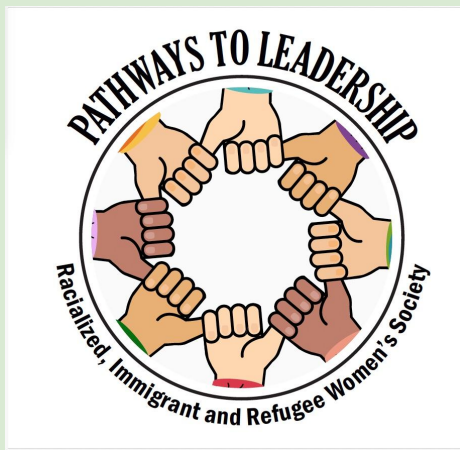


Pathways to Leadership with Racialized Immigrant and Refugee Women's Society

November 26 2024

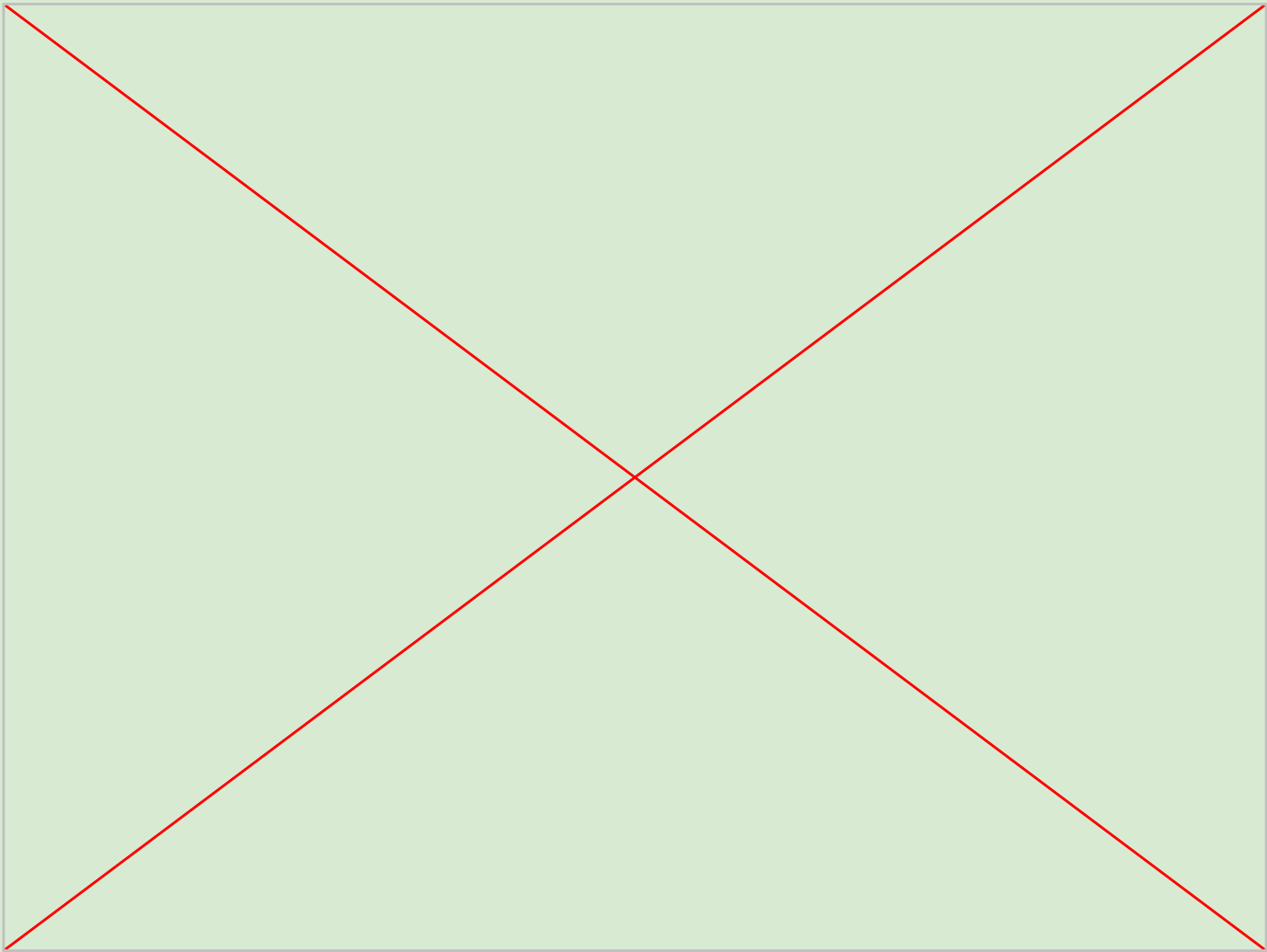
No More on Margins

A Transformative Program to Support Integration, Empowerment, and Employment Goals of Racialized Immigrant & Refugee Women



Meet the Speakers

Priti Shah	Moderator & Founder of PTL
Isatou Sonko	PTL Graduate My Integration Experience as a Single Mom
Sook Lee	Early Childhood Educator & PTL Graduate Importance of Childcare in Integration
Amea Wilbur	University of Fraser Valley Impacts & Outcomes of Multi-Barrier Groups



Agenda

1. Pathways to Leadership and its Principles
2. Difference between PTL and Other Programs
3. Program Elements and Approach
4. Components and Experiences of PTL
5. Impact and Outcomes
6. Q&A

What is PTL and its Principles

Grounded in Adult Education, Social Justice and Equity Principles

- Program curriculum was ahead of its time
- 12 Week program for women 1 day a week
- Onsite childcare
- Inclusive of all diversity, languages and immigration status
- Systemic barriers, gender inequity analysis & practical skills



How is PTL different from other settlement programs ?

- Priti's story - led to emergence of PTL
- Traditional integration programs → precarious low paid survival employment and deskilling.

How is PTL different from other settlement programs ?

- Addresses; **systemic racism** and **gender inequity** → **intersectionality** and **social justice**
- Criteria FREE program with no EAL requirement
- Tools to become powerful advocates

Program Elements and Approach

- ★ Stronger relationship based facilitation
- ★ Shared ownership of the program
- ★ Inclusion and Equity - role modelling including speakers



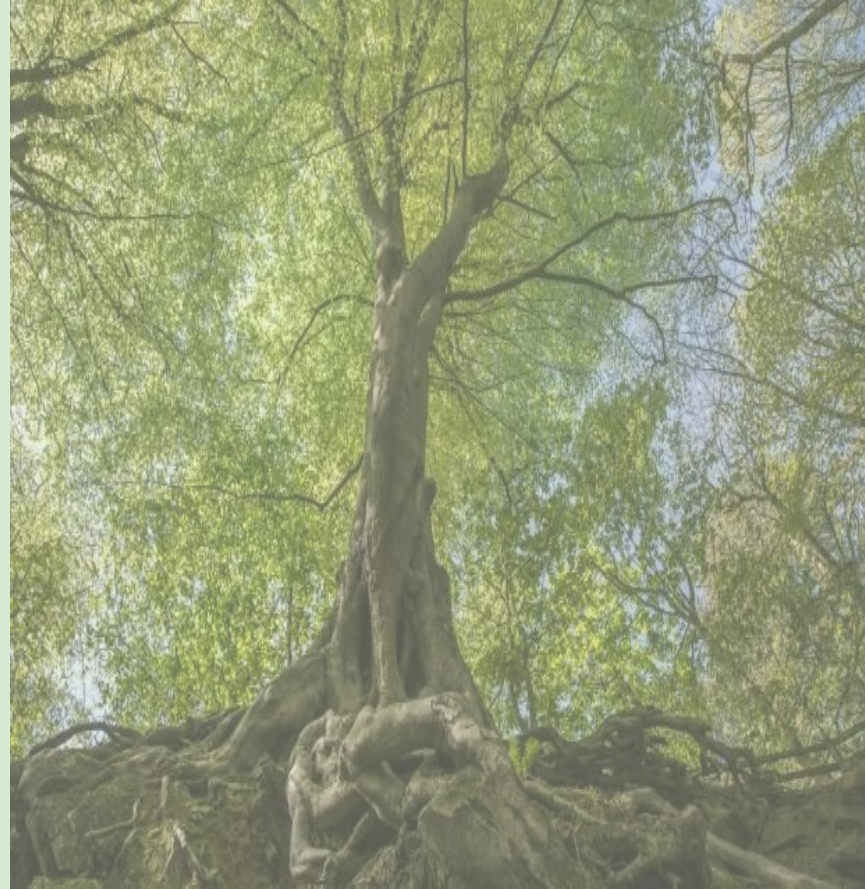
Program Elements and Approach

- ★ Person centred approach to learning
- ★ Recognizing and valuing hidden skills, talents, education and life experiences
- ★ Indigenous history and TRC
- ★ Stepping out of comfort zones, Civic Engagement, Personalized Career Plans



Program Elements and Approach

- ★ Non judgemental, compassionate and love based facilitation
- ★ Approach is based in popular education methodology and adult education principles
- ★ Intersectionality and social justice



Creates foundation of **respect, equity** and
liberatory practices



My Integration Experience as a Single Mom

Isatou Sonko



A little About Me

- Born and raised in The Gambia
- Moved to the UK at age 20
- Lived in Edinburgh, Scotland
- Mother of three children, all born in Scotland
- Moved to Canada in 2018



My Journey

- Settling in Canada, opportunity in career direction and growth crucial as an immigrant single parent
- Had to close business and leave everything
- Unconditional offer to study, but couldn't pursue it
- Balancing locating resources while healing

Housing Challenges

- Struggle to find safe and affordable housing
- Safe neighborhoods are often too expensive or far
- Housing challenges for many immigrants and families

Discovering PTL

- Found PTL through research on single parents and YWCA
- Attended Pathways to Leadership in 2019
- Fell in love with the people and the mission

Why I Believe in PTL

- Focus on personal and professional growth
- Helps identify and develop natural skills and abilities
- Empowers individuals to excel in life and community

Reflections & Resilience

- Confidence restored
- Incredible friends and community
- Building skills as a Board Member
- Learnings from connections and friendships

Closing Remarks

Thank you for your time

The importance of childcare in the integration process

Sook Lee

Sook Lee



My daughter Jane
March 2018

- Previous Music Instructor and audio engineer
- PTL Graduate June 2018
- Early Childhood Education
- Langara College Diploma(2019)
- Infant and Toddler Educator, Simon Fraser University Child Care Society since 2020

Three questions

- What challenges do new immigrant mothers with small children face?
- How the childcare in Pathways Program impacted my integration?
- What is the role of the childcare in the integration sector in the long term?

What challenges do new immigrant mothers with small children face?

- No childcare
 - No space and long waiting list
 - Income vs cost of child care
 - No families to help with childcare
- New to Canadian culture and education system
- Hard to build a foundation of wealth and security for future
 - Not able to focus on career building
 - Isolation and loneliness



How childcare in Pathways Program impacted my integration?

While the program was happening

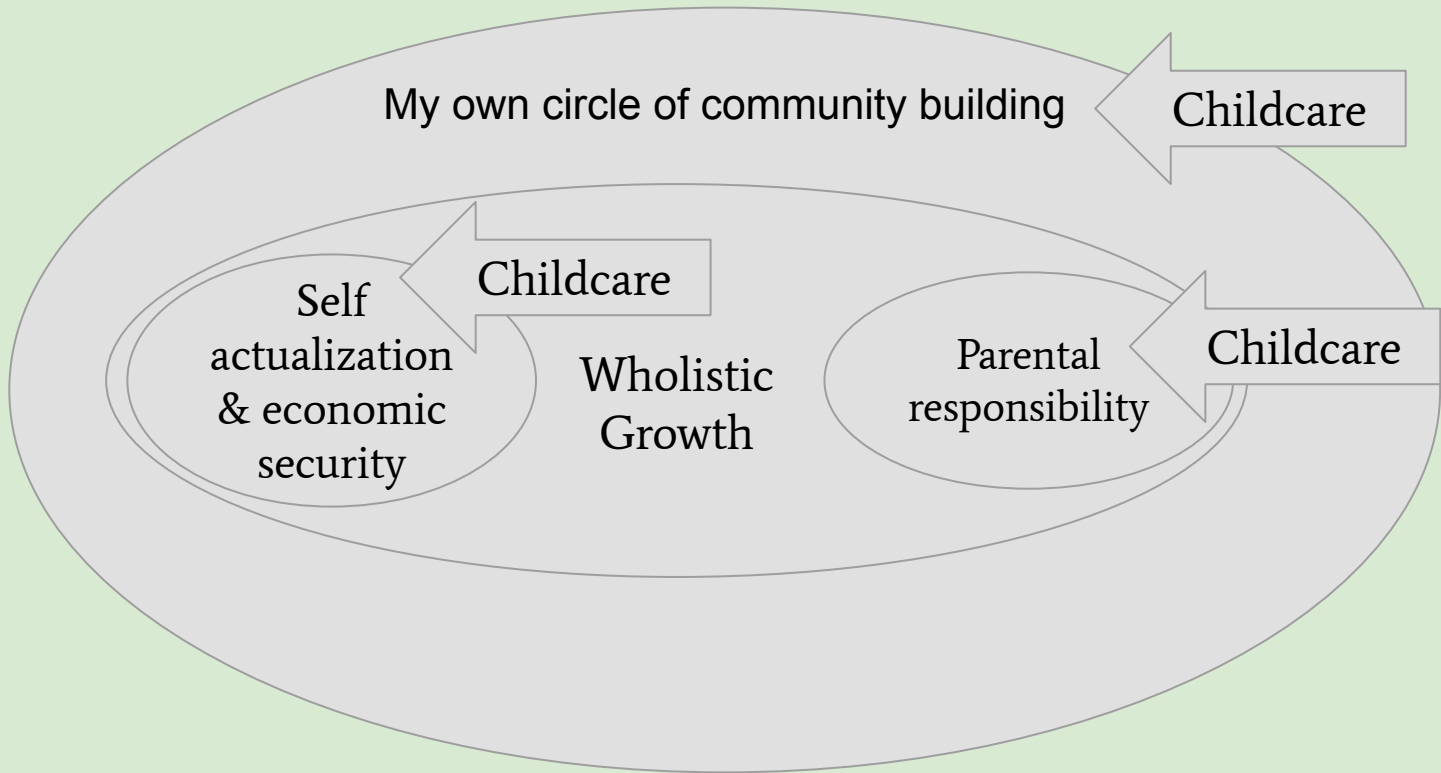
- Increased motivation
- Friendship building and playdates
- First time Canadian daycare simulated experience
(esp. Partnership with the child caregivers)

Immediate takeaway after graduation

- Successful completion to move onto the next step
- Sense of belonging and confidence

What is the role of the childcare in the integration sector in the long term?





Integration into Canadian Society

Program Impacts and Outcomes

Amea Wilbur

What do you think are some of the outcomes of this program?

Please add to the chat

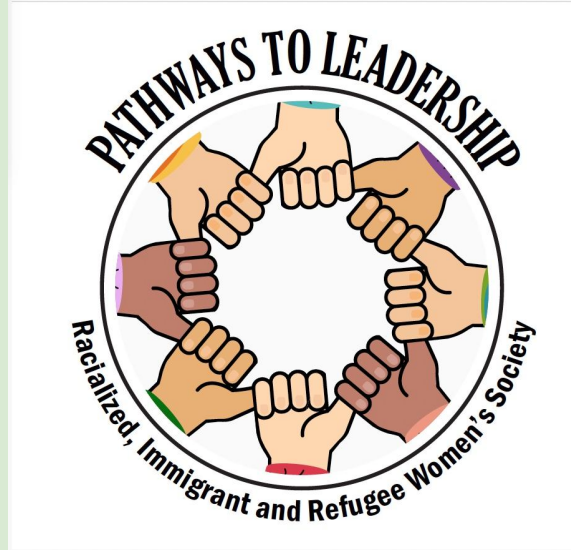
Impacts and Outcomes

Amea Wilbur

- Increased sense of belonging
- Career Development
- Civic Engagement and Political Literacy
- Leadership
- Community Building
- Wellbeing
- Identity Development



Questions Welcome



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