, Winnipeg, and Ottawa foster the social and cultural integration of immigrants. Despite multiple challenges — caseload complexity, under-resourcing, lack of recognition— this work enhances the well-being of newcomers to Canada in numerous ways, among them: supporting and coordinating primary health care; creating and facilitating health promotion programs; acting as intermediaries between immigrant families and child welfare workers; and promoting independence and participation among immigrants with disabilities. Workshop participants will gain insights into this work.

- ◆ **Educating Newcomers and Service Providers to Support Families Effectively**
Alejandra Ruiz, Ottawa Newcomer Centre
- ◆ **Addressing Social Determinants of Health in Primary Care Settings: How Building Strategic Partnerships Can Ensure Well-being**
Nadjib Alamyar, WoodGreen Community Services
- ◆ **Cultural Brokering as a Community Inclusion Practice: Building Bridges to Understanding, Integration, and Independence for Newcomers Living with Disabilities and Their Families (Within the Community Health Worker Model)**
Traicy Robertson, Society for Manitobans with Disabilities
- ◆ **Health Equity for Newcomers: Integrating Cultural Health Brokers in Primary Health Care Teams (Within the Community Health Worker Model)**
Esther Hsieh, Umbrella Multicultural Health Co-op
- ◆ **Challenges and Successes in Supporting Immigrants' Integration from the Bottom Up**
Sara Torres, Laurentian University and Community Health Workers Network of Canada

8. **Capitalizing on the Employment Opportunities in Rural and Northern Communities for Internationally Educated Nurses - A Collaborative Model that Works – Location: Pier 9**

(In English)

Chair: Ruth Lee, CARE Centre for Internationally Educated Nurses

In 2016, the Canadian Nurses Association (CNA) predicted a nation-wide shortage of 60,000 nurses by 2022, the need being most acute in rural/northern communities, non-traditional regions for internationally educated nurses (IENs) seeking employment. Since 2001, the CARE Centre has supported 4,000 IENs to achieve

registration, employment, and workforce integration by forming collaborative partnerships with CNA, regulators, employers, social service agencies, and academic institutions. The program features customized IEN assistance, case management support, practical employment strategies, mentor connections, and employer matching. The workshop will showcase challenges and success stories of IENs in rural areas, highlighting the value of interagency collaboration.

- ◆ **CARE Centre IENs – Supports, Training and Access to Regulated-Employment Services (STARS) Program**
Ruth Wojtiuk, CARE Centre for Internationally Educated Nurses
- ◆ **Equipping IENs Pre-Arrival for Successful Entry into the Health Care Field**
Meghan Wankel, CARE Centre for Internationally Educated Nurses
- ◆ **Fostering Inter-Agency Collaboration to Facilitate IEN Opportunities in Rural/Northern Areas**
Michelle Gordon, CARE Centre for Internationally Educated Nurses
- ◆ **Bridging Internationally Trained Professionals and Northern Ontario Employers**
Scott Fisher, Professions North/Nord, Laurentian University
- ◆ **My Personal Experience Working in a Small Community in Ontario**
Angeline Peruelo, RPN

9. **Making the Most of It: Balancing the Social and the Economic Needs of Newcomers – Location: Pier 7 and 8** (In English)

Chair: Nabiha Atallah, Immigrant Services Association of Nova Scotia (ISANS)

Migrants are often regarded as successful in their settlement efforts when they achieve economic self-sufficiency. As such, settlement programs typically focus on labour market readiness, with employment as their objective. That said, as a growing body of academic literature demonstrates, “getting a job” is only one aspect of successful integration, and newcomers often continue to require support after they’ve secured employment. This workshop explores the social needs of newcomers vis-à-vis economic integration, and the ways in which those in the settlement sector can effectively hold in balance the social with the economic through their programming. It also considers the role of employers in the integration process.

- ◆ **Helping Newcomers Succeed in Canada: A Review of the ISANS English in the Workplace Program**
Laurie Burns, Immigrant Services Association of Nova Scotia (ISANS)
- ◆ **More than Economic Integration: An Independent Evaluation of ISANS’ English in the Workplace Program**
Lauren Matheson, Dalhousie University
- ◆ **Immigrant Youth’s Perspectives on the “Immigrant Youth Employability Program”:** Preliminary Findings
Serperi Sevgur, Dalhousie University
- ◆ **Newcomer Social and Economic Integration: Insights from Nova Scotia**
Colin Brothers, Nova Scotia Office of Immigration

Thursday, October 31 | Time: 3:30 PM to 5:00 PM

1. **Predictors of Employment Success for Skilled Newcomers: Building Evidence to Inform Policy and Practice –**

Location: Marine

(In English)

Chair: Joan Atlin, World Education Services

While the gap between the unemployment rates of immigrants and Canadian-born continues to shrink, challenges in obtaining skills commensurate employment persist. World Education Services (WES) examines the specific factors influencing employment outcomes for over 6400 economic stream immigrants to Canada who received an academic credential assessment from WES. The study explores factors (gender, age, sector, degree level, etc.) associated with employment levels and skills commensurate employment outcomes. Toronto Region Immigrant Employment Council (TRIEC) will provide context by exploring the intersectional factors affecting employment outcomes, reviewing evidence related to intersectionality of gender, race, and other factors in income and employment outcomes for newcomers.

◆ **Who Is Succeeding in the Canadian Labour Market: Predictors of Success for Skilled Immigrants**

Ilene Hyman, University of Toronto and Michelle Goldberg, PinPoint Research

◆ **Intersectionality in Predicting Employment and Income Outcomes for Immigrants**

Yilmaz Dinc, Toronto Region Immigrant Employment Council

2. **Pre-arrival Services in a Global Context – Location: Pier 4**

(In English)

Chair: Holly Skelton, Colleges and Institutes Canada

Since 2007, Planning for Canada (PfC) has offered pre-arrival orientation and needs assessment services to over 50,000 immigrants and their dependants to support their economic, social and cultural integration in Canada. PfC services include specific and targeted referrals to organizations across Canada, based on client needs, intended occupations and city of destination. The workshop session and discussion will offer an overview of Planning for Canada's approach and services and the experience of pre-arrival to post arrival orientation in collaboration with our partner COSTI.

◆ Sean Corrigan, Planning for Canada

◆ Chanchal Sidhu, Planning for Canada

◆ Trudy Small, COSTI Immigrant Services

3. Bridging the Skills Gap: Innovative Approaches to Recruiting Newcomer Talent – Location: Pier 9

(In English)

Chair: Mohamed Elmi, Ryerson University

The panel will present innovative approaches to employer-centred training as a pathway to social and economic inclusion. The panelists will discuss a framework to evaluate impact and discuss the Workforce Innovation and Inclusion Project (WIIP) funded by the Government of Canada through Immigration, Refugees and Citizenship Canada, which identifies and builds on effective practices for supporting newcomer integration in order to drive innovation, economic growth, and social development across sectors. Challenges with obtaining skilled talent pose a major concern for Canadian organizations. At the same time, there is evidence of under-employment of many newcomers, whose credentials and valuable expertise are often unrecognized by Canadian employers. This panel will highlight innovative approaches to employer-centred technology training as a pathway to economic and social inclusion. This panel will also present research results on an overall taxonomy and framework to understand the skills gap. It will discuss how partnerships and innovative tools can help bridge the skills gap by increasing the capacity of newcomers to develop a more inclusive workplace.

- ◆ **Experiential Learning and Employer-Centred Training for Addressing Skills Gaps in Canada’s Labour Market**
Mohamed Elmi, Ryerson University
- ◆ **Innovative Approaches to Workforce Innovation and Inclusion: Outcomes of First-Year Pilot Projects**
Magdalena Sabat, Ryerson University
- ◆ **Tapping into the Immigrant Talent Pool: Addressing Underemployment and Credential Devaluation of Skilled Immigrants**
Henrique Hon, Ryerson University

4. Supporting Immigrant Mental Health in Secondary/Smaller Centres – Location: Pier 2

(In English)

Chair: Carmen Celina Moncayo, Immigrant Services Association of Nova Scotia (ISANS)

Small cities have unique challenges and opportunities when responding to immigrants’ mental health needs. We share challenges such as lacking local statistics on immigrants’ mental health and lacking specialized centres aimed at specific ethno-communities and managed by the same communities. Compounded with overall difficulties in accessing publicly funded mental health services, small centres are forced to innovate and develop alternatives to traditional services. This workshop will explore different initiatives in prevention and promotion of mental health. These promising practices can contribute to more comprehensive and holistic community-based approaches to respond to mental health within the settlement sector.

- ◆ **Innovative Approaches to Immigrant Mental Health**
Carmen Celina Moncayo, Immigrant Services Association of Nova Scotia (ISANS)

- ◆ **Bridging Barriers to Newcomer Mental Health**

Zainab Awad, Niagara Folk Arts Multicultural Centre

- ◆ **Immigrant and Refugee Mental Health Project: Improving Providers' Knowledge and Skills to Support Immigrant and Refugee Mental Health**

Jewel Bailey, Centre for Addiction and Mental Health

5. Evolution and Future of the Immigration Data Landscape – Location: Regatta

(In English)

Chair: Ümit Kiziltan, Immigration, Refugees and Citizenship Canada (IRCC)

This session aims to generate a rigorous discussion on what we envision as the future direction of immigration research and immigration-related data. The Longitudinal Immigration Database (IMDB) is at the heart of immigration research in Canada, which integrates administrative immigration records and annual tax files. The IMDB has now been expanded to include all permanent and temporary residents, other IRCC administrative data (citizenship, express entry, settlement services), and it is being integrated with many other Statistics Canada databases. This workshop will provide researchers and service providers with the latest insights as to what is available and what is under consideration for the future.

- ◆ **Longitudinal Immigration Database: The Past, Present, and Future**

Rose Evra, Statistics Canada

- ◆ **Expanding the Use of Administrative Data to Better Inform Public Policy**

Lorna Jantzen, Immigration, Refugees and Citizenship Canada (IRCC)

- ◆ **The IMDB – A Game Changer for Immigration Research**

Yoko Yoshida, Dalhousie University

6. Emerging Initiatives and Trends in Smaller, Rural, and Northern Communities – Location: Pier 7 and 8

(In English)

Chair: Lynn Weaver, Cowichan Intercultural Society and Scott Fisher, Professions North/Nord, Laurentian University

There has been a concerted effort to encourage immigration to northern, rural, and remote communities of Canada. This workshop will discuss new initiatives in attracting and retaining immigrants in these communities as well as examining challenges to successful integration. Discussion will be encouraged to share best practices and learnings in addressing attraction, retention, and integration in rural and remote communities and will include information about the successful implementation of the Rural and Northern Immigration Pilot.

- ◆ **Rural and Northern immigration Pilot (RNIP): Implications for Communities**

Scott Fisher, Professions North/Nord, Laurentian University

- ◆ **Building Healthy Communities Through the Power of Belonging**
Inhae Park, YMCA of Greater Halifax/Dartmouth
- ◆ **Community Cohesion – Multi-Stakeholder Integration Strategy and Partnerships**
Janet Moser, Ignite Fredericton

7. **Building a Community-Based Culture of Evaluation – Location: Pier 5**

(In English)

Chair: Rich Janzen, Centre for Community Based Research

In this workshop, we will discuss how a community-based approach can promote a culture of evaluation within (re)settlement organizations. By community-based we mean evaluation that is stakeholder-driven, participatory, and action-oriented. The workshop is designed for groups who wish to build their capacity to do evaluation and use evaluation results for continual program improvement. It comes at a time of increasing expectations for the measurement of newcomer outcomes. The workshop will cover the hallmarks, functions, and four phases of a community-based approach to evaluation. It will provide illustrations from the national Evaluating Refugee Programs project funded by IRCC (www.eval4refugee.ca).

- ◆ **Overview of Community-Based Evaluation**
Rich Janzen, Centre for Community Based Research
- ◆ **A National Project in Building Capacity for Community-Based Evaluation**
Joanna Ochocka, Centre for Community Based Research
- ◆ **Building Organizational Capacity in Nova Scotia**
Nabiha Atallah, Immigrant Services Association of Nova Scotia (ISANS)
- ◆ **Building Organizational Capacity in Alberta**
Leah Hamilton, Mount Royal University

8. **The Role of Community Based Organizations in Research, Evaluation, and Outcomes – Location: Pier 3**

(In English)

Chair: Fariborz Birjandian, Calgary Catholic Immigration Society (CCIS)

This discussion-based session aims to question established knowledge pathways and tackle the idea of how an individual can be supported as the authority of their own experience. Those of us working directly with individuals who are affected by intersections of research and policy can do more than just define the problem, but also leverage the collective intelligence of our communities working across agencies, sectors, systems, and institutions. This workshop will examine where we all fit in the data loop of research, evaluation, and outcomes.

- ◆ Amanda Weightman, Habitus Consulting Collective Inc.
- ◆ Amanda Koyama, Calgary Catholic Immigration Society (CCIS)
- ◆ Amy Casipullai, Ontario Council of Agencies Serving Immigrants (OCASI)

Friday, November 1 | Time: 11:00 AM to 12:30 PM

1. Immigration to Francophone Minority Communities: Intersecting Views on Current and Future Challenges –

Location: Pier 7 and 8

(In French)

Chair: Yves Labrèche, University of Saint-Boniface

The purpose of this panel is to allow university researchers and representatives from the community sector or settlement services to discuss the main challenges and issues of immigration to Francophone minority communities. Participants are invited to answer questions previously submitted based on their academic research as well as their experience in the community. Through short but focused interventions, they will have the opportunity to discuss current research and knowledge gaps and needs, and suggest possible solutions to improve support for Francophone newcomers and contribute to their success. Three themes will be discussed: workplace access and professional integration; participatory spaces in Francophone minority communities; and family and community pathways (reunification/blending and new social roles).

- ◆ Yves Labrèche, University of Saint-Boniface
- ◆ Nathalie Piquemal, University of Manitoba
- ◆ Faïçal Zellama, University of Saint-Boniface
- ◆ Rose Cathy Handy, Bilingual Link

2. Understanding and Fostering the Resettlement of Migrants from Africa – Location: Pier 3

(In English)

Chair: Leah Hamilton, Mount Royal University

Due to ongoing conflicts in South Sudan, DR Congo, Nigeria, Somalia, and Central African Republic, the number of individuals seeking to migrate to Canada from Sub-Saharan Africa is increasing (UNHCR, 2018). Thus, better understanding the resettlement and integration experiences of migrants from Africa is important. In this workshop, presenters will showcase findings from recent projects examining the settlement and integration experiences of several different migrant groups from Africa. To conclude, the audience will be engaged in a discussion about current challenges facing migrants from Africa, and innovative practices for fostering their resettlement and integration in Canada.

- ◆ **Learning from the Voices of South Sudanese Migrants in Alberta**
Leah Hamilton, Mount Royal University, Scott Murray, Mount Royal University, and Monyban Dau, Mount Royal University
- ◆ **From Mirror to Mosaic: Negotiating a Diversifying Francophonie in Canadian Linguistic Minority Community Spaces**
Luisa Veronis, University of Ottawa, Suzanne Huot, University of British Columbia, and Anne-Cécile Delaisse, University of British Columbia

- ◆ **Skilled Nigerian Migrants in Toronto and Structure and Value of Social Networks**
Sheri Adekola, Humber College, and Margaret Walton-Roberts, Wilfrid Laurier University
- ◆ **The Resettlement of African Refugees in Canada: More Barriers for the Most Vulnerable Refugees?**
Manolli Ekra, Ontario Council of Agencies Serving Immigrants (OCASI)

3. IRCC Recent Research Insights – Location: Pier 4

(In English and French)

Chair: Cédric de Chardon, Immigration, Refugees and Citizenship Canada (IRCC)

In the past several years, IRCC has worked to enhance our capacity to report on and analyze the outcomes and impacts of immigrants and refugees. With the increased availability of administrative data, including strategic data enhancements and linkages, research has been able to address some longstanding knowledge gaps, and produce evidence for the purpose of policy and program decision-making. This workshop will feature research on temporary foreign workers, socio-economic outcomes and impacts of immigrants and refugees, and immigrants living in official language minority communities, and present our current research plan.

- ◆ Rebeka Lee, Immigration, Refugees and Citizenship Canada (IRCC)
- ◆ Maciej Karpinsky, Immigration, Refugees and Citizenship Canada (IRCC)
- ◆ Cédric de Chardon, Immigration, Refugees and Citizenship Canada (IRCC)

4. Employer Innovation for Newcomer Employment – Location: Regatta

(In English)

Chair: Sampada Kukade, Skills for Change

Employers are actively encouraged to hire newcomers, yet newcomers face challenges with the lack of recognition of their foreign education and work credentials. Skill mismatches continue to challenge employers across the Canadian economy.

Workshop highlights:

- Strategies for employers to play a greater role in social and economic integration of newcomers
- Identify employer interests and perspectives in bridging gaps between demand and supply of skills to accelerate labour market absorption
- Identify the most promising policies and practices to better discern and meet future skills needs
- Compile a knowledge synthesis to inform dialogue between diverse stakeholders (government policy-makers, education and training institutions, researchers, employers)

- ◆ **Breaking Through the Glass Ceiling for Newcomers' Economic Integration**
Surranna Sandy, Skills for Change
- ◆ **Building Capacity in Employment Services for Newcomers**
Sampada Kukade, Skills for Change
- ◆ **Supervisor Employer Engagement and Program Marketing**
Mridula Nair, Skills for Change

5. Communications with Impact – Location: Pier 5

(In English)

Chair: Nabiha Atallah, Immigrant Services Association of Nova Scotia (ISANS)

Creating communications with impact at its core helps to support settlement programs and promote positive discussion around immigration. This panel will explore how incorporating strategic thinking, positive storytelling, and knowledge mobilization within discussions of immigration can empower settlement organizations to build a community where all can belong and grow. We will also look at emerging best practices to overcome the limitations of traditional rights-based messaging in shaping public opinion.

- ◆ **Strategy, Positive Storytelling, and Knowledge Mobilization**
Josh Boyter, Immigrant Services Association of Nova Scotia (ISANS)
- ◆ **Building Buy-In for Immigration and Inclusion**
Louisa Taylor, Refugee 613

6. Perspectives of Immigrant Youth on Mental Health – Location: Pier 2

(In English)

Chair: Jason Brown, University of Western Ontario

This interactive workshop focuses on the mental health effects of acculturative stress for immigrant youth aged 16-24 years. Youth will discuss their views on mental health, and how others can recognize and help prevent more serious problems from developing. Settlement services in the community and local schools provide preventive support and assistance to youth who are at risk. Agency partners will discuss their views of community-based prevention and support. The results of a recent participatory study with youth will be presented by the academic members of this longstanding community-university partnership. Findings from the research literature that intersect with youths' experiences are offered for discussion. Implications for community mental health practice with immigrant youth will be presented.

- ◆ **Mental Health Prevention in Community Schools**
Rajaa Al-Abed, South London Neighborhood Resource Centre

- ◆ **Participatory Research with Immigrant Youth**

Charlotte Carrie, University of Western Ontario

- ◆ **Sustaining Community-University Research Partnerships**

Mohamed Al-Adeimi, South London Neighborhood Resource Centre and Jason Brown, University of Western Ontario

7. From Research to Practice: Systemic Capacity Building for the Integration of Newcomer Families – Location: Queen’s Quay

(In English)

Chair: Christa Sato, University of Toronto

With migration an ongoing trend on a global scale, the integration of newly arrived families into their new home countries plays a significant role in shaping the future of society and humanity. Based on a long history of immigration and resettlement, Canadians have identified challenges on multiple levels for both newcomer families and receiving communities. This workshop will focus on the important role played by families and other parties in the integration process, with both researchers and practitioners from several Canadian cities highlighting challenges and successful practices.

- ◆ **Strengthening the Integration of Newcomers Families in Canada: Lessons Learned from Working with Men and their Families**

Christa Sato, University of Toronto

- ◆ **CWICE: Innovative Child Welfare Practice**

Danielle Ungara, Child Welfare Immigration Centre of Excellence, Peel CAS

- ◆ **Culturally Responsive Child and Family Support Services for Newcomers: A Saskatoon Case Study**

Anahit Falihi, Saskatoon Open Door Society and University of Saskatchewan

8. Innovative Approaches to Settlement and Inclusion: How We Use Music, Food, Language, and Public Art to Foster Inclusion – Location: Pier 9

(In English)

Chair: Patience Adamu, Ryerson University

While much of the research to date has focused on economic inclusion, cultural policies and practices can create opportunities for inclusion and exclusion. This panel will explore several disparate dimensions of culture and the potential role that they play, specifically in music, public art, food, and language. Charlie Andrews will review government music programs, focusing on how programs use art to advance inclusion. Jodi-Ann Francis-Walker will discuss how, while public art has been developed to celebrate diversity, public art in Canada has failed to foster inclusion. Patience Adamu will discuss how language facilitates access to communities, opportunities, and power.

- ◆ **Public Art: A Critical Discourse of Migrant Inclusion and Exclusion Through Public Displays**
Jodi-Ann Francis, Ryerson University
- ◆ **Music and Culture: Building Community**
Charlie Andrews, Ryerson University
- ◆ **Language as a Vehicle for Exclusion from Opportunity**
Patience Adamu, Ryerson University

9. Innovating for Visible Minority Newcomer Women's Employment Success in the Canadian Labour Market – Location: Marine

(In English)

Chairs: Susanna Gurr, Social Research and Demonstration Corporation (SRDC) and Lindsay Alves, Immigration, Refugees and Citizenship Canada (IRCC)

Join us for a conversation about innovative approaches to employment-related programming for visible minority newcomer women. Visible minority newcomer women often face multiple barriers to employment. Indeed, in Canada, labour market outcomes of recent immigrant women in the core working age group are typically lower than both their male counterparts and Canadian-born women. IRCC and SRDC, a non-profit research organization, will discuss the Career Pathways for Visible Minority Newcomer Women Pilot. Three service provider organizations will also present the interventions they are currently implementing as part of the pilot. The pilot will be evaluated to learn what works, why, and for whom.

- ◆ **Policy Context for the Career Pathways for Visible Minority Newcomer Women**
Lindsay Alves, Immigration, Refugees and Citizenship Canada (IRCC)
- ◆ **The Career Pathways for Visible Minority Newcomer Women Project**
Susanna Gurr, Social Research and Demonstration Corporation (SRDC)
- ◆ **Empowering Newcomer Women to Succeed in the Canadian Labour Market**
Magdalene Cooman, World Skills Employment Centre
- ◆ **Developing Sector-Based Career Pathways Using a Pay for Success Approach**
Maria Polovinka, Opportunities for Employment (OFE)
- ◆ **Aspire and Elevate – Employment-Related Interventions for Visible Minority Newcomer Women**
Sigrid Tarampi, YWCA Metro Vancouver

Friday, November 1 | Time: 1:45 PM to 3:15 PM

1. Settlement in Smaller Centres: The Case of Acadia and the Atlantic Provinces – Location: Pier 2

(In French)

Chair: Christophe Traisnel, University of Moncton

How can small, local and remote communities respond to the social and demographic challenge related to mobility and immigration? It is a crucial question for Acadia and the Atlantic provinces which face, at the same time, youth out-migration (to bigger centres or economically dynamic regions), an aging population, the decline of their rural regions, and the need to attract (and retain) migrants or immigrants. The issue is even more acute for Francophone minorities, who see in newcomer settlement a major opportunity in their contribution to Francophone minority communities' vitality in the Atlantic as well as in other regions in Canada.

- ◆ **Foreign-born Francophone Living in Atlantic Canada: Background, Access, Experience, Representations**
Christophe Traisnel, University of Moncton and Guillaume Deschênes-Thériault, University of Ottawa
- ◆ **Francophone Immigration in PEI: Success Stories**
Angie Cormier, Coopérative d'intégration francophone PEI
- ◆ **Francophone Immigration to New-Brunswick: Experiences and Representations**
Guillaume Deschênes-Thériault, University of Ottawa
- ◆ **Organizing Francophone Immigrant Inclusion Pathways in Atlantic Canada**
Mariève Forest, Sociopol
- ◆ **The CAIF: Its Role to Support Francophone Immigration in Atlantic Canada**
Florian Euzen, Société nationale de l'acadie (SNA)

2. Empowering Newcomer Families with Young Children – Location: Pier 4

(In English)

Chair: Alison Brown, Mount St. Vincent University

Learn how we are working together, leveraging community assets to deliver meaningful support for newcomer families with young children. Immigrant Services Association of Nova Scotia (ISANS) is adopting a holistic, family-centric approach to children's services, collaborating across all teams to deliver coordinated services to families. Early childhood educators at ISANS use a trauma-informed, play-based approach, incorporating technology to deliver educational programming. Mount St. Vincent University researchers are placing cameras in the hands of newcomer families to capture how they experience early childhood supports. CMAS is working with Care for Newcomer Children programs across Canada, building programs that support parenting, resilience in childhood, and quality care for all newcomer children.

- ◆ **A Cross-Team Approach**
Gina Moynan, Immigrant Services Association of Nova Scotia (ISANS)
- ◆ **Innovative Program Delivery**
Tayitu Sebsibie, Immigrant Services Association of Nova Scotia (ISANS)
- ◆ **Early Childhood in Focus**
Alison Brown, Mount Saint Vincent University
- ◆ **Making a Difference Through Standards of Care**
Tricia Doyle, CMAS

3. Addressing Systemic Oppression of Vulnerable Newcomer Youth with Alternative Approaches

– Location: Marine

(In English)

Chair: Mary Kam, S.U.C.C.E.S.S.

The workshop will explore innovative approaches to working with vulnerable youth experiencing 1) systemic oppression, 2) intersecting challenges between cultural/parental expectations and Canadian culture/norms, as well as 3) transition to adulthood and becoming independent. Presenters will explore the reality of systemic oppression and challenges faced by vulnerable newcomer youth and its implications. Then, innovative programs and approaches, that are proven to be successful, will be shared. Presentations with real-life examples and stories will invite the audience to explore new and innovative approaches and strategies that can be applied in their future programming and practice.

- ◆ **From Systemic and Normative Oppression to Integration – Youth**
Sandra Almeida, S.U.C.C.E.S.S.
- ◆ **Through Resiliency and Connections: Success and Challenges – Stories of Moving Ahead Program Youth**
Jenny Lam, Options Community Services Society
- ◆ **Coming and Becoming: Building Community Through NuYu Popular Theatre**
Darae Lee, MOSAIC

4. Economic Integration and Support for New Immigrants in Destinations of Growth – Location: Regatta

(In English)

Chair: Mose Malcolm, The Information and Communications Technology Council (ICTC)

Immigration fuels population and labour-force growth in Canada, mainly in major cities where most newcomers settle. To spread the benefits of immigration more evenly, government policies promote greater economic integration of newcomers and support for their businesses in smaller urban and rural communities. Through

incentives and opportunities, immigrants are enticed to settle in these areas where their presence in the labour force or their new businesses could boost the economy and produce benefits for their communities. In this workshop, three community agencies share best practices spurring economic integration of newcomers in destinations of growth, including smaller cities and rural areas.

◆ **Bridging IT Talent to Success in Calgary**

Mehrzad Eftekhari, Calgary Catholic Immigration Society (CCIS)

◆ **Manitoba Start – City and Rural Economic Integration of Immigrants and Supporting Businesses to Ensure Success**

Medina Puskar, Manitoba Start

◆ **Retaining Newcomers Through Career Bridging at Regina Open Door Society**

Leah Soveran, Regina Open Door Society

5. From Practice to Research: Is Food an Impactful Ingredient of Integration? – Location: Pier 9

(In English)

Chair: Joëlle Favreau, YWCA Peterborough Haliburton

Food matters. It connects us all. This realization may explain the growing interest in embracing food as a potential ingredient in innovative programming. Unsurprisingly, the refugee settlement process echoed that same pattern of interest. Since 2015, food projects have been integrated into several resettlement initiatives, particularly to support refugee women in gaining access to employment skills. What do we know about the impact of these models of intervention? So far, the knowledge is scattered and limited. This workshop is designed to launch an inventory of food-related projects, identify the goals that have shaped their purposes, and map their impacts.

◆ Joëlle Favreau, YWCA Peterborough Haliburton

◆ Yvonne Lai, New Canadians Centre Peterborough (NCC)

6. Pathways to Success: The Role of Multi-Stakeholder Partnerships in Supporting and Promoting Immigrant Entrepreneurship – Location: Queen’s Quay

(In English)

Chair: Wendy Cukier, Ryerson University

Our research shows that settlement agencies generally do not offer programs designed to support immigrant entrepreneurs, even though newcomers see this as a preferred pathway. This panel will highlight research projects, policy, and practice implications. Panelists will discuss how action-oriented research and harnessing technology informed the creation of the Newcomer Entrepreneurship Hub (NEH) and Women’s Entrepreneur-

ship Hub (WE-Hub). Moreover, they will discuss programming, including essential wrap-around services for NEH. Finally, the importance of partnerships and collaboration to the project's success will be discussed.

- ◆ **Entrepreneurship as a Pathway to Immigrant Settlement and Integration: Addressing Barriers to the Success of Immigrant-Owned Businesses**

Wendy Cukier, Ryerson University

- ◆ **Best Practices in Immigrant Entrepreneurship Services and the Role of Multi-Sectoral Partnerships**

Irene Sihvonen, ACCES Employment

- ◆ **Innovative Approaches to Supporting Newcomer Businesses: Outcomes from the Newcomer Entrepreneurship Hub**

Ruby Latif, Ryerson University

7. Using Social Connections to Support Refugee Integration – Location: Pier 3

(In English)

Chairs: Andrew Luszyk, Together Project and Anna Hill, Together Project

Originally framed as a way for refugees to form friendships and gain access to social networks, Together Project's Welcome Group Program has since evolved to engage community volunteers to help refugee households address specific integration challenges as the basis for meaningful social connection. Together Project Co-Director Andrew Luszyk will chart the development of the program and share emergent learnings about effective community mobilization for refugee integration. His Co-Director, Anna Hill, will provide insight into how the creation of social connections is a tool that can both build refugee social capital as well as promote more welcoming communities.

- ◆ **The Welcome Group Program: Lessons in Community Mobilization and Effective Volunteer Support in Refugee Integration**

Andrew Luszyk, Together Project

- ◆ **Building Social Bridges: How Social Connections Can Help Refugees and Volunteers Build Welcoming Communities Together**

Anna Hill, Together Project

8. What Can We Learn from Racialized Immigrant Resilience in Canadian Cities? – Location: Pier 7 and 8

(In English and French)

Chairs: Sonia Ben Soltane, University of Ottawa, and Fernanda Gutierrez, The Mauril-Bélanger Social Innovation Workshop

Over the past two decades, the situation of racialized immigrant women in Canadian cities raised a great deal of interest among researchers, policymakers, practitioners and community groups. The latter encounter persistent

barriers to integration. This panel proposes a dialogue between researchers and communities of practice around resilient practices for integrating racialized immigrant women in the National Capital Region. The purpose of these discussions is to highlight innovative practices in support of immigrant women and to present testimonials of racialized immigrant women with ascending post-immigration backgrounds.

◆ **What Integration Means for Immigrant Women**

Sonia Ben Soltane and Thamara Labossière, University of Ottawa

◆ **Reflections and Learnings on Immigrant Women’s Resilience in Order to Create More Effective Integration Programs and Policies**

Bettyna Belizaire, Association des Femmes Immigrantes de l’Outaouais

◆ **Social Innovation: An Alternative for the Economic Integration of Immigrants**

Fernanda Gutierrez, The Mauril-Bélanger Social Innovation Workshop

9. Leveraging Technology and Data Analytics to Develop New Collaboration Strategies and Programs in the Settlement Sector – Location: Pier 5

(In English)

Chair: Vivien Lok, Immigrant Services Calgary

When you think about the endless amounts of data generated each day, it may be daunting. But consider this: What valuable insights and opportunities can data analytics open for the settlement sector? Moreover, how can this knowledge enhance, or even transform, your organizational strategies? Join this forward-thinking workshop to learn about data analytics and technology, including: types of data in the settlement sector, ways to harness and analyze data for program development, and applications of technology to enhance programs and agency collaboration. Effectively leveraging data analytics and technology will equip you and your team with the roadmap to organizational transformation.

◆ **Introduction to Data Analytics and Technologies in the Development of Collaboration Strategies and Programs**

Vivien Lok, Immigrant Services Calgary

◆ **Case Study: Application of Data Analytics and Technology in Delivering Settlement Services**

Daniel Wu, Immigrant Services Calgary

◆ **Case Study: Using Statistics from Past Virtual Career Fairs (VCF) to Develop and Improve Future VCF’s**

Ghazi Hallab, Immigrant Services Calgary

◆ **Case Study: Development of New Video Projects as an Outcome of Data Analysis**

Noel Tsang, Immigrant Services Calgary

Listing of Poster Presentations

1. Celestina Akinkunmi, Calgary Immigrant Women's Association and Mosaic Primary Care Network
Customized Supports through Innovative Partnerships: Facilitating Settlement and Integration for Newcomers
 Partnerships between different organizations in health care and social services prove to help better understand the gaps in addressing health inequality in immigrants and refugees with lower levels of education and schooling. The Health Literacy Partnership Project brings together key stakeholders: health professionals, adult literacy education professionals, and adult literacy learners to develop targeted interventions for highly-barriered immigrant women to navigate the health system, reduce barriers to accessing health services, and improve health literacy outcomes. The project also aims to create resources that will improve communication between healthcare providers, literacy professionals and immigrants with low literacy levels.

2. Arzoo Alam, McMaster University & Ping Zou, Nipissing University
Recruitment Process of a South-Asian Immigrant Women Study in Canada
 In a menopausal transition study among South Asian immigrant women in Canada, two recruitment methods were used: traditional versus technology-based approach. The technology-based approach recruited participants through various relevant Facebook groups. 75 women responded to the advertisement posting, and 35 were eligible (46.7%). The most common reason for ineligibility was not meeting the minimum age requirement (n=16, 40%). Alternatively, in the traditional method, 107 people were approached through word of mouth, and 28 were eligible (26%). This suggests that in addition to the traditional method, a technology-based approach may also be effective in recruiting participants in the South Asian community.

3. Samer Al-Bazz, Hassan Vatanparast, Daniel Beland, Mustafa Koc, Rachel Engler-Stringer, Joe Garcea, & Judy White, University of Saskatchewan
Is the Food Security of Refugee Households Challenged by Resettlement and Social Policies and Practices? The Case of Syrian Refugees in Canada
 Household Food Insecurity (HFI) is a serious problem affecting the well-being of refugees, their resettlement process, and integration. There is a lack of understanding of how relevant state policies and programs can help reduce the rates of HFI. The unique nature of the government's initiative to resettle a large influx of 25,000 Syrian refugees represents a significant policy challenge. This study aims at understanding how existing refugee resettlement policy contributes to refugees' food security. The study employs a mixed-methods design on a sample of 400 Syrian refugee families living in Ontario, Quebec, and Saskatchewan, as well as key informants from various sectors.

4. Patti Arnold & Michelle Redfern, Cowichan Intercultural Society
SUCCEED in the Canadian Workplace: Employment Preparation for our Most Vulnerable Clients
 SUCCEED in the Canadian Workplace is an innovative, needs-based language and employment program through which students earn micro-credentials that are recognized by local employers. The 3-module course provides workplace language instruction, builds knowledge of Canadian work standards and employer expectations, and develops valuable skills to prepare students for the workplace. Teaching methods emphasize experiential learning and self-reflection, and include site visits, employer presentations, workplace-related workshops and self-guided projects. SUCCEED targets the most vulnerable members of the community: unemployed refugees

and new immigrants with low language levels. It was developed in collaboration with the local Employment Centre and the Chamber of Commerce.

5. Awish Aslam, University of Western Ontario

Interpreting Islam in the Workplace: The Internal and External Expectations Borne by Muslim Women

The second generation Muslim population experiences an alarming rate of poverty, despite their high levels of post-secondary education. Muslim women, in particular, report an increased likelihood of experiencing discrimination in public settings, including the workplace. Given the central role of work as a site of social inequality, this study uses in-depth interviews to explore the work experiences of second-generation Canadian Muslim women. Preliminary findings explore how these women understand the challenges they face in the labour market and/or within their specific work settings, and what resources they draw on to overcome these barriers.

6. Angela M. Contreras, University of British Columbia

Educational and Career Pathways for Women Employed in Frontline Community Support Service Work

This pan-Canadian study placed racialized women front and center to an exploration of existing and potential pathways for post-secondary education and career mobility in relation to front-line community support service work (NOC 4212). The purpose of the study was to conduct a feasibility study with national significance for the design, implementation, and evaluation of a large-scale pilot for a new Community Worker Leadership post-secondary certificate program. The study engaged participation from employers, institutions of post-secondary education, and women employed in NOC 4212 occupations. This presentation shares findings from a Labour Market Analysis, an Environmental Scan of certificate programs, and key interviews.

7. Dicky Dikamba, Canadian Volunteers United in Action Society (CANAVUA)

Shaping Our Community - Engaging Newcomers as Volunteers

Despite the existence of a broad and rich literature on formal volunteering, there is very little knowledge on volunteers who do volunteer work with newcomers to Canada. What motivates them to volunteer with newcomers? What challenge do they face in doing volunteer work with newcomers? Why do some of them continue their work with newcomers while others do not? Canadian and foreign-born volunteers have contributed to the settlement of newcomers into Canadian society. Despite their important contribution, little has been reported about the experiences and perspectives of these volunteers. In this presentation, CANAVUA wishes to share more than 9 years of practical experience of working with the immigrant community, and with immigrant volunteers in particular.

8. Anne-Cécile Delaisse, University of British Columbia, Suzanne Huot, University of British Columbia, & Luisa Veronis, University of Ottawa

Supporting Immigrants' and Refugees' Occupational Engagement in Minority Community Spaces

Francophone immigration is currently prioritized in Canadian immigration policies to support the vitality of Francophone minority communities. French-speaking immigrants and refugees have to navigate their integration into both the Francophone minority and the Anglo-dominant communities. This critical ethnography explored how Francophone community spaces in Metro Vancouver supported French-speaking migrants' social participation. We completed on-site observations in a community center, a church, and a provincial association; in-depth and "go-along" interviews (i.e. participation in a daily activity) with twenty immigrants and refugees; and six key

-informant interviews. The results address the interplay between space, language, power dynamics, and identity negotiation.

9. Mohammed El Hazzouri, Mount Royal University, Leah Hamilton, Mount Royal University, & Kelley Main, University of Manitoba

Racialized Newcomers' Reactions to Targeted Public Health Ads

How do racialized newcomers react to public health advertisements that feature their group? Three focus groups were conducted with Black and South Asian newcomers. Participants saw several real public health ads featuring physical and mental health topics. Some ads included models who were White, while others included models from the same ethnicity as the participants. In general, Black participants felt more racialized by public health advertisers and were more critical of ads that featured Black models. Both groups of participants preferred public health ads featuring White models, and they provided valuable insights on how to improve targeted public health advertisements.

10. Anahit Falihi, Harjeet Kaur, Julie Fleming Juarez, & Ian Shaw, Saskatoon Open Door Society

Diversity in Leadership

As Saskatchewan continues to grow as a multicultural society, the importance of involving the newcomer population in leadership roles such as local decision-making and civic development is a growing necessity. The Saskatoon Open Door Society has instituted a new initiative to encourage the city's newcomer youth and adults to develop and expand their leadership skills to become actively involved as stakeholders in their new community. These programs encompass peer and community leadership initiatives, where participants serve as role models to further community programming that assist newcomers in developing the knowledge, skills, and confidence to engage fully alongside local civic leaders.

11. Anna Hill & Andrew Lusztyk, Together Project

Together Project's Welcome Group Program

Together Project connects refugee newcomers and Canadians to build stronger, more integrated communities. We match "Welcome Groups" of five or more volunteers with newly arrived refugees to increase social connections and support refugee integration. We also work with our partners to host community events and programs that foster social inclusion. Together Project aims to develop evidence-driven programs that will: 1) increase refugee social capital; 2) mitigate newcomer social isolation; and 3) build more welcoming communities through volunteer engagement in refugee integration.

12. Suzanne Huot, University of British Columbia, Perdita Elliott, University of British Columbia, Leanne Fells, University of British Columbia, Anne-Cécile Delaisse, University of British Columbia, Mary Kam, S.U.C.C.E.S.S, & Sandra Almeida, S.U.C.C.E.S.S

Intersectional Perspectives on 'Productivity' from Female Refugees with Disabilities

Vulnerable social groups — including recent immigrants and people with disabilities — are more likely to be living in low income and to be constructed within neoliberal discourses as a burden upon the state. This study examined experiences of labour market participation among female refugees with physical disabilities. Interviews were conducted with five female refugees with disabilities and four primary caregivers. Findings generated five themes: stigma and discrimination; lack of cohesion and information across services; inaccessible

and inadequate housing, English as a gatekeeper, and restrictive traditional labour market. Results highlight the complex challenges created by intersecting forms of oppression experienced by this population.

13. Maryam Karimi, Saskatchewan Association of Immigrant Settlement and Integration Agencies

Key Factors for Successful School Integration of Refugee and Immigrant Students

To meet the diverse needs of immigrant and refugee students in the province, the Saskatchewan Coordination Program of SWIS completed the preparation of a Strategic Plan. The Strategic Plan is an ambitious description of goals and objectives, incorporating a comprehensive set of action strategies which have been developed to work towards the successful achievement of these goals. Saskatchewan SWIS programming is developed within a common set of Best Practices. These Best Practices are carefully considered by program planners in the creation of performance goals and objectives and are reflected in the action strategies that are developed by our implementation partners.

14. Lily Kaufmann & Danielle Gaucher, University of Manitoba

At the Crossroads: Understanding the Future of Immigration in Canada through Youth Perspectives

In this poster, we will discuss and seek feedback on the development of the Youth Attitudes toward Immigration Survey. Using novel online methods to connect with local youth, in this survey we will examine youths' knowledge of, and general attitudes towards, Canadian immigration. Additionally, we will assess whether and how factors such as friendship development and the level of school diversity (currently ranging from 1.2% to 62.7%) affect local youths' intergroup attitudes. Ultimately, this study aims to identify areas for support with the goal of improving social programming and immigration-related information available to young Canadians.

15. Yu Jier Kou, Kingston Community Health Centres

Art and Play Therapy for Refugee Children and Families

Refugee children have challenges that put them at additional risk for mental health conditions. Addressing these challenges could promote resiliency and help them thrive in Canada. This project examined trauma-informed play and art therapy with refugee children. Since 2015, the City of Kingston has welcomed over 350 refugees, and mental health was one of the most prevalent concerns, particularly among children and youth. 26 children and 10 parents received 8 sessions of art or play therapy. Preliminary analyses showed that after therapy, children felt happier and parents reported that their children talked to them about feelings more.

16. Katherine MacCormac & Megan MacCormac, University of Western Ontario

Narrative Entanglements with Food, Identity, and Belonging: A Qualitative Exploration of Canadian Childhood Immigration Stories

This poster documents findings from a critical narrative inquiry which examined the childhood immigration stories of multilingual students. Through narrative analysis, it was found that when speaking about their integration into the Canadian school system, food differences created a sense of ambiguity for immigrant students in relation to their identity development. Findings overwhelmingly indicate that when food and culture were discussed in meaningful ways during in-class activities, immigrant students reported positive feelings towards their identity and sense of belonging. These findings suggest the need to incorporate greater intercultural understanding into curricular planning to create inclusive learning spaces for immigrant students.

17. Lauren Matheson & Catherine Bryan, Dalhousie University

More than Economic Integration: An Independent Evaluation of ISANS' English in the Workplace Program

Drawing on 30 in-depth interviews with newcomers and their employers, this poster elaborates the findings of our independent evaluation of English in the Workplace (EWP). Offered by Immigrant Services Association of Nova Scotia (ISANS), EWP facilitates social and economic integration through workplace language proficiency and workplace practices that correspond to Canadian social and cultural norms. Holding in balance the practical need for language and the social need for insight into Canadian workplace culture, the program supports newcomers and employers in their efforts to communicate effectively. The result is workplace integration, improved co-worker relations, greater confidence, and likelihood of retention and promotion.

18. Iman Mohamed & Corina Carvallo, Skills for Change

IRS Hub @ 791: Bridging the Gap through Multi-stakeholder Partnership to Facilitate Holistic Settlement Integration

Skills for Change offers the IRS Hub @ 791 which involves programs and services to support the integration of newcomers. In order to achieve this, we have created a model of stakeholder engagement to ensure the implementation of holistic and non-restrictive services while recognizing the multi-dimensionality of client needs. Our vision of stakeholder engagement involves two-way conversations and honest information exchange. In this poster, you will be presented with tools and techniques to help coordinate partnerships to achieve mutual and organization-specific goals while also building and maintaining stakeholder engagement that creates a lasting and meaningful impact.

19. Emily Mooney, Ontario Council of Agencies Serving Immigrants

Foundations of Settlement Work in Ontario: Building Capacity of Immigrant and Refugee Service Workers

Foundations of Settlement Work is a book and corresponding course that provide invaluable information and resources for practitioners to build capacity to serve newcomers. It is an invaluable resource for everyone in the immigrant and refugee-serving sector in Ontario, with direct relevance to practitioners across Canada. This poster will provide an overview of both resources. Covering immigration history, policy, and law, as well as concrete ways to support people through common barriers and challenges to successful settlement and integration, this book and course were developed in partnership with settlement workers who are on the frontlines of providing services.

20. Julia Nie, MOSAIC

A New Discipline Concept Exploration – “Migrationology” in the Context of Canada

Canada is a global leader in immigration management and integration. Canada should brand itself in migration research as well. The researcher is exploring the possibility of creating a new discipline concept – “migrationology” in the context of Canada, in which immigration scholars, settlement practitioners, and representatives of all level of government could establish a more vibrant intellectual dialogue on new immigration trends, policies and practice in Canada from a multi-disciplinary perspective, resulting in contributions to the wellbeing of Canada. This poster will provide an overview of the concept of “migrationology”, literature review, SWOT analysis and the discipline framework constructed in this research.

21. Paolo Palma & Michael Haan, University of Western Ontario

Absence May (Not) Make the Heart Grow Fonder: Investigating Marital Non-Cohabitation and Divorce in Canada's Immigrant Population

Canada's aging population and low fertility rates pose problems for the country's labour force and tax base — an issue that has been primarily addressed through immigration. Despite this, Canada's policies focus primarily on skilled migration rather than family reunification. This focus on skilled migrants may lead to unintended behaviours where families separate as the more "skilled" spouse migrates to Canada first, sponsoring their family at a later date. This project investigates the degree to which Canada's married immigrants arrive without their spouse, and if this separation adversely affects their relationships. Consequences for immigrant services, stakeholders, and policies are discussed.

22. Janice Parsons & Fatimah Rathore, Memorial University

Food, Fun & Finding Family: A Journey of Inter-cultural Connection

With attitudes toward immigrants hardening in Canada, universities that recruit international students as potential future immigrants must proactively address this challenge. Our lived experiences as (respectively) a Canadian-born academic and a Pakistani-born international student/now graduate have come together in our families' shared journey of inter-cultural connection across racial and religious differences. Photographs collected over several years and related narratives offer insight into how these relationships developed, evolved and have enriched our lives. In this poster presentation, we reflect on what we have learned about the benefits of building such connections and about what universities might do to foster these.

23. Jose Daniel Rito Farias, YMCA of Greater Saint John

Evaluating the Sector Specific Employment Language Training Pilot @ YMCA-GSJ

Finding employment is a key determinant of success in a newcomer's integration in Canada. The challenge of finding a job is difficult for newcomers while they are still learning English. The YMCA-GSJ incubates a Sector-Specific Employment Language Training (SSELT) program to help newcomers overcome this challenge. SSELT offers an approach to language training and employment readiness. We are evaluating SSELT, with client outcomes at the core. This project's objective is to assess our prototype and determine whether it might be a scalable alternative for LINC clients who want to engage with the local labour market sooner without sacrificing language acquisition.

24. Domine Rutayisire, Canadian Centre for Victims of Torture (CCVT)

CCVT is Making a Positive Impact in the Lives of Refugees Settling in the Greater Toronto Area (GTA) through its Mental Health Program

Every year about 45,000 refugees come to Canada; 60% of those refugees settle in the province of Ontario; 2/3 of refugees in Ontario live in the GTA. A significant number of refugees have faced the complexities of Trauma from an unstable and often violent history. These refugees come to CCVT presenting with anxiety, depression, post-traumatic stress and other mental health disorders. This project aims to explore mental health concerns, and possible effective interventions. The factors explored include: Mental Health Assessment and Treatment, using Client centered Intervention approaches.

25. Monica Schlobach & Danic Ostiguy, Collège de Maisonneuve

Highly Skilled Immigrants: A Professional Cartography as a Tool to Plan Their Successful Professional Integration

This poster will present the results of research developed between 2016 and 2018. This research has four phases. First, a survey answered by a hundred highly skilled immigrants allowed us to build a typology with four different paths. Building on this typology, a qualitative phase, consisting of semi-directed interviews with 24 professionals, resulted in the identification of the main barriers encountered and strategies used to address them. These results were used to co-construct, with career counselors, a cartography of pathways or trajectories of professional integration. In the last phase, the counselors tested this cartography and evaluated its efficacy.

26. Anna-Christine Weirich, Goethe-University Frankfurt/INRS Québec-Montréal

Migration and Multilingual Electronic Communication

This project under construction investigates the plurilingual writings of East-European migrants in electronic media such as social media, instant messaging, email, etc. This interest follows from the hypothesis that multilingual individuals use a larger part of their linguistic resources when writing in these media than when they write in other contexts. This is of relevance in so far as written language competences are an important asset in the labour market, yet much more difficult to learn than informal oral language. In this sense, electronic writing could serve as an entry point for the acquisition of formal literacies.

27. Nirupa Varatharasan & Janet Flynn, Prosper Canada

Financial Empowerment for Newcomers: Evaluation Insights from a Pilot Project

The Financial Empowerment for Newcomers project is a partnership between Prosper Canada and three newcomer-serving organizations: Saskatoon Open Door Society, AXIS Career Services, and North York Community House. The objectives of the project were to provide newcomer-serving frontline staff with training and resources to enable them to a) accurately assess newcomers' financial literacy and connect them to appropriate information and resources, and, b) coach newcomers to plan financially for successful settlement and empower them to do it independently. Project evaluation insights will shed light on innovative models of implementation and integration of financial coaching into newcomer-serving organizations in Canada.

28. Yuhui Zhang, Mount Saint Vincent University

Staying in Canada: Exploring Successful Adaptation and Integration Stories of Chinese International Students in Nova Scotia

This study used the Chinese immigrants in Nova Scotia as an example to explore the successful transitional journeys from international student to permanent resident in Canada. Data was collected through in-depth interviewing of eight participants who had already graduated from universities in Nova Scotia and were employed in jobs which met the criteria of IRCC to get permanent residency status in Canada. The findings of this research not only uncovered the positive successful integration experiences of the participants but also have important implications for retaining more skilled international students for the demand of the Nova Scotian labour market.

29. Ping Zou, Nipissing University

Menopausal Experiences of Chinese Immigrant Women in their Hosted Countries: A Literature Review

Eighteen studies were included to summarize Chinese immigrant women's menopause experiences in hosted countries. Findings suggested that although Chinese immigrant women experienced a wide range of physical symptoms, muscle and joint pain was highly prevalent. Women also experienced psycho-behavioural symptoms including emotional changes, depression, memory loss, and sexual dysfunction. Cultural expectations of "stoicism" and "silence" cause women to be less vocal about their menopause experiences and lead to feelings of repression and loneliness. Chinese immigrant women were willing to incorporate traditional medicine into their health care. Some studies initiated the discussion of appropriate community participatory interventions to support menopausal transition.

Thank you to our Sponsor for the Evening Reception and Poster Session

World Education Services

World Education Services (WES) is a non-profit organization dedicated to helping international students and professionals achieve their educational and professional goals in Canada and the United States. They have provided credential evaluations to more than two million people worldwide. Their evaluations are widely recognized by more than 2,500 educational, business, and governmental institutions throughout Canada and the U.S.



Exhibitors at the Pathways to Prosperity 2019 National Conference

- ◆ Canadian Race Relations Foundation / Fondation canadienne des relations raciales
- ◆ Centre ontarien de prévention des agressions (COPA)
- ◆ Community Health Workers Network of Canada
- ◆ Humber College – Community Outreach and Workforce Development
- ◆ Immigration, Refugees and Citizenship Canada (IRCC)
- ◆ Intercultural Skills Lab, Rotman School of Management
- ◆ London Cross Cultural Learner Centre – Intercultural Competency Advantage Program
- ◆ New Canadians TV Show
- ◆ OCASI – Ontario Council of Agencies Serving Immigrants
- ◆ Paragon Testing Enterprises
- ◆ Pathways to Prosperity Partnership
- ◆ Patrick Hunter Art & Design
- ◆ Prosper Canada
- ◆ Refugee Sponsorship Training Program / Catholic Crosscultural Services
- ◆ Ryerson Immigration and Settlement Studies Master of Arts Program and Ryerson Centre for Immigration and Settlement
- ◆ Skills for Change
- ◆ The Centre for Education & Training (TCET)
- ◆ The Refugee Centre
- ◆ Windmill Microlending
- ◆ YMCA of Greater Toronto – Client Support Services
- ◆ YMCA of Greater Toronto – Next Stop Canada

Featured Exhibitors

Rotman | **Intercultural Skills Lab**

Intercultural Skills Lab, Rotman School of Management

The Intercultural Skills Lab is a resource platform for the development of cultural competencies and intercultural agility, demanded by an increasingly diverse workforce. While culture is generally viewed as ethnicity and traditions, there are also different cultural codes between genders, generations, industries and organizations. ISL promotes a deeper understanding — one that reveals culture as a complex code of behaviours, preferences, values and interaction styles.

Our programs provide strategies and insights to open up to other ways of thinking and communicating, to develop a conscious understanding of the process of inclusion and lead diverse teams with a global and inclusive mindset.



Intercultural Competency Advantage Program (ICAP) (@CCLC)

ICAP is a social enterprise providing in-person and on-line customizable training on:

1. Essentials of Intercultural Competency,
2. Effective Intercultural Communication, and
3. Systemic Discrimination and Power Dynamics.

The training material is research-based, created in collaboration with the Centre for Research on Migration and Ethnic Relations at Western University (London, ON). We also provide a Train-the-Trainer Certification for those who want to provide our training within their organizations and to their clients.

ICAP recognizes cultural diversity as an asset, and intercultural competency as the tool to value and support it. We believe self-reflection is central to inclusion, and we work toward proactive, long-term, and lasting impacts.



Humber College — Community Outreach and Workforce Development

Humber College is one of Canada's leading postsecondary educational institutions and is dedicated to helping newcomers meet their educational and career goals. Many internationally trained professionals have benefited from the specialized educational opportunities and services we provide, such as advising services, language training, and bridging programs that offer short-term, technical training. We have provided educational and career support to over 5000 internationally trained professionals that has led them to employment in their desired fields.



New Canadians TV Show

New Canadians is an informative TV and web-based series portraying stories of recent immigrants making Canada their home. The magazine-style presentations showcase settlement, education, employment and small business resources available to newcomers to help them maximize their chances of success and ease their integration into Canadian society and workforce.

New Canadians is broadcast nationally on OMNI Television, and is available online at: <https://newcanadians.tv> and YouTube.



Ontario Council of Agencies Serving Immigrants (OCASI)

OCASI acts as a collective voice for immigrant serving agencies and coordinates responses to shared needs and concerns. Since 1978, OCASI Member Agencies have looked to OCASI to provide strategic leadership in encouraging all levels of government to adopt an equitable and humanitarian approach to policies and programs that affect immigrants and refugees in Canada.



The Refugee Centre

The Refugee Centre is a group of young professionals who have worked together to create an organization, which implores youth to work with the community to help strengthen the refugee and immigrant population through unity, integration and innovation. We facilitate the integration process by providing legal services, language classes, professional and business development and more. We believe that modern day obstacles and problems need modern day solutions, thus the creation of The Refugee Centre and its sister NPO DEVBLOC. Our mission is to create long-lasting, self-sustainable, and creative solutions to refugee integration.

National GAR Case Management – Client Support Services (CSS)



CLIENT SUPPORT SERVICES

SERVICES DE SOUTIEN AUX CLIENTS

The National GAR Case Management – Client Support Services Program (CSS) is a national program providing specialized settlement services to meet the complex needs of Government-Assisted Refugees (GARs) in their 18 months after resettlement to Canada.

The CSS program is funded by IRCC and implemented in the YMCA of Greater Toronto, where the National Coordinator is based, and in fourteen sites across Canada.

YMCA of Greater Toronto – CSS Coordination activities:

- ◆ Standardizing approach, tools and resources
- ◆ Comparative reporting and monitoring of GAR needs, outcomes and promising practices
- ◆ Information sharing and cross-learning between partner agencies through community of practice model
- ◆ Central case management database, housing standard assessment and monitoring tools

<https://clientsupportservices.ca/>



YMCA of Greater Toronto – Next Stop Canada

Next Stop Canada is a national online pre-arrival settlement service delivered by the YMCA of Greater Toronto and funded by Immigration, Refugees and Citizenship Canada (IRCC). This program offers adults and youth (ages 12+) immigrating to Canada personalized settlement information, online community connections, and a wide range of resources to better help them prepare for life in Canada. Some of the features found in their website include live chat services; interactive forums; online resources such as live webinars, videos, blogs and e-learning courses as well as youth-specific services such as their online youth mentorship program.

To know more of their program, visit their website here: www.nextstopcanada.ca

Biographical Notes — Plenaries

Naomi Alboim is a Distinguished Fellow at the School of Policy Studies at Queen’s University, where her focus is on Canadian immigration and refugee policy. Ms. Alboim is an active public policy consultant and has advised governments and NGOs across Canada, in Europe, the Caribbean, Vietnam, Indonesia, Ghana, Kenya, and South Korea. Previously, Ms. Alboim worked at senior levels in the Canadian federal and Ontario provincial governments for 25 years, including eight years as Deputy Minister in three different portfolios. Her areas of responsibility included immigration, human rights, labour market training, workplace standards, culture, as well as women’s, seniors’, disability, and indigenous issues. Naomi is a recipient of Queen Elizabeth II’s Gold and Diamond Jubilee Medals and is a member of the Order of Ontario.

Kamal Al-Solaylee is the author of *Brown: What Being Brown in the World Today Means (to Everyone)*. The book was a finalist for the Governor General Literary Awards and Trillium Book Award and won the Shaughnessy Cohen Prize for Political Writing in 2017. *Brown* was a Best Book of 2016 selection for the Globe and Mail, CBC Books, the National Post, The Walrus, Toronto Life and Chatelaine. Al-Solaylee is also bestselling author of *Intolerable: A Memoir of Extremes*, shortlisted for the CBC’s Canada Reads, the Writers’ Trust Hilary Weston Prize for Nonfiction and the 2013 winner of the Toronto Book Award. In 2018 he was chair of the Scotiabank Giller Prize jury, and earlier this year he won the Gold Medal at the National Magazine Awards for best column. Based in Toronto, he was previously the national theatre critic at the Globe and Mail and over the last two decades has written on books, the performing arts, immigration, race and politics for The Walrus, the Toronto Star, Literary Review of Canada, the National Post, Quill & Quire, Elle Canada, Canadian Notes & Queries, Chatelaine and Maclean’s. He holds a PhD in Victorian fiction, which remains one of his passions. Al-Solaylee is a Professor of Journalism at Ryerson University.

Antoine Bilodeau is a Professor of Political Science at Concordia University in Montreal. His research interests focus on the political integration of immigrants and the dynamics of public opinion toward ethnic diversity and immigration. His research has been published in many journals in political science and immigration and ethnic studies, such as the *Journal of Ethnic and Migration Studies*, the *International Migration Review*, *Ethnic and Racial Studies*, the *International Political Science Review*, *Democratization*, *Nations and Nationalism*, *Politics and Religion*, and the *Canadian Journal of Political Science*. Antoine is also a member of the Centre for the Study of Politics and Immigration and the Centre for the Study of Democratic Citizenship.

Fariborz Birjandian is the CEO of the Calgary Catholic Immigration Society (CCIS). Fariborz became a refugee when he left his home country of Iran with his family. In his role with CCIS, he leads 300 staff members and 1,600 volunteers as they deliver approximately 70 programs and services designed to aid the settlement and integration of immigrants and refugees in Calgary, Alberta, and its surrounding communities. From the local to the international level, Fariborz has served on committees, boards, and task forces related to immigration, refugees, equal rights, and the cultural arts. He has received numerous awards and recognitions for his community involvement, and for his commitment to ensuring that institutions, advisory groups, and all levels of government work to recognize the needs and challenges faced by newcomers, promote the creation of welcoming and engaged communities, and recognize and celebrate diversity.

Dorota Blumczynska is the Executive Director of the Immigrant and Refugee Community Organization of Manitoba Inc. (IRCOM). In 2008, Dorota started with IRCOM's community-based language classes as an EAL Instructor and since then has supported the organization through tremendous growth to two housing and four programming sites. Dorota has a double major in Business Administration and English and five years in the financial sector which have helped her gain exceptional financial management skills. She currently serves as the Vice-President of the Canadian Council for Refugees, the largest national refugee rights advocacy group in Canada. As a founding member of the Immigration Matters in Canada Coalition, Dorota played a vital role in the federal government reversal of its decision to end the Interim Federal Health Program for refugees in 2012.

A lawyer by training, **Robert Brouillette** left that sector in 2006 after 10 years practising civil litigation and criminal law. In 2006, he joined his family at City Welding as executive and in 2015, became City Welding's president. Since 2006, City Welding recruits and hires immigrants. Today 10 employees are immigrants from Romania, Philippines, Tunisia, Niger and Morocco. Robert is also a consultant for Ivey Immigration which recruits immigrants for several Canadian companies.

Stephen Chase is the Manager of the Settlement and Multiculturalism Unit within the Government of New Brunswick's Population Growth Division. The Settlement and Multiculturalism Unit manages the funding provided to immigrant serving agencies and other organizations to assist newcomers to establish themselves in the province. As a seasoned professional, Stephen has developed programs and partnerships for the leading provider of education credential assessments. He has managed an award-winning online pre-arrival service project for immigrants, and successfully embedded cross-cultural competency training within leading Canadian organizations. As a frequent speaker on immigrant integration issues, he has presented to a range of audiences.

Maria de Guzman is an immigration program officer at the Manitoba Provincial Nominee Program (MPNP) and concurrent team leader of MPNP's Municipal Immigration Partnerships. Ms. de Guzman has a Master's degree in regional development planning from the University of Dortmund, Germany and University of the Philippines. A product of the MPNP, she immigrated to Manitoba in 2013.

Debbie Douglas is the Executive Director of the Ontario Council of Agencies Serving Immigrants. Her work in the NGO sector, and particularly at OCASI has highlighted issues of equity and inclusion including race, gender, and sexual orientation within the immigration system, and promoted the creation of safe, welcoming spaces within the settlement and integration sector. A well-known face in Ontario and across the country, Ms. Douglas is often called upon by governments to share her expertise. She was a member of the province's Expert Panel on Immigration, as well as the provincial government's Income Security Reform Working Group. She currently co-chairs the City of Toronto's Newcomer Leadership Table and is a member of the management Board of the Centre of Excellence for Research in Immigration and Settlement.

Lara Dyer is the Director of Regional Economic Immigration Programs and Policy at Immigration, Refugees and Citizenship Canada. She is responsible for policy and program development for the Provincial Nominee Program, as well as two pilot projects supporting innovation in immigration to smaller centres: the Atlantic Immigration Pilot, and the Rural and Northern Immigration Pilot. Her portfolio of programs seeks to achieve federal government objectives aimed at sharing the benefits of immigration across all regions of Canada. Ms. Dyer has extensive

experience in regional and community economic development, including through positions with Western Economic Diversification Canada, and the Rural Secretariat in Agriculture and Agri-Food Canada.

Victoria Esses is Co-chair of the Pathways to Prosperity Partnership, Director of the Network for Economic and Social Trends, and Professor of Psychology at Western University. Her research focuses on immigration policy and practice, including public attitudes toward immigration and cultural diversity; promising practices in settlement and integration; factors promoting the settlement and integration of immigrants; and the measurement of community welcome-ability, immigrant needs and immigrant outcomes. Victoria has extensive experience conducting research in these areas, including invited work for federal, provincial, and municipal governments and for the settlement sector. She has also served as an Expert Consultant for the US Equal Employment Opportunity Commission on several occasions.

For close to 30 years, **Chris Friesen** has been a frequent speaker, media spokesperson and research collaborator on immigration-related policy and program areas. During his tenure at ISSofBC, Chris has been at the forefront as a key leader of the shifting immigration and refugee resettlement changes in BC and Canada, and more recently, led multiple aspects of the Syrian resettlement operation in BC, as well as playing a key national role in the overall operation. Mr. Friesen was instrumental in the concept and design of the ISSofBC Welcome Centre in Vancouver, the first facility of its kind in the world, which opened in 2016. Chris is presently the Director, Settlement Services for ISSofBC and Chair of the Canadian Immigrant Settlement Sector Alliance (CISSA-ACSEI). For several years, he has also co-chaired with IRCC the National Settlement and Integration Council. In 2013, under Canada's leadership, Chris co-chaired as the NGO focal point the UNHCR Annual Consultation on Refugee Resettlement.

Patrick Hunter is a 2 Spirit Ojibway artist, graphic designer, and entrepreneur from Red Lake, Ontario. In 2011, he moved to Toronto to pursue a career in the arts after completing the graphic design program at Sault College. Working part-time and contract to contract made it clear to Patrick that a major career decision would need to be taken. Knowing that his cultural background was an asset to his success, in 2014 he launched Patrick Hunter Art & Design, specializing in fine and digital artwork and designs from his Ojibway roots, with the intent to create a broader awareness of Indigenous culture and iconography. He is best known for his paintings in the Woodland art style but is also making a name for himself in the corporate world through artistic and graphic collaborations with RBC and BMO Banks, Ernst & Young, West Elm, Staples Promotional Products, eBay Canada, CTV, Global Affairs Canada, and others. Patrick's dream to create a positive future for his people has led him to become the first Artist in Residence for the Prince's Trust Canada, a Royal charity which aids in the reclamation of Indigenous languages in Canada. He currently resides in Toronto and is busily preparing to launch a Made in Canada collection of apparel and houseware products.

Ümit Kiziltan has been a Public Service executive since 2006, leading multiculturalism, citizenship, and refugee health policies and operations. Since 2011, he has been the Director General of Research and Evaluation at Immigration, Refugees and Citizenship Canada, leading research data development, research, evaluation, and knowledge mobilization functions. Prior to 2006, Ümit worked in academia, civil society and with First Nations communities. For more than a decade, he worked for Tl'azt'en Nation, and later on also for the Assembly of First Nations in Ottawa, on indigenous control of indigenous education, and socio-economic community development. Ümit is currently preoccupied with the increasing fragility of liberal democracies across the world, which fuels

his commitment to improving access to quality data and evidence-based analysis in support of effective and accountable public policies.

Jean McRae is Chief Executive Officer of the Inter-Cultural Association of Greater Victoria (ICA). Jean is sector Co-Chair for Pathways to Prosperity, President of the Affiliation of Multicultural Societies and Service Agencies of BC (AMSSA), represents AMSSA on the National Settlement Council (NSC) and the Canadian Immigrant Settlement Sector Alliance (CISSA-ACSEI). She co-chaired the Western Region Working Group, and served on the Executive Committee of the Canadian Council for Refugees, the University of Victoria's Institute for Community University Engagement Council, as co-chair of the National Working Group on the Attraction and Retention of Immigrants and Refugees to Smaller Communities, and the Advisory Council for Royal Roads University's School of Communication and Culture.

Keith Neuman is Senior Associate with the Environics Institute for Survey Research, a non-profit research organization founded in 2006 to promote public opinion and social research on important issues of public policy and social change in Canada. The Institute sees public opinion research as a valuable lens that enables organizations and citizens to better understand their own diverse and evolving society. Keith has directed a number of ground breaking studies, including the first-ever national surveys of Muslims and Jews in Canada, the Urban Aboriginal Peoples Study, and the Black Experience in the GTA, as well as ongoing research on topics such as immigration and diversity, social capital, confidence in public institutions and Indigenous issues in Canada. He holds a Ph.D. in Social Ecology and is a frequent media commentator on social trends and public opinion.

Katie Rosenberger is the CEO of AMSSA, a British Columbia provincial association that strengthens over 70 member agencies, as well as hundreds of community stakeholder agencies who serve immigrants and newcomers. Katie represents the BC Settlement Sector on the National Settlement and Integration Council and is the Board Secretary for the Canadian Immigration Settlement Sector Alliance (CISSA-ACSEI). She is an experienced speaker and facilitator, presenting to provincial and federal governments, academic research bodies, Chambers of Commerce, and other community groups on topics such as settlement and integration, the role of the settlement sector in Reconciliation, and gender-based violence. Katie holds a Bachelor of Arts in Sociology from UBC and an MBA from the University of Phoenix.

Sue Sadler is the Senior Vice President of Services and Program Innovation at ACCES Employment. She specializes in the design and expansion of labour market development programs. Throughout Sue's longstanding career, she has assumed an innovative approach to designing and implementing programs and supports that align the skill-set of newcomers and refugees with the needs of employers. In order to safeguard employment retention and promote career mobility, Sue introduced experiential learning, future skills and post-hire support strategies into programming. She also assumed a pivotal role in establishing 6 major portfolios at ACCES. These include: refugee services; pre-arrival programming; sector-specific bridging; youth at risk; bilingual services; and alternative careers. She is an Aspen Institute Fellow, focusing on executive leadership and workforce development.

Kelly Toughill is an award-winning journalist and journalism educator whose writing focuses on immigration. She is an associate professor in the School of Journalism at the University of King's College and a past reporter and editor at The Toronto Star. She is the founder and principal of Polestar Immigration Research, which publishes Polestar

Student Immigration News, a micro-news site that focuses on the intersection of international students and immigration policy in Canada. Polestar also produces research reports and articles for media outlets, non-profit organizations, educational institutions, and others working in the area of Canadian immigration.

Fraser Valentine is the Assistant Deputy Minister, Settlement and Integration, Immigration, Refugees and Citizenship Canada. In this role, Fraser is responsible for the development of policies and programs that support the successful settlement and integration of newcomers into Canadian society. Fraser also oversees the effective operational management, delivery and accountability of funding agreements with organizations across Canada who provide a wide range of services to immigrants and refugees. From 2017 to 2019, Fraser was the Director General of Refugee Affairs at Immigration, Refugees and Citizenship Canada. In this role, Fraser was responsible for leading the Department's refugee and asylum policy agenda. He was instrumental in supporting the government's commitment to asylum system reform and managing irregular migration, and he has supported Canada in assuming a more prominent international role in humanitarian resettlement. From 2015-2017, Fraser was the Director General of Strategic Policy and Planning at Immigration, Refugees and Citizenship Canada. In this role, Fraser was responsible for leading the Department's strategic policy agenda. He successfully led IRCC in achieving several key milestones, which include overseeing major enhancements to the Express Entry system and setting the foundation for the 2018-2020 Multi-Year Levels Plan. From 2011-2015, Fraser was the Chief of Staff to two different Deputy Ministers at Immigration, Refugees and Citizenship Canada. Prior to joining IRCC, Fraser held positions at the Privy Council Office, Aboriginal and Northern Affairs Canada, and Employment and Social Development Canada.

Sarah Wayland is Senior Project Manager for the Hamilton Immigration Partnership Council. From 2013 to 2018, she was the creator and leader of Global Hamilton, the City of Hamilton's immigrant attraction and retention initiative. A dual US-Canadian citizen, she earned her PhD in political science from the University of Maryland. She has worked as an independent researcher focusing on various social issues, especially on immigration-related topics, including immigrant attraction to smaller and rural communities (Niagara Region), entrepreneurship in second-tier cities (Wise5), and immigrant entrepreneurship in agri-food (REAPOntario). From 2005 to 2014, she served on the board of Hamilton's largest settlement agency.

Biographical Notes — Workshops

Patience Adamu is a PhD Candidate at Ryerson University. Patience is conducting a comparative study of the impact of language on the economic integration of racialized immigrants from former French colonies and English colonies in Canada. Patience's work is particularly interested in the impact of language, dialect, and accent on inclusion into labour markets in Canada.

Sheri Adekola is a social/cultural geographer, an interdisciplinary individual, and a community advocate. Dr. Adekola is concerned with questions of social inequality and the experiences of marginalized groups in the city. Her research and teaching interests address diversity, transnationalism, urbanization, issues of globalization, citizenship, and research methods. More specifically, her work on the civic engagement of African immigrants in Toronto untangles the complex linkages between immigrant struggles in Canada, the involvement of immigrants in community-development initiatives, and the formation of transnational communities.

Rajaa Al-Abed has been part of the Settlement Services at South London Neighbourhood Resource Centre (SLNRC) since 2009. Her work encompassed supporting newcomer youth in secondary schools to achieve successful integration. She implemented mentorship programs and liaised with service providers to tailor programs and facilitate access to education and employment. Rajaa also led projects that create youth leadership opportunities, promote engagement, and create a welcoming community. In addition, she presented on “the complex needs of newcomer youth,” “barriers to integration,” “social inclusion,” and “promoting mental health among newcomer youth.” Rajaa assisted in the development of “Welcoming All Voices” Resource under the London and Middlesex Local Immigration Partnership Education sub-council. She was the recipient of the 2017 Award of Distinction from the Thames Valley District School Board.

Mohamed Al-Adeimi obtained his Ph.D. in India. Mohamed initiated new programs and services at the South London Neighbourhood Resource Centre (SLNRC) to support and engage newcomers with the focus on immigrant adults, seniors, and women in the community. He chairs the Settlement Sub-council of the London LIP. Mohamed is the Director of the Newcomer Settlement Services at SLNRC, which has been fully funded by IRCC since 2007. Mohamed takes an evidence-based approach to the work of the Centre, using research and focusing on outcomes to guide the Centre’s activities. The SLNRC has reached out to partner with a number of organizations in London to enhance the services for newcomers, including partnerships with the University of Western Ontario.

Nadjib Alamyar is a Case Counsellor Specialist (CCS; Settlement) at WoodGreen Community Services. A passionate, highly engaging, and proactive CCS with extensive experience in immigration and settlement, Nadjib has a genuine commitment to ensuring a better life for newcomers in Toronto. Currently, Nadjib is part of an inter-professional team that brings together multiple stakeholders to provide holistic care for complex clients. Nadjib has an MA in Immigration and Settlement Studies from Ryerson University and BA Honours from the University of Toronto.

Sandra Almeida is the Senior Program Manager of ACT Program (A Specialized Program for Highly Vulnerable Newcomers) that works with vulnerable families and youth. She has been working with communities in shanty towns in Latin America and immigrant/refugee groups in Canada for over 20 years. She joined S.U.C.C.E.S.S. in 2009.

Her holistic and direct community approach allows her to meet and learn from people of different cultures, and understand the complexity and importance of people's dignity, dreams, and needs in life. Sandra has published two books about self-expression, community, identity, and art as a way of communication in communities at social risk.

Lindsay Alves is a policy analyst in the Settlement and Integration Policy Branch of Immigration, Refugees and Citizenship Canada, where she provides policy advice on the labour market integration of newcomers. She is leading the development of the Government of Canada's three-year pilot to improve employment outcomes for visible minority newcomer women. Lindsay has over 12 years of experience in the federal government focused on labour market programming, including the Temporary Foreign Worker and Employment Insurance Programs.

Charlie Andrews is a PhD student at Ryerson University. Charlie is conducting a study that investigates the access of diverse populations to careers in the music industry.

Nabiha Atallah is Advisor on Strategic Initiatives at Immigrant Services Association of Nova Scotia (ISANS). She began at ISANS as Manager of Business Development Services (1996-2006), led special projects (2006-2008), and then was Manager of Communications and Research (2009-2018). Nabiha is currently a member of the Board of the Pathways to Prosperity national research network and the Coordination Committee of the Child and Youth Refugee Research Coalition. She has presented at many national and international conferences and also managed projects for the Atlantic Population Table and the Atlantic Region Association of Immigrant Serving Agencies (ARAISA).

Joan Atlin is Associate Director, Strategy, Policy and Research at World Education Services. She has over 25 years of experience leading and executing strategic policy advocacy and program initiatives. She has worked extensively to improve access to professional licensure and workplace inclusion of internationally trained professionals. Her roles have included Director of Programs for the Toronto Region Immigrant Employment Council and Executive Director of the Association of International Physicians and Surgeons of Ontario (AIPSO). She has also developed and managed bridging programs and served as a Senior Program and Policy Advisor in the former Ontario Ministry of Citizenship and Immigration.

Zainab Awad's family is originally from Sudan and came to Canada 20 years ago. She attended McMaster University, attained her degree in Honours Life Sciences and moved on to complete her Master's in Public Health at Brock University. Since graduating, she began her career working for Niagara Region in health promotion. She is currently a Program Coordinator at the Niagara Folk Arts Multicultural Center; her positions are Mental Health Program Coordinator as well as the Youth Services Coordinator. She is passionate about health equity and supporting minority and at-risk individuals and populations to have a fair opportunity to reach their fullest potential.

Jewel Bailey is fully invested in promoting mental health and preventing mental illness among newcomers. Equipped with an MPH in Health Promotion from the University of Toronto, she joined the Centre for Addiction and Mental Health in 2016 as a knowledge broker for mental health promotion initiatives. Jewel then became interested in the work of CAMH's Health Equity Office so she joined the department to coordinate the Immigrant and Refugee Mental Health Project. This federally funded initiative builds service providers' capacity to support the mental health of immigrants and refugees and reaches providers in large and small centres across Canada.

Laurie Beckstead is the Director of the Trades Talent Link project and is a long-time advocate for careers in the skilled trades, with practical experience in the residential construction industry and experience teaching in STEM programs at the post-secondary level, as well as through community-based post-secondary education programs at lohahi:io, an adult education center in Akwesasne territory. Her education in environmental sciences has provided real-world experience in experimental design, as well as data collection and analysis.

Bettyna Bélizaire is a Haiti-born Canadian. She grew up in Haiti and has lived in Ottawa with her family since 2003. As soon as she arrived in Canada, she got engaged in supporting the wellbeing of people around her and the fostering of social cohesion. Today, she focuses on health, social cohesion and entrepreneurship. She holds a BA in international studies and modern languages, as well as an MBA from the University of Ottawa. Bettyna worked close to ten years at this institution assuming various managerial positions. She recently joined the AFIO as Executive Coordinator.

Sonia Ben Soltane is a Professor at the University of Ottawa School of Social Work. Her work explores different aspects of immigrants' integration in France and in Quebec with a feminist and intersectional approach.

Frank Bessai is a Team Leader with the Immigration and Settlement Service of Catholic Social Services in Edmonton AB. Throughout his colourful career, Frank has helped to create many unique and innovative settlement programs that have been well received by thousands of newcomers to the city of Edmonton. *The Family Wellness and Community Enhancement Program* is the latest in a series of long standing successful programs offered by CSS including *The Newcomer Orientation Program for Life in Canada*, *the Immigrant Youth Settlement Program*, and *The Newcomer Outdoor Wellness and Education Program*. Frank is a multilingual settlement practitioner who also enjoys a professional music career with his Edmonton based world beat folk band *Le Fuzz*.

Fariborz Birjandian is the CEO of the Calgary Catholic Immigration Society. Fariborz became a refugee when he left his home country of Iran with his family. In his role with CCIS, he leads 300 staff members and 1,600 volunteers as they deliver approximately 70 programs and services designed to aid the settlement and integration of immigrants and refugees in Calgary, Alberta and its surrounding communities. From the local to the international level, Fariborz has served on committees, boards and task forces related to immigration, refugees, equal rights and the cultural arts. He has received numerous awards and recognitions for his community involvement, and for his commitment to ensuring that institutions, advisory groups, and all levels of government work to recognize the needs and challenges faced by newcomers, promote the creation of welcoming and engaged communities, and recognize and celebrate diversity.

Josh Boyter is the Manager of Communications at Immigrant Services Association of Nova Scotia (ISANS). Josh has a diverse background at the intersection of communications and knowledge mobilization, working on issues such as media, children's rights, and immigration. Josh was formerly the Director of Communications at the Roméo Dallaire Child Soldier Initiative and Youth Engagement Coordinator at Journalist for Human Rights. Josh holds an M.A. in International Development Studies and a Combined Honours in International Development Studies and Social Anthropology from Dalhousie University.

Colin Brothers is the Manager of Business and Settlement at Nova Scotia Office of Immigration. In his role, Colin is responsible for the Entrepreneur Stream unit which attracts experienced business owners, as well as the Settlement unit which provides funding to service providers to deliver settlement services to newcomers in the province. A public servant for 22 years, Colin has held various positions within both the Federal and Provincial governments, having started his career with Revenue Canada. Prior to his move to Immigration, he worked at the Department of Labour and Advanced Education in a number of different positions where he was involved with the delivery of Federal programming dollars received via the Labour Market Development Agreement.

Alison Brown is a Research Associate with the Early Childhood Collaborative Research Centre at Mount Saint Vincent University and a part-time instructor in the School of Information Management at Dalhousie University. This fall she began her PhD in Interdisciplinary Studies at Dalhousie, positioning newcomer children as co-researchers and exploring how their information practices support social inclusion. Her research interests include child language brokering, shared reading, community-led librarianship, and reading for empathy. Alison loves to wonder, wander, and mother, and is happiest with a book by the sea.

Jason Brown is a Chartered Psychologist and Professor of Counselling Psychology at the University of Western Ontario. He is interested in community-based research on topics concerning equity and social justice.

Laurie Burns has been teaching English as an Additional Language for over 12 years in Taiwan and Halifax. She presently is enjoying her position as the English in the Workplace Coordinator at Immigrant Services Association of Nova Scotia (ISANS).

Charlotte Carrie is an MA student in the Counselling Psychology program at Western University. She is interested in preventative mental health research and in identifying and improving the barriers to accessing mental health services for children and adolescents.

Amy Casipullai is the policy and communications lead at OCASI – Ontario Council of Agencies Serving Immigrants. Her role is focused on organizing and advocating for systemic change for refugees, immigrants and all migrants, with OCASI member agencies, and a broad range of grassroots, community and institutional collaborators and allies. At various times she has worked in grassroots organizing and frontline services with racialized and migrant communities. She has participated on community, institutional and government committees and advisories and served on community boards. She is a founding Steering Committee member of Colour of Poverty – Colour of Change.

Beth Clarke has been leading the integration of skilled immigrants into the Canadian labour market for over 18 years. As the Director of Strategic Partnerships for World Education Services (WES) Canada, Beth leads the Global Talent Bridge and WES Gateway programs in Canada, playing a lead role in their growth and development. Prior to joining WES, Beth served with the Toronto Region Immigrant Employment Council and JVS Toronto where she worked to create more immigrant-inclusive workplaces, helping employers build their success by hiring and retaining top immigrant professionals, and growing opportunities for immigrant professionals to rediscover their professions in Canada.

Magdalene Cooman is the Director of Employer Engagement at World Skills Employment Centre, a role which invests heavily in talent acquisition for employers in Ottawa. She leads employer engagement initiatives and worked with employers in Ottawa to establish partnerships and promote newcomer talent as a valuable asset for businesses (Private Sector and Government) as well as labour market integration. She has developed several curriculums and training programs for organizations in Ottawa and Ontario, for both newcomers and frontline staff.

Angie Cormier moved from Louisiana to Canada in 1985. She is an entrepreneur and has had her own business since 1989, providing consultant services and organizational development training mainly for community organizations. She worked closely with RDÉE Canada and PEI, and developed numerous training programs adopted both at the regional and national levels by Francophone organizations. Since 2011, she has been working in the immigration sector as recruitment manager and settlement services manager with a specific mandate for Francophone immigration to PEI. Since October 2018, she is the Director of the Coopérative d'intégration francophone à l'Île-du-Prince-Édouard.

Sean Corrigan joined Planning for Canada in 2010 as the India Regional Manager and has been based in Manila since 2013. From 2015-2018 Sean held the additional role of Regional Manager of the China office. As an immigrant to Canada, growing up in southern Ontario, Sean is passionate about supporting newcomers to Canada, and proud to be a part of the PfC team. He received his Master of Arts from the University of Toronto, graduating from the Ontario Institute for Studies in Education in the Department of Sociology and Equity Studies in Education. Before joining PfC, Sean spent over a decade working with international NGOs, leading Education & Development programs across the Horn of Africa, West Africa, and Southeast Asia.

Wendy Cukier, Professor of Entrepreneurship and Strategy and founder of Ryerson University's Diversity Institute, is a leading expert in entrepreneurship, innovation, and diversity. She leads numerous projects to support and advance underrepresented groups in Canada. She spearheaded Ryerson's social innovation strategy, leading the bid to become Canada's first Ashoka Changemaker Campus and creating innovative programs to support students' experiential learning, including iSTEM, ADaPT, Summer Company, and RECODE. Her impact has been widely recognized: she was named one of University of Toronto's 100 Alumni Who Shaped the Century and one of The Globe and Mail's Top 25 Women of Influence.

Cédric de Chardon is currently Director of Policy Research in the Research and Evaluation Branch at Immigration, Refugees and Citizenship Canada (IRCC). With a background in economics, he has worked in the private sector, then for the Government of Quebec, and finally for the Federal Government for the last 14 years. Cédric worked on economic and social issues including social assistance, employment, natural resources, technological hubs and clusters, and municipal affairs. In the last 10 years, his focus has been entirely devoted to immigration, first in selection and integration policies, then in research for official languages, social and economic integration, and data development. Cédric is also a former international student, a former permanent resident, and now a proud Canadian citizen.

Anne-Cécile Delaisse was trained as an occupational therapist in France. She is now completing a Master's degree at the University of British Columbia in the discipline of occupational science. Her research focuses on people's occupations (i.e. daily activities) in the context of migration and how it interacts with spaces and identities. For her Master's thesis, she is conducting a critical ethnography focusing on French-speaking immigrants' and refugees'

participation in Francophone community sites in Metro Vancouver. She is interested in linguistic issues, official language minorities in Canada, post-colonial power dynamics, and more theoretically, the concept of production of space and identity negotiation.

Guillaume Deschênes-Thériault holds an MA in Political Science from the University of Ottawa and a BA from the University of Moncton. His research focuses on Francophone minorities in Canada, particularly immigration, political representation and literacy. For his Ph.D., he is the recipient of a scholarship from the Baxter and Alma Ricard Foundation.

Brian Diener is an Assistant Director at Immigration, Refugees and Citizenship Canada (IRCC). He has been with the department for nine years where he has managed many evaluations, most notably the evaluations of Canada's Refugee Resettlement Program and Pre-Arrival Settlement Services. Prior to joining IRCC, Brian worked for UNESCO in Paris and for a private evaluation firm in Ottawa where he led evaluations for the Canadian federal government and not-for-profit organizations. He holds a Masters in International Public Policy from University College London and a Bachelor of Commerce from McGill University.

Yilmaz E. Dinc is the research and partnerships specialist at the Toronto Region Immigrant Employment Council (TRIEC). He has eight years of experience in research and cross-country project management with a focus on development and immigration, including demand-driven skills development, workforce participation for under-represented groups, and immigrant inclusion. Previously, he was a program analyst at United Nations Development Programme's global private sector hub in Istanbul, Turkey. Yilmaz holds an MSc degree on global politics from the London School of Economics and Political Science and a PhD in Strategic Management.

Tricia Doyle has supported quality Care for Newcomer Children (CNC) across Canada since 2000 as Assistant Manager at CMAS. In her time with CMAS, Tricia has worked with programs across the country and developed three sets of requirement standards that have governed the care of immigrant children (CNCR, NLCR, and OCCR). Tricia has also expertly contributed to the development of a variety of publications that support the delivery of quality CNC program implementation, including "The Resilience Guide: Strategies for Responding to Trauma in Refugee Children," "Caring for Syrian Refugee Children," "From Selection to Set-up," and "An Observation Checklist for CIC."

Mehrzad Eftekhari is a Project Manager for The Information and Technology Training Program at Calgary Catholic Immigration Society. She holds a bachelor's degree in Political Science and a Master's degree in Immigration and Settlement Studies from Toronto's Ryerson University. Mehrzad immigrated to Canada at a very young age. She has had a unique immigration experience, which she later paired with her academic and professional career. Throughout the years of her professional work, Mehrzad has connected with over 1000 businesses and has a successful track record of liaising employers with Alberta's immigrant talent pool. She is a relationship builder at heart.

Manolli Ekra is currently the Senior Coordinator of Policy and Research at the Ontario Council of Agencies Serving Immigrants (OCASI). She has a Master's degree in local planning and community development from Paris I La Sorbonne University. She has a history of working and consulting in the nonprofit sector in areas of international development, humanitarian, and research. She also has volunteered for organizations like Oxfam and the Agha Khan Foundation. Her current research and interests pertain to precarious livelihood, wellbeing, quality of life, and advocating for more accessibility and inclusiveness, particularly for the most vulnerable people.

Mohamed Elmi is a PhD candidate in Information Systems at the University of Cape Town and a Senior Research Associate and Manager at the Diversity Institute at Ryerson University. Mohamed's doctoral research focuses on how Information Communication Technologies (ICTs) can further economic and social development in African countries. As part of his research, Mohamed looks at how ICTs are used within communities that lack a defined and legitimate state apparatus, in an attempt to identify what role these technologies can play in building a stable Somalia. Mohamed holds a Master of Arts in International Development from Saint Mary's University where he was awarded a Faculty of Graduate Studies Fellowship, and prior to that, he earned an Honour's Bachelor of Arts degree in Political Science from the University of New Brunswick.

Florian Euzen is leading the pan-Atlantic cooperation mechanism which includes the Atlantic Committee on Franco-phone immigration within the Société Nationale de l'Acadie (SNA). He started his career as a clinical nurse where he proved to be a man of action in his professional life. He experienced several of his passions such as agronomy in Bolivia, education sciences including student training and childhood animation. Community-driven, he volunteers in many community activities. He is also the Chair of the Alliance Française's Board.

Rose Evra is Senior Analyst at Statistics Canada working on immigration and ethno-cultural analysis and data developments for the Longitudinal Immigration database (IMDB) since 2014.

Anahit Falihi is a researcher, visual artist, and educator with professional teaching experience at the university, college, and community level. She combines personal and work experience in the field of migration and integration with academic teaching and research, and is the program director of a settlement and integration support service provider, Saskatoon Open Door Society, Saskatchewan. Anahit completed a Master's degree in Educational Foundations and a PhD in Educational Administration and Leadership from the University of Saskatchewan, with a focus on migration, diversity, community education, and leadership. Anahit's publications and research involvement emphasize diversity, cross-cultural literacy, and community and leadership development.

Joëlle Favreau landed in Canada to study at Trent University, and never left Nogojiwanong/Peterborough. Involved in community development work at YWCA Peterborough for over 20 years, Joëlle's passion is grounded in equity, food security, and anti-poverty initiatives. This led to the creation of a community-based YWCA-led collaborative called Nourish. Connecting the dots between food, community, health, and fairness, Nourish seeks to harvest the transformative power of food in growing belonging for all. This potential is clearly illustrated through Nourish's partnership with the New Canadians Centre Peterborough and work with the Newcomer Kitchen Peterborough.

Scott Fisher, Project Manager with Professions North/Nord (PNN), currently oversees the only Ontario Bridge Training Program (OBTP) covering the entire expanse of Northern Ontario. Through a team of talented and dedicated staff, PNN assists in the successful workforce integration of Internationally Trained Professionals (ITPs) – including IENs (Internationally Educated Nurses) – into the northern Ontario workforce. Certified as a Career Development Professional (CCDP) for over 15 years, he is a Board member of the Canadian Council for Career Development (3CD), as well as the Co-Chair of the Global Connections Committee (GCC) for the National Career Development Association (NCDA).

Mariève Forest is the executive and senior researcher at Sociopol, an applied social research company. She leads projects for public and community organizations, as well as with academic researchers. Her work focuses mainly on the Canadian Francophonie, immigration and public health. She is also associate researcher with the CIRCEN and co-researcher on a SSHRC project focusing on youth education for citizenship. She co-edited with Martin Normand and Clint Bruce the most recent issue of the journal *Linguistic Minorities and Society* entitled: *Revisiting the Issue of Power in the Canadian Francophonie*.

Jodi-Ann Francis is studying the integration experiences of international university students in Eastern Canada at Ryerson University.

Michelle Goldberg has a PhD in education from OISE/UT. She was the Senior Policy Research Analyst in the Ontario Government's Access to Professions and Trades Unit. Currently, she is an independent researcher with her own company, PinPoint Research. For more than 20 years, she has investigated aspects of immigration and settlement in Canada, specializing in credential assessment/recognition and labour market research. Her most recent work includes this report on labour force outcomes among skilled immigrants in Canada. She has also conducted several local projects for Durham, York, and Peel Regions, and an evaluation of the Orientation to Ontario Project.

Michelle Gordon started her career at Sears Canada as a Marketing Assistant. After a few years, she relocated to Japan, where she spent 5 years teaching English as a Second Language to various age groups. Upon her return to Canada, she started working at Ryerson University with the newly formed department Gateway for International Professionals, specifically working with internationally educated social work professionals and dietitians. Currently, she is the Professional Development Lead/Case Manager at CARE, Centre for Internationally Educated Nurses. Michelle has a Bachelor of Commerce, Master's in Education, and a TESOL certificate.

Susanna Gurr is a Research Director at Social Research and Demonstration Corporation (SRDC), a non-profit social policy research organization. Susanna has extensive experience in managing and implementing research demonstration projects on local and national studies within multiple social policy areas. She is passionate about testing innovative approaches and sharing lessons learned to inform policies, programs, and practices to help make a difference in the lives of individuals and communities.

Fernanda Gutierrez is the Executive Director of The Mauril-Bélanger Social Innovation Workshop in Ottawa. Fernanda has extensive experience of community work and intervention especially with newcomer immigrants in Quebec.

Ghazi Hallab holds a Master in Business Administration from Lebanese American University and has worked in the business development industry for the past 12 years. Ghazi, with the Virtual Service team at Immigrant Services Calgary (ISC), developed and has been leading the Virtual Career Fair across Canada since 2016. He is currently the Employment and Business Development Coordinator at ISC and his passion is to bridge internationally educated professionals with our community and help them reach their career potential and support them in terms of cultural competency in Canada.

Leah Hamilton is Associate Professor at the Bissett School of Business, Mount Royal University. Leah is a passionate, community-engaged scholar whose primary program of research focuses on the social and economic integration of newcomers and refugees in Canada. She frequently collaborates on projects commissioned by Immigration, Refugees and Citizenship Canada, and Government of Alberta. She has extensive experience conducting community-based research with the settlement sector. Her research is funded by the Social Sciences and Humanities Research Council of Canada.

Rose Cathy Handy is the founder of BilingualLink.com which helped more than 30,000 people to find employment and thus improved the quality of their lives by offering them access to the organization's publications, job fairs, website on careers, seminars and training. She currently leads Connecture Canada, an organization offering solutions to accelerate access to economic development opportunities for bilingual candidates and French-speaking immigrants. Established in 2000, this social enterprise ensures the personal, professional and civic development of these people by offering platforms for bridging bilingual and French-speaking individuals with job, career, training, business, information and service opportunities.

Kelly Henderson has been in the trucking industry for 26 years. Having started her career at a leading private career college in Atlantic Canada, which included building many relationships with industry, it was a natural progression to move to the Council in 2004. Her work has focused in a variety of areas, such as recruitment and retention, training standards, certifications, and building human resource capacity. She has received many awards and recognitions for her contributions to the industry. Most recently, she was recognized as Mentor of the Year by the Women's Trucking Federation of Canada for her contributions and leadership mentoring others.

Anna Hill is Co-Director and Co-Founder of Together Project where she works to connect refugee newcomers and Canadians to build stronger, more integrated communities. Anna manages Together Project's community programs. Prior to her work promoting civil society engagement in refugee settlement and integration, Anna worked as an architect in Los Angeles. In 2016, Anna was able to engage with local schools and volunteers to privately sponsor a Syrian family who now live and work in Toronto.

Henrique Hon holds a Master of Engineering and a Master of Business Administration. He is a Research Assistant and Data Analyst for the Diversity Institute. He is currently working on the Ontario Inclusive Innovation (I2) Action Strategy Project, which aims to create an inclusive entrepreneurial ecosystem in Ontario, through gender-based analysis plus (GBA+) of enterprise support organizations. He has a diverse research background, ranging from wastewater technologies to health services and entrepreneurship research, bringing expertise in quantitative analysis.

Esther Hsieh is Executive Director of the Umbrella Multicultural Health Co-op, based in New Westminster, BC. Since 2010, Umbrella Co-op has been providing health services to racialized ethnocultural communities. It is a community health centre that integrates primary health services and social services through the Cross Cultural Health Brokers (CCHBs) model. Esther also serves on the board of the BC Association for Community Health Centres (BCACHC), co-chairs the Community Alliance of Racialized Ethnocultural Services (CARES) for Equitable Health, and Umbrella Co-op was a founding member of the Community Health Workers Network (CHWN).

Ilene Hyman is a social epidemiologist with many years of experience as a researcher, program evaluator, and policy analyst with government and community-based agencies. She received her PhD in Epidemiology from the University of Montreal and she currently holds positions as Adjunct Professor in the Dalla Lana School of Public Health, University of Toronto, and the Graduate Health Program at York University. The vast majority of Ilene's research explores factors associated with immigrant integration and inclusion in Canada. Ilene is a frequent author and contributor to government and organizational reports on immigration, racialization, and health.

Lorna Jantzen is an Assistant Director of Partnerships and Outreach at Research and Evaluation, Immigration, Refugees and Citizenship Canada. She has worked as a researcher in the Government of Canada for over 25 years.

Rich Janzen is Co-Executive Director of the Centre for Community Based Research, a non-profit organization located on the University of Waterloo campus. Rich has been involved in over 130 applied research and knowledge mobilization projects, many dealing with issues related to immigrant and refugee newcomers. Rich is adjunct Associate Professor at Renison University College at the University of Waterloo.

Mary Kam is Program Director of Family and Community Services at S.U.C.C.E.S.S. With a clinical counselling background, she has developed programs for immigrants and vulnerable populations over the years, with a belief that every human being has rights and the potential to thrive. Mary was co-investigator for "Multicultural Youth Entry Project" where she worked with a psychologist to establish a youth model for multicultural immigrant youth. She has published an article "CBT: Does it work well with the Chinese population in Vancouver?" in Visions B.C.'s Mental Health and Addictions Journal. Mary is a Queen Elizabeth II Diamond Jubilee recipient.

Maciej Karpinski is an Assistant Director in the Policy Research division in the Research and Evaluation Branch at Immigration, Refugees and Citizenship Canada (IRCC). With a background in human rights law, and over 15 years of experience working for the Federal Government, Maciej has contributed to a variety of research initiatives and government priorities. He has worked on issues related to national security, religious accommodation, and ageism. Together with Justice Canada, Maciej helped develop the Access to Justice Index for Federally Regulated Bodies. He was also instrumental in creating the database that houses all the submissions for the pre-Inquiry into Missing and Murdered Indigenous Women and Girls.

Ümit Kiziltan has been a Public Service executive since 2006, leading multiculturalism, citizenship, and refugee health policies and operations. Since 2011, he has been the Director General of Research and Evaluation at Immigration, Refugees and Citizenship Canada, leading research data development, research, evaluation, and knowledge mobilization functions. Prior to 2006, Ümit worked in academia, civil society and with First Nations communities. For more than a decade, he worked for Tl'azt'en Nation, and later on also for the Assembly of First Nations in Ottawa, on indigenous control of indigenous education, and socio-economic community development. Ümit is currently preoccupied with the increasing fragility of liberal democracies across the world, which fuels his commitment to improving access to quality data and evidence-based analysis in support of effective and accountable public policies.

Beatrice Kohlenberg has been working in the non-profit sector for over 10 years. She manages the World Education Services (WES) Gateway Program, an initiative that seeks to further the academic and career goals of refugees

and displaced individuals. Before WES, Beatrice worked at the Toronto Region Immigrant Employment Council (TRIEC) where she led the development and delivery of several multi-stakeholder programs. Beatrice holds a Master's degree in communication and culture from Ryerson University. Her international credentials include a Master's degree in communications and public relations, and a Bachelor's degree in Electronic Engineering. She is also a Certified Project Management Professional (PMP).

Amanda Koyama is on the management team at Calgary Catholic Immigration Society (CCIS) and her role is focused on enhancing the capacity of systems to respond to the unique and diverse needs of newcomer families and children. As an accomplished communicator, strategic thinker, and collaborative decision maker, Amanda is often solicited to provide Board and Committee leadership in various community networks.

Sampada Kukade is the Associate Director of Employer Engagement & Partnerships and Program Marketing at Skills for Change, a registered charity in Toronto. Sampada has over 15 years of marketing and partnerships experience. She has a Bachelor of Arts from the University of Western Ontario and a post-graduate certificate in Marketing and Events Planning from George Brown College. Prior to working at Skills for Change, Sampada led communications, events and a physician leadership program at the Ontario Medical Association. Being passionate about politics, Sampada also ran as a political candidate for a past provincial election. She is extremely passionate about creating new ways to support immigrants and refugees in our community, working with corporate and community leaders to develop innovative programs. In her spare time, Sampada volunteers for her local community cultural group, MBM Toronto, and teaches yoga as a certified yoga instructor. She is a mom of a 4 year old boy.

Yves Labrèche (Ph. D. in Anthropology, University of Montréal, 2005) teaches at the University of Saint-Boniface (Winnipeg, Manitoba), where he is the coordinator of the Canada Research Chair in Migration, Transfers and Francophone Communities. He held the same function for a CURA on Francophone identities in Western Canada (2007-2013). He also coordinated the Master in Canadian Studies from 2012 to 2017. His research and teaching activities mainly focus on Francophone and Indigenous minorities. He has published in many journals including: *Arctic*, *Canadian Issues/Thèmes canadiens*, *Études/Inuit/Studies*, *Francophonies d'Amérique*, *Journal canadien d'archéologie*, *Recherches amérindiennes au Québec*, *The Canadian Historical Review*, and *The Northern Review*.

Yvonne Lai is the Director of Community Development for the New Canadians Centre Peterborough (NCC), the lead agency for the Peterborough Immigration Partnership (PIP). Her doctoral work at York University was based on assessing immigrant needs in small urban communities. She supervises a team that is responsible for communications, outreach, fundraising, and the PIP Community Immigrant Integration Plan. Yvonne is driven to connect community partners with the mission of the NCC to empower immigrants and refugees to become full and equal members of Canadian society, and to provide community leadership to ensure cultural integration in a welcoming community.

Andrew Lam is a program coordinator with Catholic Social Services. In his time with CSS, Andrew has conducted program evaluation and designed and implemented the Family Wellness and Community Enhancement program using his background as a researcher in sociology. Andrew is passionate about settlement and brings accuracy, detail, compassion and respect to the program.

Jenny Lam is the Senior Manager of Immigrant Services at Options Community Services Society (OCS) in BC. With over 20 years of experience in the settlement sector, she has a wealth of knowledge and advanced understanding of local immigrant and refugee needs. Currently, Jenny has a rich portfolio to supervise a vast range of programs from various funding sources. Aside from overseeing core services on settlement, labour market, language training, and community connections, Jenny also has oversight of innovative services and initiatives with an emphasis on the wellbeing and integration of isolated immigrant seniors and refugee youths.

Ruby Latif, a Doctor of Social Science candidate at Royal Roads University, conducts research focused on workplace equity and diversity using an intersectional, gender+ lens, with the aim of driving policy change, and she has published in academic journals and policy documents. She has over 15 years of experience in project management, government relations, and community outreach, and has helped business leaders, politicians, and government officials to engage with Ontario's diverse communities. Currently, as a Research Associate at the Diversity Institute, her research on diversity in entrepreneurship supports the evaluation of multiple action-research projects, including the Newcomer and Women's Entrepreneurship Hubs.

Darae Lee is a registered social worker with a Master's degree in social work from the University of British Columbia. She is passionate about community development, newcomer settlement and integration, as well as empowerment of vulnerable members in the community. She has worked with different populations, including people with disabilities, LGBTQI newcomers, and seniors. Since 2013, she has managed the IRCC-funded Settlement and Integration Program and ensured its successful planning, implementation, and partnership building. Darae is keen to bring new and innovative ideas to traditional settlement practice by addressing intersectionality of migration, age, identity, and ability.

Rebeka Lee is currently an Acting Assistant Director in the Policy Research division in the Research and Evaluation Branch at Immigration, Refugees and Citizenship Canada (IRCC). With a background in political studies and education, Rebeka has previously worked as a secondary school teacher and a senior youth worker, working with at-risk children and youth and newcomer families in Ottawa. Her work in the Federal Government has focused primarily on the socio-economic outcomes of immigrants and refugees, and settlement services funded by IRCC.

Ruth Lee is Executive Director of CARE Centre for Internationally Educated Nurses (IENs) and Associate Clinical Professor at the School of Nursing, McMaster University. Ruth's clinical expertise includes staff nurse and clinical nurse specialist in various academic healthcare centres. In her managerial roles, she has led multidisciplinary teams, including internationally educated professionals. Her research, publications, and presentations comprise cultural competency, diversity issues, and human resources planning focusing on IENs. Ruth received the prestigious Registered Nurses Association of Ontario's 2018 Lifetime Achievement Award in recognition of her contribution to nursing.

Vivien Lok is a Settlement Manager with the Settlement Center at Immigrant Services Calgary. Her work includes overseeing the team serving newcomers and refugees, employment bridging services, multi-cultural seniors programs, youth programs, community development programs, virtual services (including smart tips video, essential skills training for IT professionals, Settlement Platform and Mobile App). Vivien holds a Master's Degree in Intercultural Studies and has practiced virtual cross-cultural counseling for eight years.

Andrew Luszyk spent several years in Europe and East Africa designing, implementing, and evaluating programs that engage and activate communities to drive purposeful social impact prior to co-founding Together Project. His work has often sought to bridge the gap between the private, public, and social sectors. As Together Project's Co-Director, he leads the development and management of the Welcome Group Program, which connects groups of volunteers with refugee newcomer households for social and settlement support.

Mose Malcolm currently works for the Information and Communications Technology Council (ICTC) as the Employment and Coaching Coordinator for GO Talent and Coach Connect along with the entire Immigration Initiatives team. He has been in the employment industry for the past four years and has worked for two non-profit organizations and one Employment Ontario organization in the process. Mose has a passion for learning and integrating newcomers into Canada and informing them of all the benefits and loopholes in the Canadian labour market. He graduated from York University in 2015 with a Bachelor's in Sociology, so he definitely has a strong connection and passion for working with and around people!

Valerian Marochko has been the Executive Director of the London Cross Cultural Learner Centre (CCLC) since 2009. Formerly, he dedicated six years to help develop Collège Boréal in Southwestern Ontario and worked as a consultant for the United Nations, the World Bank, and the Harvard Institute for International Development, and for various businesses and not-for-profits. He earned a Doctor of Science degree in France and a Master of Business Administration degree from Ivey Business School. In his current work, he focuses on advocating for equitable access to services and creating inter-organizational structures for successful integration of newcomers to Canada.

Lauren Matheson is a Dalhousie University Social Work student living in Halifax, Nova Scotia. She has a BA in Anthropology from McGill University and a background in Perinatal Health Research, Perinatal Support, and Health Advocacy. She volunteers as a Birth Doula with newcomers to Canada and women experiencing criminalization.

Carmen Celina Moncayo is the Refugee Resettlement Team Lead for Immigrant Services Association of Nova Scotia (ISANS). She holds a Master's degree in Community Psychology and a diploma specializing in Human Rights. She immigrated to Canada 20 years ago and has worked for over 18 years with ISANS. Throughout her career, she has worked as a counselor and facilitator of psycho-educational programs for diverse populations. Her work has been guided by principles of empowerment and inclusion within a framework of collaboration and teamwork. She has been very passionate about challenging traditional ways of working with immigrants and exploring innovative ways to better assist newcomers in their journey to build a new life in Canada.

Janet Moser, as managing director of immigration services for Fredericton, brings over 10 years of professional experience working in immigration programming and professional service delivery. From business owner to fund development officer for not-for-profit organizations to employment counsellor for local post-secondary colleges working with international students, Janet is a professional who strives for excellence from those she is working with and for. Along with her years of experience, Janet is a connector, negotiator, liaison, and advocate working between government and private industry involving the build and the current development of Fredericton's 2020-2025 immigration strategy. Prior to her current role, Janet was the Director of Fredericton's Immigration Business Services where she directed nationally recognized business support programs such as the Business Immigrant Mentorship Program, Hive Incubator, and Succession Connect, and the start-up success of immigrant

investors in Fredericton and across New Brunswick. Janet's interest in and understanding of cultural inclusion and diversity is second to none.

Gina Moynan is an immigrant who came to Canada from the UK in 2011. With over 15 years of experience in education and counselling, she worked as a teacher and Vice Principal in diverse schools in London. Since arriving in Nova Scotia, she has worked at Immigrant Services Association of Nova Scotia (ISANS) in various roles, locally and provincially through ISANS Employment, Business, Distance and Resettlement services. Her focus since 2016 has been her work with GAR clients resettlement before becoming Manager of the Support Services team in 2018. She is responsible for ISANS' three Care for Newcomer Children's Centers, Reception Staff, and Interpretation and Translation Services.

Scott Murray is an Associate Professor of History in the Department of Humanities at Mount Royal University in Calgary. A community-engaged scholar and a historian of modern Europe, Scott's current research concerns the historical, pedagogical, and ethical implications arising from the use of digital technologies in the collection and dissemination of Holocaust survivor testimony; and he is currently collaborating on a project to collect oral testimony from South Sudanese migrants in order to understand how their stories can be used to improve the resettlement experiences of growing populations of refugees in the future.

Mridula Nair currently works as Supervisor of Employer Engagement and Program Marketing at Skills for Change, a registered charity in Toronto. Her work focuses on bridging the gap between newcomers and employers by identifying the in-demand skills and competencies employers look for, through research and stakeholder engagement. She is also involved in the design and development of marketing activities for Skills for Change. She completed her Master's degree in Development Practice at the University of Waterloo and Bachelor's in Computer Science and Communications Engineering. She has diverse work experience in the field of project management and marketing across the Middle East and Germany.

Joanna Ochocka is Co-Executive Director of the Centre for Community Based Research and adjunct Associate Professor at the University of Waterloo. She has led community-based research and knowledge mobilization activities for over 25 years. Joanna is Co-Chair of Community Based Research Canada, a national network of academic and community-based researchers across Canada.

Paul O'Flaherty has worked as an adult educator for 20 years. Early in his career, he focused on designing and delivering job-specific training in industries ranging from telecommunications to fitness. In 2014, he made the shift to language instruction where his background in workplace training made him uniquely suited as an instructor for several of Immigrant Services Association of Nova Scotia's innovative employment programs, including Bridge to Work and Communication for Professional Drivers. These programs help immigrants find employment and be successful members of the Canadian workforce.

Deb O'Grady is the Manager, Human Resources, Information and Communication at the Cross Cultural Learner Center (CCLC). Prior to joining the centre, she held HR-related roles in companies in various sectors including international trade, finance, and health care. Her first career spanned over 20 years in the media as a producer, on air personality, and newscaster. She is a graduate of Western University and Fanshawe College along with being a Certified Human Resources Leader. At CCLC, her focus is helping managers and staff so they can help clients.

Inhae Park has been an active community developer in the settlement sector for the past 15 years. Through her work with YMCA Immigrant Services in Halifax, Nova Scotia, Inhae has been involved with leading multiple projects which have contributed to a variety of innovative and sustainable programs and activities. Inhae is the Provincial Coordinator for the YMCA's YREACH program that provides local, in-person, settlement and language services in smaller centres, and works collaboratively with partner organizations in building healthy, welcoming communities outside of Halifax Regional Municipality.

Angeline Sandra Uy Peruelo was born and raised in the Philippines. She lived and worked in the Philippines, Singapore, and the United Arab Emirates before migrating to Canada in 2007. She has worked in hospital, emergency room, operating room, labour and delivery, and dialysis settings. She has over 15 years of nursing experience, six years of them in Northern Ontario, particularly Attawapiskat and Moose Factory. "Living and working with the First Nations community has been the highlight of my career." Angeline currently works at Queen's University Family Health in Kingston.

Nathalie Piquemal is a professor in the Faculty of Education, University of Manitoba. She holds a Ph.D. in Education and Anthropology from the University of Alberta (1999). She specializes in international and inter-cultural education. Her research focuses on: inclusion and marginalization; migration project, barriers and strategies to overcome them; immigration and social and cultural discontinuities; host-other relations. Nathalie has worked extensively with teachers, immigrant students and their families on language and cultural barriers faced by minority students in a school setting, as well as teacher's experience related to these difficulties.

Maria Polovinka is the Manager of the Research and Innovation Department at Opportunities for Employment (OFE). With over fifteen years of combined experience working with adult learners, including immigrants and refugees, in the areas of language, essential skills, and employment development, Maria is a champion of using a milestone approach to establish a credible starting point for all job seekers, including those with complex needs, and a rigorous way to measure progress towards sustainable employment. With over 1500 newcomers applying for services each year, OFE is a hub of activity for job seekers who are new to Canada.

Medina Puskar, RSW, Manager of Career Services at Manitoba Start, leads a team of certified career coaches who guide newcomers to achieve their employment goals. Medina and her team possess a strong understanding of the Manitoba labour market and with this information assist newcomers in identifying where their international skills can be best utilized. Through workshops on credential recognition, Canadian workplace culture, interview preparation, resume development, and job search techniques, she and her team support newcomers in finding employment in Manitoba, often their first Canadian job. As a refugee herself, she understands the challenges newcomers face in finding meaningful employment.

Daniela Renderos is the Job Developer for the Pre-apprenticeship Horticulture Training Program at the YMCA-YWCA of the National Capital Region. She has recently graduated from the Social Service Worker Program at Algonquin College. Daniela has more than four years of experience working with newcomers and minority groups. This has helped her to develop great awareness for social issues and the challenges faced by newcomers. Her work includes recruiting, interviewing and selecting participants for different programs; employer engagement; and creating job opportunities for clients in the skilled trades. She is very passionate about promoting the skilled trades in Canada.

Traicy Robertson has worked primarily as a diversity practitioner in the field of immigration, settlement, and culture for the last 20 years. She joined the Society for Manitobans with Disabilities (SMD) in 2010. Traicy specializes in cultural brokerage program development and implementation, and the benefits of such an approach for various human service sectors. She manages the Newcomer Navigation and Support Program at SMD, providing assistance to newcomers living with a disability, who also have English as an additional language (or no English), providing support and assistance in the navigation of health, education, social services, and other intersecting sectors.

Alejandra Ruiz graduated from Medical School in Mexico before moving to Canada in 1982. She has been working with the Hispanic Community in Ottawa since 1990. First, she worked as counsellor for the Catholic Centre for Immigrants Reception House in their diabetes prevention program in Ottawa-Gatineau; then, she worked as manager for the Herridge Community Health Clinic connecting patients (mainly Hispanics) with resources available in the city; currently, she works as a Multicultural Health Navigator with the Ottawa Newcomer Health Centre; and she is also a member of a team of trained medical interpreters for the Ottawa Language Access.

Magdalena Sabat holds a PhD in Media, Culture, and Communication from New York University. Her areas of expertise are in media, gender studies, the sex industry, urban design, design methods, and social innovation pedagogy. She has twelve years of experience working in higher education, including managing research, conducting curriculum and program development, and teaching communications, design theory, and research methods. At the Diversity Institute, she contributes expertise to the Institute's core research portfolio, with a leading role in the Workforce Innovation and Inclusion Project, and the Bridging the Technology Skills Gap Project.

Jennifer Sandu is currently the Capacity Building Specialist at London Cross Cultural Learner Centre (CCLC). Prior, she was the Director of Client, Volunteer and Peer Services at the AIDS Committee of Windsor and case manager working with newly arrived government assisted refugees at CCLC. Jennifer has a Bachelor of Arts in Sociology from Dalhousie University, a Master's in Social Work from the University of Windsor, and is currently completing a certificate in Nonprofit and Volunteer Management at Ryerson University.

Surranna Sandy is the Chief Executive Officer of Skills for Change (SfC), a registered charity and nonprofit multi-service agency in Toronto, Ontario serving 14,000 immigrants and refugees annually. Having the first-hand perspective of an immigrant in a new country, Surranna found her calling in advocating for and advancing the needs of immigrants and refugees as a volunteer and board member in the settlement sector. Under her leadership, SfC has grown from 5 locations in GTA to 10 locations in GTA and Southwestern Ontario serving over 15,000 clients per year. Surranna has led Skills for Change in expanding its programs and services, from serving primarily internationally educated professionals to also serving immigrant women, youth, entrepreneurs and seniors. Surranna has a Master of Arts in Leadership and Management from Anglia Ruskin University, an MBA in Human Resources Management from the University of Wales, an Honours Bachelor of Arts in Leadership and Management from Northumbria University, a Diploma in Human Resources Management, and a Certificate in HR Management.

Christa Sato is a PhD student in the Factor-Inwentash Faculty of Social Work at the University of Toronto. She completed her BA in Sociology, BSW, and MSW (specialization in international and community development) at the University of Calgary. She is passionate about working with immigrant, ethnocultural, and racialized populations using anti-racism and anti-oppressive frameworks. Her research interests include promoting access to higher

education among children of immigrants, understanding intergenerational relationships among first and second generation racialized Canadians, and reducing the stigma of mental health among immigrant and ethnocultural communities. She has worked on several projects focused on immigration, diversity, and social justice.

Tayitu Sebsibie has been in the field of Early Childhood Education for over 19 years. During the first half of her career, she was an educator, working in a licensed daycare and then running home-based childcare. Since 2009, she has been working at Immigrant Services Association of Nova Scotia (ISANS) Care for Newcomer Children program. She has been a storyteller in a Mobilizing Connection event and presented at the NS College for Early Childhood Education on challenges we face working with newcomer children and families. As an immigrant and a mother of four children, working with newcomer children and their families is her great passion.

Serperi Sevgur is a PhD Candidate in the Department of Sociology and Social Anthropology, Dalhousie University and a lecturer in the Department of Sociology at Saint Mary's University. Her PhD thesis is on Georgian migrant women who work in the domestic sector in Turkey. Her research interests range from the experiences of migrants possessing different skill levels, and refugee children and youth in Canada, to global feminization of migration.

Elina Sharkova is an Outreach Worker with the Trades Talent Link program at the YMCA-YWCA of the National Capital Region. Elina is an Adult Learning Specialist holding a Master's Degree in Management Education and combining several years of work in professional development for employers and employees in a variety of industries. For the past six years, Elina worked as a bilingual Facilitator and Employment Consultant for the Power of Trades program.

Chanchal Sidhu joined Planning for Canada in 2017 as the India Regional Manager and is based in New Delhi. Prior to this, she was a manager at a high-volume settlement agency in Surrey, British Columbia. Chanchal was inspired to work in the settlement sector after seeing how difficult it was for her immigrant husband to transition to life in Canada.

Irene Sihvonen holds a B.A. in Public Administration and Public Policy from Western University and a certificate in Non-Profit Management from York University. She is Senior Vice President of Service Excellence and Entrepreneurship at ACCES Employment, a community-based employment services agency with five locations across the greater Toronto area. ACCES provides services for employers and job seekers, including bridging programs for internationally-trained professionals, and supports for entrepreneurs. Previously, Irene has done advisory work with the Government of the Northwest Territories, served as General Manager of the Yellowknife Chamber of Commerce, and has worked as an independent consultant.

Holly Skelton is the Director of Planning for Canada (PfC), the pre-arrival initiative of Colleges and Institutes Canada (CICan). In her time with Planning for Canada, Holly has applied knowledge and experience gained through work with the federal government and as an educator (Global Affairs Canada, BC College system, Lower Mainland School Districts, Overseas International Schools) to refocus and enhance PfC service delivery, operations, and overseas staffing practices. The program content and delivery style are being modernized to enhance alignment with adult learning best practices and to formally recognize the attributes of typical PfC clients: highly skilled, highly educated, highly motivated individuals (often true for both principal applicant and spouse). Lastly, Holly has applied

her prior experience of international operations and program management to ensure technology, tools, and processes are capitalized upon for the benefit of the program, staff and clients, resulting in better client service and enhanced overall efficiency.

Trudy Small joined COSTI in 2010 and is presently the Manager of the Corvetti Education Centre in Toronto, overseeing pre- and post-arrival settlement and language programs. In her 20+ year career, she has worked at diverse community service organizations supporting youth, low income women, newcomers and immigrants. Trudy understands the importance of accurate information and support through the resettlement process, as she too is an immigrant to Canada.

Leah Soveran is the Manager of Employment Services at Regina Open Door Society. Her work with newcomers began as an 8-month practicum during her undergraduate degree in Calgary. She continued investigating this sector during her Master of Arts in Sociology through research on how government-funded bridging programs prepare newcomers for entrance into the labour market. She then administered one such program in Saskatoon before moving to Regina into her current role. She is excited to continue supporting newcomers' entrance into the labour market through programs that give newcomers hands-on Canadian work experience.

Khim Tan, as a Deputy Executive Director at Options Community Services Society, provides leadership and oversight of Employment and Immigrant Services. A demonstrated collaborator and a passionate advocate of inclusion and diversity, Khim has been involved in client-centred and strength-based innovative approaches to program development/delivery of a diverse array of services.

Sigrid Tarampi is the Associate Director of Women's Employment and Training Programs at YWCA Metro Vancouver, one of the region's largest non-profit organizations. Sigrid collaborates with a dedicated team and takes a vision and makes it a reality through sound strategy development. She brings her intuitive thinking in recognizing opportunities winding through an organization and drives opportunities for community partnerships. Most recently, she spearheaded the implementation of several new programs that includes programming for newcomer women. On a personal level, Sigrid enjoys getaways with her family and friends on the Gulf Islands off the coast of British Columbia.

Louisa Taylor is co-founder and director of Refugee 613, an innovative communications and mobilization hub created by a network of community partners in Ottawa to support the welcome and integration of refugees. Refugee 613 provides information and training to the public, volunteers, and private sponsors of refugees; fosters collaboration between service providers; develops pathways for public engagement in refugee support; and provides strategic communications advice to sector partners. An award-winning journalist in her previous life, Louisa is currently exploring innovation in narrative and messaging for inclusion.

Jeslyn Thibedeau is a Senior Analyst in Evaluation and Performance Measurement at Immigration, Refugees and Citizenship Canada (IRCC). She has experience in all aspects of performance measurement, as well as managing large mixed mode multilingual surveys. She was the team lead during the development and initial implementation of IRCC's performance measurement system to capture data from over 500+ organizations delivering settlement services on behalf of the government. Jeslyn has been with IRCC Research and Evaluation for over eight years and previously worked in the private sector conducting research and evaluations.

Sara Torres is an Assistant Professor at the School of Social Work, Laurentian University. She has over 15 years of experience conducting research and outreach with multicultural and hard-to-reach populations. Her other research interests include the role of community health worker programs in addressing health inequities among immigrant and refugee women in Canada as well as protective factors for children's welfare, and how to prevent the entry or re-entry of children from newcomer families into provincial care. She is also Chair and Co-founder of the Community Health Workers Network of Canada.

Christophe Traisnel is Associate Professor in Political Science and Senghor Chair in Comparative Francophonies, as well as Vice-Chair of the School of Public Policy Studies at the University of Moncton. Graduate from the University of Montreal (Ph.D. in Political Science), Paris II, and Lille II (MA in Public Law and MA in Political Science), his doctoral study focused on a comparative analysis of contestation nationalism in Belgium and Canada. His research focuses on immigration, minority recognition, Canadian Francophonies and international Francophonie.

Noel Tsang is a program coordinator for the Smart Tips video series (Alberta Newcomers: How-to and Smart Tips video series) at Immigrant Services Calgary. In addition to leading video and social media campaigns, her experiences include career advising and stakeholder engagement. With a background in Engineering and IT, coupled with her family's roots in immigration, her passion is in developing creative ways of applying technologies within the immigrant settlement sector.

Danielle Ungara has held various social work positions in child welfare, pediatric healthcare, and academia over the last fifteen years. Her Master's thesis research has been peer-reviewed, published, and presented in academic forums. Danielle provided strategic direction through her work on the Board of Directors of Canadian Mental Health Association, Peel Branch, and with the intensive care management team in pediatric healthcare. A member of Peel Children's Aid Society's leadership team since 2012, Danielle now leads the province-wide Child Welfare Immigration Centre of Excellence. Danielle's team contributes to knowledge building and provides consultations on the intersection between child welfare and immigration.

Luisa Veronis is an Associate Professor in the Department of Geography, Environment and Geomatics at the University of Ottawa. Luisa is interested in the social and political geographies of (im)migration, settlement, belonging, and identity formation among migrant and minority groups in Canadian cities. Funded by SSHRC, CIC/IRCC, and Pathways to Prosperity, her research examines the multiple dimensions of immigrant settlement and inclusion with a focus on Francophone immigration in minority communities, migrant resilience, and refugee resettlement in Canada.

Zarghoona Wakil is the Senior Manager of Specialized and Innovative Programs at MOSAIC B.C., overseeing a large cluster of specialized programs that serve diverse communities and includes various violence prevention programs, specialized settlement and youth services, health promotion programs, and a Newcomer Seniors Club. She is an International Medical Doctor and a Simon Fraser University Master of Public Health candidate. Zarghoona has experience both in healthcare and in settlement sectors in B.C.

Margaret Walton-Roberts is a Professor, Department of Geography, Wilfrid Laurier University, and cross appointed with the Balsillie School of International Affairs. She was the inaugural director of the International

Migration Research Centre, a university level research centre formed in 2008 to serve as a focal point for debate, research, policy analysis, and proposal development related to international migration and mobility at the global, national, and regional scale. Her research has focused on immigrant and refugee settlement in second tier cities, immigrant settlement and integration, international students, and skilled migration. She has been funded through SSHRC, CIHR, Shastri Indo-Canadian Institute, and Metropolis.

Meghan Wankel has coordinated the CARE Centre's Pre-Arrival Supports and Services Program since 2016, which has provided case management and supports to over 800 internationally educated nurses in their countries of residence planning migration to Canada. With a background in political science, international project management, and migration and refugee studies, Meghan has spent the last decade working in the non-profit sector in India, Egypt, and Canada.

Lynn Weaver is Executive Director of the Cowichan Intercultural Society (Immigrant Welcome Centre of the Cowichan Valley) and has been navigating work across cultures for two decades. She co-chairs Pathways to Prosperity's Standing Committee on Northern, Rural and Remote Communities. Lynn was a contributor to the British Columbia Temporary Foreign Workers Working Group and to the executive committee of the Vancouver Island Refugee Response Team. In 2013, she received the Lieutenant Governor Award for Community Service.

Amanda Weightman, MA Sociology, is a Principal Researcher at Habitus Consulting Collective in Calgary. Her work is focused on supporting community groups and non-profit agencies to use research to better understand community need, find innovative solutions to complex social problems, and demonstrate impact. She works extensively in the immigrant sector to evaluate programs, engage in research, and develop strategy.

Ruth Wojtiuk's career has spanned many areas of nursing, from community and acute care to administration and teaching. As a visiting nurse with the Victoria Order of Nurses, Nurse Manager at Scarborough General and Sunnybrook Health Science Centre, and Program Manager/Educator at Ryerson University, Ruth has encouraged Internationally Educated Nurses (IENs) to share their knowledge and skills and to actively overcome organizational barriers. In her recent role as Professional Practice Lead at CARE Centre, she is dedicated to guiding, supporting, and advocating for IENs as they pursue nursing registration and employment in Ontario.

Daniel Wu is a Virtual Services Coordinator at Immigrant Services Calgary with a background in computer science and interdisciplinary studies. His work includes developing and leveraging technology in settlement service delivery, and utilizing data analytics to develop new initiatives in the settlement sector. He holds a Master's degree in Computer Science with extensive experience in software development, data analysis, and cloud computing.

Yoko Yoshida is an Associate Professor in Sociology at Dalhousie University. She is the Vice President of the Canadian Population Society and a former Academic Director of the Atlantic Research Data Centre. Her current research interests include immigration and integration of immigrants to Canada, examining retention and economic integration of immigrants and refugees using the IMDB.

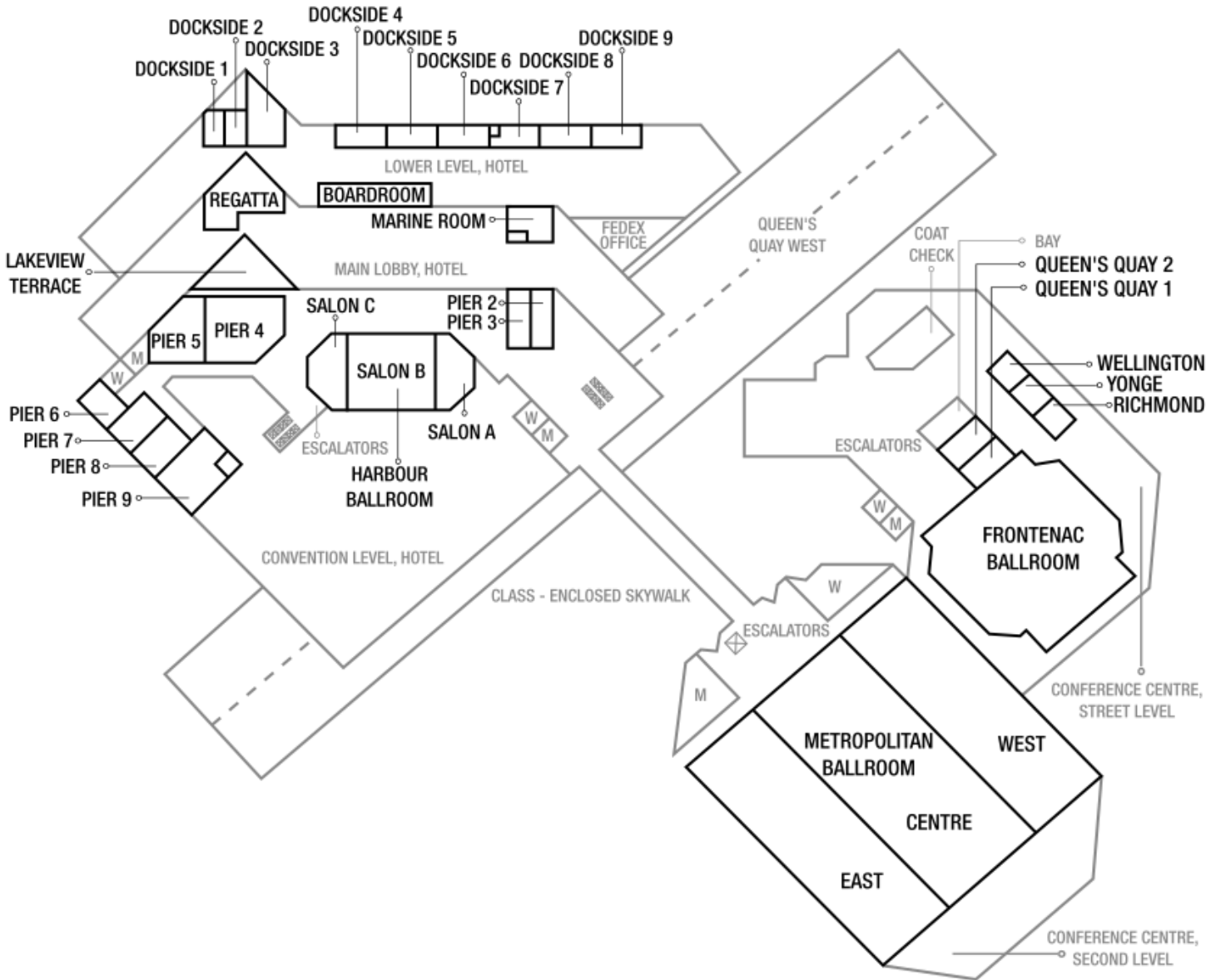
Faiçal Zellama (Ph. D., University of Montreal, 2015) is Associate Professor in Economics and Management and Director of the Business Administration School at the University of Saint-Boniface. His research focuses on immi-

grant integration and inclusion, notably in OLMCs in Manitoba. He is interested in the challenges of attraction/retention of Francophone immigrants in minority communities, and in immigrant and refugee deskilling. His work focuses on French-speaking refugees in Manitoba and asylum-seekers from the USA. His work aims to improve service delivery to immigrants. He is the President of the Canadian Arab Association of Manitoba (CAAM) and a member of the Ethnocultural Council of Manitoba (ECM).

Notes

Westin Harbour Castle — Floorplan

MEETING ROOMS



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