

**March 24-26, 2022**  
The Hyatt Regency  
Vancouver, British Columbia

**24-26 mars 2022**  
The Hyatt Regency  
Vancouver, Colombie-Britannique

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 MetropolisConference

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24th Metropolis Canada Conference

# Reopening Canada: Looking to the Future of Immigration, Settlement and Integration

24<sup>e</sup> Congrès Metropolis Canada

# Réouvrir le Canada : Un regard sur l'avenir de l'immigration, de l'établissement et de l'intégration



# Canadian Index for Measuring Integration Indice canadien de mesure de l'intégration

Supported by Immigration, Refugees and Citizenship Canada  
Avec le soutien de Immigration, Réfugiés et Citoyenneté Canada

Currently in its third edition, the CIMI is expanding and is now called the Canadian Index for Measuring Integration and **Inclusion** (CIMII).

Actuellement à sa 3e édition, ICMI se développe et se nomme désormais Indice canadien de mesure de l'intégration et **inclusion** (ICMII).

## A First Of Its Kind In Canada

Using the Census and other Statistics Canada's datasets from 1991 to 2021, the CIMII identifies factors that underlie successful integration & inclusion of diverse population in four key dimensions (economic, social, civic & democratic, and health) and 22+ indicators.

## Une Première Au Canada

À l'aide du Recensement et autres données de Statistique Canada de 1991 à 2021, l'ICMII identifie les facteurs qui sous-tendent l'intégration et l'inclusion réussies d'une population diversifiée dans 4 dimensions clés (économique, sociale, civique & démocratique, santé) et 22+ indicateurs.

## What Makes This Index Different? / Qu'est-ce Qui Différencie Cet Indice ?

Ready to Interpret  
Empirical Evidence



Données empiriques  
facilement  
interprétables

30 Years of  
Retroactive  
Tracking



30 ans de suivi  
de données

Reliable &  
Up-to-Date Data



Données fiables et  
récentes

Framework You  
Can Trust Verified  
By Our Experts



Un cadre de  
confiance, vérifié par  
nos experts

Regional Profiles &  
Resources Ready  
for Download



Profils régionaux et  
ressources prêts à  
télécharger



## Is your organization interested in providing digital inclusion programming for newcomers?

The Metropolis Institute is now recruiting settlement organizations to join our **Digital Champions** training pilot program. The 'digital champion' model is a research-informed approach to addressing digital inclusion using trusted intermediaries to provide support with digital skills as part of wider, holistic support.

Digital champions don't need to be digital experts, just patient communicators with a commitment to helping the people they stand alongside. This free program will offer skills training for your staff so they can benefit from a community approach to digital inclusion and capacity building when it comes to supporting newcomer clients in developing their core digital skills.

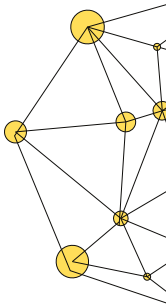
To learn more, please email: [sarah.kooi@acs-aec.ca](mailto:sarah.kooi@acs-aec.ca)

## Votre organisme fournisseur de services souhaite offrir des formations à la culture/inclusion numérique aux nouveaux arrivants ?

L'Institut Metropolis recrute actuellement des organismes FS pour participer à notre programme pilote de formation de champions numériques, **Digital Champions** (disponible en anglais uniquement). Le modèle du "champion numérique" est une approche fondée sur la recherche pour aborder l'inclusion numérique en utilisant des intermédiaires de confiance pour fournir un soutien en matière de compétences numériques dans le cadre d'un soutien plus large et holistique.

Les champions numériques n'ont pas besoin d'être des experts du numérique, mais simplement des communicateurs patients qui s'engagent à aider les personnes aux côtés desquelles ils se trouvent. Ce programme gratuit offrira une formation à votre personnel afin qu'il puisse bénéficier d'une approche communautaire de l'inclusion numérique et du renforcement des capacités pour aider les clients nouveaux arrivants à développer leurs compétences numériques de base.

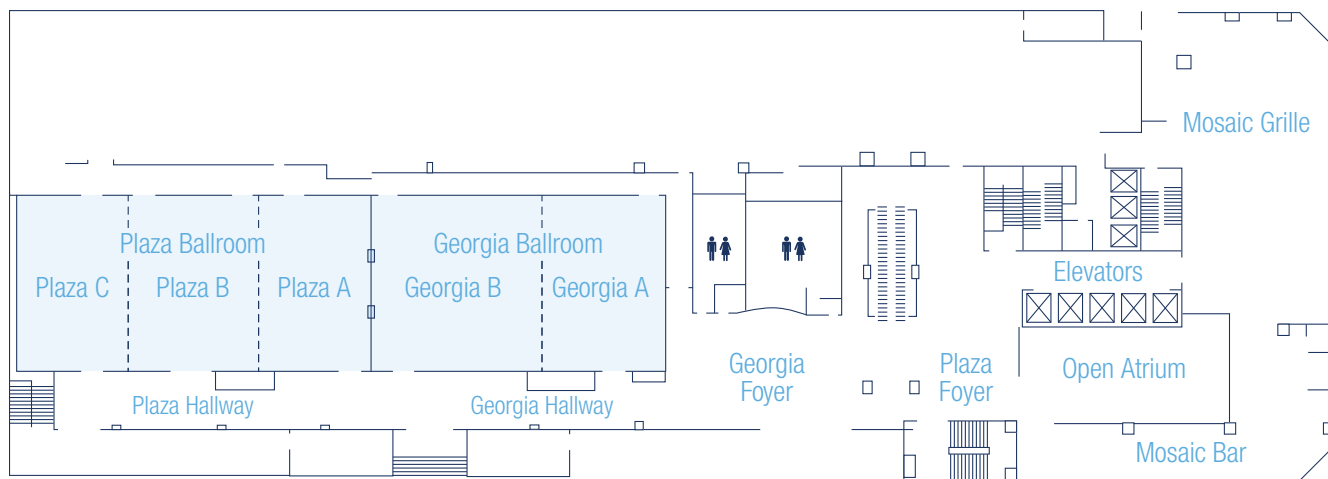
Pour en savoir plus, veuillez contacter : [sarah.kooi@acs-aec.ca](mailto:sarah.kooi@acs-aec.ca)



# Floor Map Plan d'étage

## Second Floor Plaza Level

Registration Desk  
Bureau des inscriptions



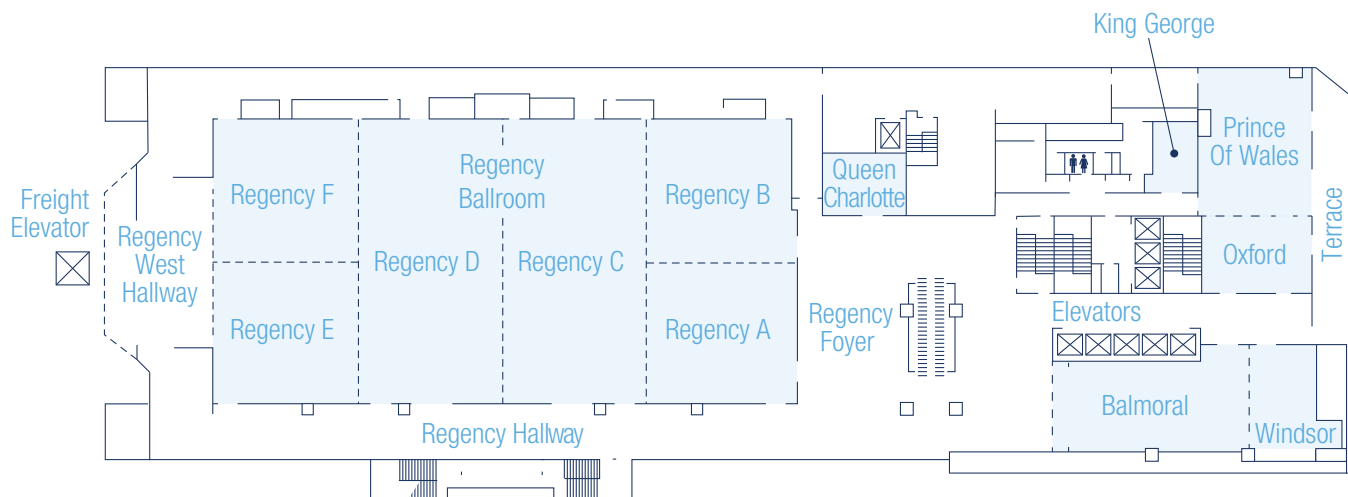
## Third Floor Convention Level

Refreshment and Lunch  
Boissons et repas

Plenary Sessions  
Séances plénières

Exhibitors  
Exposants

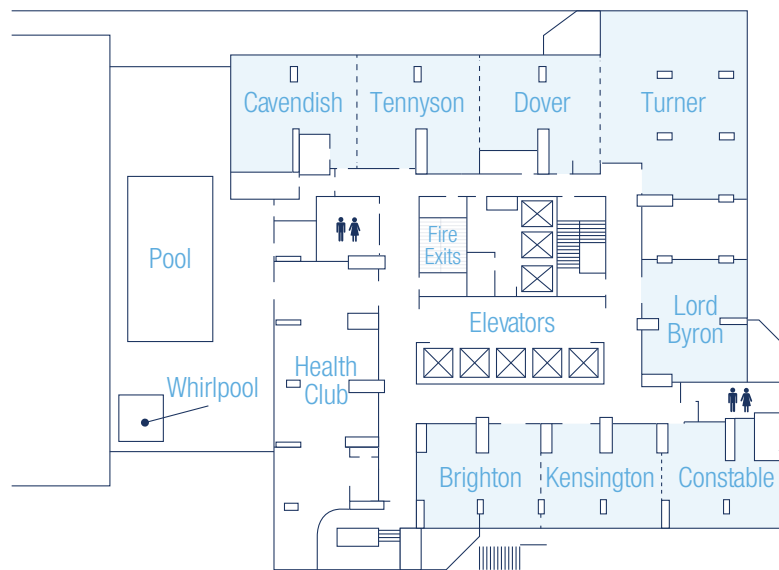
Poster Presentations  
Présentations d'affiches



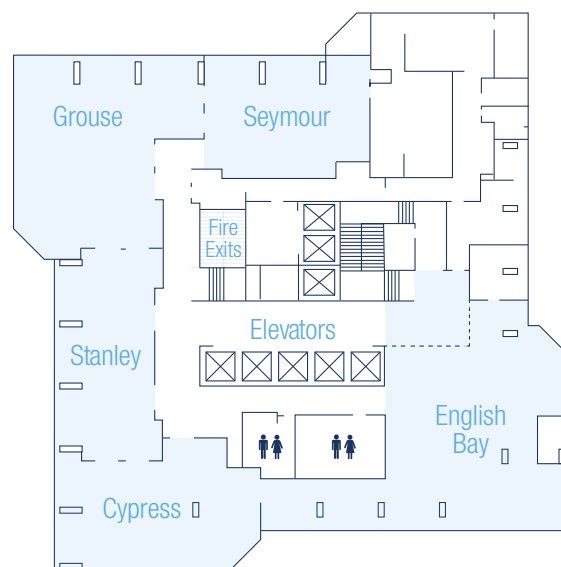


# Floor Map Plan d'étage

## Fourth Floor



## 34th Floor Perspectives Level



# Metropolis

Institute - Institut

Bridging policy and practice • Lier politique et pratique

## Metropolis Canada

The largest annual gathering of researchers, policy makers, and representatives from community and settlement organizations working in the field of immigration and settlement in Canada.

Le plus grand rassemblement annuel de chercheurs, de décideurs et de représentants d'organismes communautaires et d'établissement travaillant dans le domaine de l'immigration et de l'établissement au Canada.

## Metropolis Francophonie Mondiale

A network for dialogue and knowledge sharing amongst the Francophonie on the complex issues of migration.

Un réseau de dialogue et de partage des connaissances au sein de la Francophonie sur les questions complexes de la migration.

## U Metropolis

Targeted practical online learning to meet present and future challenges around migration, integration, inclusion and Canadian history.

Un apprentissage en ligne ciblé et pratique pour relever les défis actuels et futurs en matière de migration, d'intégration, d'inclusion et d'histoire du Canada.

## Metropolis Americas - Amériques

Multidisciplinary network that reunites all actors for a better understanding of migration continuum, its challenges and opportunities in the Americas.

Réseau multidisciplinaire qui réunit tous les acteurs pour une meilleure compréhension du continuum migratoire, de ses défis et de ses opportunités dans les Amériques.

## The Metropolis Institute

The Metropolis Institute is Canada's premier independent research institute specialized in the field of migration, integration and inclusion. Its work focuses on three broad areas.

### Research

The Institute focuses on research and supports cross-sectorial cooperation and policy deliberations while serving as a bridge for interaction, dialogue and learning between practitioners, policymakers, researchers and civil society. Conducting cross-sectional, longitudinal and qualitative research studies on what Canadians think about the issues that matter to them is a central part of our work and our research helps generate insights that contribute to advancing the public debate around key issues and formulation of public policies.

Research projects that currently operate within the Metropolis Institute broader research mandate include:



### Networks

As a key national and multinational platform for knowledge mobilization the Metropolis Institute serves as a bridge between policy and practice convening large events, conferences and forums to enhance understanding of migration, integration and inclusion in Canada and abroad.

## uMetropolis

### Education

uMetropolis is an online education platform designed to promote continuous learning that meets the present and future challenges around migration, integration, inclusion and best service provision practices for newcomers. The e-learning consists of asynchronous and synchronous courses hosted on a customized Moodle website, allowing for self-paced study as well as collaborative forum-based work.

## L'Institut Metropolis

L'Institut Metropolis est le principal institut de recherche indépendant du Canada spécialisé dans le domaine de la migration, de l'intégration et de l'inclusion. Son travail se concentre sur trois grands domaines.

### Recherche

L'Institut se concentre sur la recherche et soutient la coopération intersectorielle et les délibérations politiques, tout en servant de pont pour l'interaction, le dialogue et l'apprentissage entre praticiens, décideurs politiques, chercheurs et la société civile. La réalisation d'études transversales, longitudinales et qualitatives sur ce que les Canadiens pensent des questions qui leur tiennent à cœur est un élément central de notre travail. Notre recherche permet de générer des idées qui contribuent à faire avancer le débat public sur les questions clés et la formulation des politiques publiques.

Parmi les projets de recherche qui s'inscrivent actuellement dans le cadre du mandat de recherche élargi de l'Institut Metropolis se trouvent :



### Réseaux

En tant que plateforme nationale et multinationale clé pour la mobilisation des connaissances, l'Institut Metropolis sert de pont entre la politique et la pratique en organisant des événements, des conférences et des forums de grande envergure pour améliorer la compréhension de la migration, de l'intégration et de l'inclusion au Canada et à l'étranger.

## uMetropolis

### Éducation

uMetropolis est une plateforme d'enseignement en ligne conçue pour promouvoir un apprentissage continu qui répond aux défis actuels et futurs en matière de migration, d'intégration, d'inclusion et de meilleures pratiques en termes de prestation de services pour les nouveaux arrivants. L'apprentissage en ligne consiste en des cours asynchrones et synchrones hébergés sur un site Moodle personnalisé, ce qui permet d'étudier à son propre rythme mais aussi de travailler de manière collaborative sur des forums.

# Message from the Conference Co-Chairs

## Mot des coprésidents du Congrès



**Queenie Choo**, H.Capt(N)  
CEO S.U.C.C.E.S.S. and  
S.U.C.C.E.S.S. Foundation

Présidente et directrice générale de S.U.C.C.E.S.S.  
et de la Fondation S.U.C.C.E.S.S.



**Patrick MacKenzie**  
CEO Immigrant Employment  
Council of BC

Président et directeur général Immigrant  
Employment Council of BC

On behalf of the conference organizing committee, we warmly welcome delegates to the 24th annual Metropolis Canada Conference in Vancouver, BC.

It is an honour to welcome you to our city after two years of separation due to the global pandemic. We are grateful to be gathering on the unceded, ancestral and traditional territories of the Coast Salish peoples, including the Musqueam, (xʷməθkʷəy̓əm), Squamish, (Skwxwú7mesh), and Tsleil-Waututh (Səlilwətaʔ/Selilwitulh) Nations.

The City of Vancouver is incredibly diverse, home to more than 660,000 people, including 13,000 First Nations, Metis and Inuit peoples, plus large populations of Chinese, South Asian, South-east Asian and Filipino residents. Vancouver has always served as a major gateway for new arrivals, and historically 17 per cent of immigrants to Canada have settled in British Columbia.

As we are all newcomers on these lands, we recognize a shared responsibility to fight injustice and discrimination and to create healthy, inclusive communities and environments for the future. Re-visioning the future is an essential part of reopening immigration and we're delighted you are here to contribute your expertise to that vision.

Canada has set ambitious goals to welcome 1.2 million immigrants over the next three years to help rebuild the economy post-pandemic, and this presents enormous opportunities. The disruptions of the pandemic also allowed many of us to reevaluate our ways of working and to adjust our programs and

Au nom du comité organisateur du congrès, nous accueillons chaleureusement les délégués au 24<sup>e</sup> Congrès annuel de Metropolis Canada à Vancouver, en Colombie-Britannique.

C'est un honneur de vous accueillir dans notre ville après deux années d'absence dues à la pandémie mondiale. Nous sommes reconnaissants pour ces retrouvailles sur les territoires non cédés, ancestraux et traditionnels des peuples salishs du littoral, notamment les nations Musqueam (xʷməθkʷəy̓əm), Squamish (Skwxwú7mesh) et Tsleil-Waututh (Səlilwətaʔ/Selilwitulh).

La ville de Vancouver est incroyablement diversifiée et abrite plus de 660 000 personnes, dont 13 000 membres des Premières nations, Métis et Inuits, ainsi que d'importantes populations de résidents chinois, sud-asiatiques, sud-est asiatiques et philippins. Vancouver a toujours été une porte d'entrée importante pour les nouveaux arrivants et, historiquement, 17 % des immigrants au Canada se sont installés en Colombie-Britannique.

Comme nous sommes tous de nouveaux arrivants sur ces terres, nous reconnaissons une responsabilité partagée pour lutter contre l'injustice et la discrimination et pour créer des communautés et des environnements sains et inclusifs pour l'avenir. Réimaginer l'avenir est une partie essentielle de la réouverture de l'immigration et nous sommes ravis que vous soyez ici pour apporter votre expertise à cette vision.

Le Canada s'est fixé l'objectif ambitieux d'accueillir 1,2 million d'immigrants au cours des trois prochaines années pour aider



# Message from the Conference Co-Chairs

## Mot des coprésidents du Congrès

practices to be increasingly client-centered, equitable, inclusive and culturally-safe, and we look forward to learning how you adapted and innovated during the upheaval.

Over the next few days, we invite the immigrant service providers, policy makers and researchers in attendance to dive into discussions on emerging issues, spark new research questions, make connections and find collaborators to explore new solutions to sector challenges. Your work re-imagining how to best reopen Canada will sustain the sector for years to come.

Thank you!

à reconstruire l'économie après la pandémie, ce qui représente énormément de possibilités. Les perturbations de la pandémie ont également permis à beaucoup d'entre nous de réévaluer nos méthodes de travail et d'adapter nos programmes et nos pratiques pour qu'ils soient de plus en plus axés sur le client, équitables, inclusifs et culturellement sûrs, et nous sommes impatients d'apprendre comment vous vous êtes adaptés et avez innové pendant ces bouleversements.

Au cours des prochains jours, nous invitons les fournisseurs de services aux immigrants, les décideurs et les chercheurs présents à se plonger dans des discussions sur les enjeux émergents, à susciter de nouvelles problématiques de recherche, à établir des liens et à trouver des collaborateurs pour explorer de nouvelles solutions aux défis du secteur. Votre travail de ré-imagination sur la meilleure façon de rouvrir le Canada soutiendra le secteur pour des années à venir.

Merci!



# Welcome Message

## Mot de bienvenue



### Jack Jedwab

President and CEO,  
ACS and Metropolis  
Institute

Président et directeur  
général, AEC et Institut  
Metropolis

*Reopening Canada: Looking to the Future of Immigration, Settlement and Integration* is the theme of the 24th annual Metropolis Canada Conference. This year's event marks the return to in person conferencing after nearly two years of virtual interaction across the Metropolis network. The overwhelming response from the Metropolis community to this year's conference invitation testifies to the critical role that immigration plays in an ever-evolving Canada. That so many of you have chosen to attend in person in the great city of Vancouver is a reminder of the value of personal connections, networking and fostering social capital in advancing our continued commitment to share knowledge in the fields of immigration, integration and settlement.

The global pandemic has given rise to multiple challenges to our personal and collective health with serious social and economic ramifications. Many immigrants, members of racialized communities and indigenous peoples have felt the uneven effects of the pandemic. Over the last two years there have been far too many reminders of the scourge of racism and prejudice at a time when solidarity was needed more more badly than ever. There were also many examples of resilience as newcomers disproportionality served on the front lines in the battle against COVID-19. Amidst all the pandemic related challenges encountered by our settlement service providers, the sector valiantly stepped up to support the resettlement of Afghan refugees.

For many of us the global pandemic has been a transformative event. It has changed the way we understand our places of work, our homes (which for many became our places of work) and the increased role of technology to help manage our daily lives. Perhaps more importantly, we've learned a lot about ourselves and others as we work(ed) our way through the crisis.

After two years of seeing many friends and colleagues on various

*Réouvrir le Canada: Un regard sur l'avenir de l'immigration, de l'établissement et de l'intégration* est le thème du 24<sup>e</sup> Congrès Metropolis Canada. L'événement de cette année marque le retour aux congrès en personne après près de deux ans d'interaction virtuelle au sein du réseau Metropolis. La réponse massive du réseau Metropolis à l'invitation au congrès de cette année témoigne du rôle essentiel que joue l'immigration au Canada, pays en constante évolution. Le fait qu'un si grand nombre d'entre vous aient choisi d'assister en personne au congrès dans la belle ville de Vancouver nous rappelle la valeur des relations humaines, du réseautage et de la promotion du capital social dans la poursuite de notre engagement à partager des connaissances dans les domaines de l'immigration, de l'intégration et de l'établissement.

La pandémie mondiale a donné lieu à de multiples défis pour notre santé personnelle et collective, avec de graves ramifications sociales et économiques. De nombreux immigrants, membres de communautés racialisées et peuples autochtones ont ressenti les répercussions inégales de la pandémie. Au cours des deux dernières années, il y a eu beaucoup trop de rappels du fléau du racisme et des préjugés à un moment où la solidarité était plus que jamais nécessaire. Il y a également eu de nombreux exemples de résilience, les nouveaux arrivants ayant servi de manière disproportionnée en première ligne dans la bataille contre la COVID-19. Au milieu de tous les défis liés à la pandémie rencontrés par nos fournisseurs de services d'établissement, le secteur s'est vaillamment mobilisé pour soutenir la réinstallation des réfugiés afghans.

Pour beaucoup d'entre nous, la pandémie mondiale a été un événement transformateur. Elle a changé la façon dont nous appréhendons nos lieux de travail, nos maisons (qui pour beaucoup sont devenues nos lieux de travail) et le rôle renforcé de la technologie pour aider à gérer notre vie quotidienne. Plus important encore peut-être, nous avons beaucoup appris sur



# Welcome Message

## Mot de bienvenue

screens and platforms, I very much look forward to seeing you in person. We all have a lot to catch up on. With respect to the evolving Metropolis Institute, this past December we finally launched the inaugural edition of the Metropolis Francophonie Mondiale conference, with some 275 virtual participants from around the world discussing matters of migration in the Francophone world. The Metropolis North America Policy Forum will be rebranded as Metropolis Americas with a March 23rd virtual pre-Forum in partnership with the World Refugee and Migration Council. In partnership with the Institute for Canadian Citizenship and Canoo, we'll also be launching the Metropolis Opinion Portal (MOP) which aims at being the largest poll for assessing and analyzing the views of Canada's diverse newcomer population. And this fall, we will be launching our online learning initiative, uMetropolis, which offers practitioner driven courses from the country's leading subject matter experts on migration, integration and identities for service providers and more.

On behalf of the Metropolis Institute I want to thank my fellow members of the Metropolis community for making Metropolis Canada the largest annual gathering in the country for policy-makers, immigrant service providers and researchers. I'm persuaded that we'll be proud of the program that we all worked hard to bring together. I want to thank our co-Chairs for their friendship and dedication, Patrick Mackenzie, CEO of the Immigrant Employment Council of BC and Queenie Choo, CEO of S.U.C.C.E.S.S. I also want to thank our many partners for their continued support, notably Immigration, Refugees and Citizenship Canada, CCUNESCO, the government of British Columbia, the Diversity Institute, the Institute for Canadian Citizenship (ICC) and the members of our local steering committee. I also want to express my appreciation to the team that worked tirelessly on this year's Conference that includes Caroline Guimond, Majo Martinez, Emma Proux and especially Chloé Nignol and James Ondrick without whom this Conference doesn't happen. Finally, thank you to our Conference attendees, we wish you the best and hope that you continue to be engaged with the Metropolis Network and enjoy this year's conference!

nous-mêmes et sur les autres au fur et à mesure que nous nous frayons un chemin à travers la crise.

Après avoir passé deux ans à voir de nombreux amis et collègues sur divers écrans et plateformes, je suis très impatient de vous voir en personne. Nous avons tous beaucoup de choses à rattraper. En ce qui concerne l'évolution de l'Institut Metropolis, nous avons finalement lancé en décembre dernier l'édition inaugurale du congrès Metropolis Francophonie Mondiale, avec quelque 275 participants virtuels venus du monde entier pour discuter des questions migratoires dans le monde francophone. Le Forum politique Metropolis Amérique du Nord sera rebaptisé Metropolis Amériques et sera officialisé avec un pré-Forum virtuel le 23 mars, en partenariat avec le Conseil mondial des réfugiés et des migrations. En partenariat avec l'Institut pour la citoyenneté canadienne et Canoo, nous lancerons également le Panel Opinion Metropolis (POM) qui vise à devenir le plus grand sondage d'évaluation et d'analyse des opinions de la population diversifiée des nouveaux arrivants au Canada. Cet automne, nous lancerons notre initiative d'apprentissage en ligne, uMetropolis, qui offre des cours axés sur les praticiens, dispensés par les plus grands experts du pays en la matière, sur la migration, l'intégration et les identités, à l'intention des fournisseurs de services et plus encore.

Au nom de l'Institut Metropolis, je tiens à remercier mes collègues de la communauté Metropolis pour avoir fait de Metropolis Canada le plus grand rassemblement annuel au pays pour les décideurs, les fournisseurs de services aux immigrants et les chercheurs. Je suis persuadé que nous serons fiers du programme que nous avons tous travaillé dur pour mettre sur pied. Je tiens à remercier nos coprésidents pour leur amitié et leur dévouement, Patrick Mackenzie, président et directeur général de l'Immigrant Employment Council of BC et Queenie Choo, présidente et directrice générale de S.U.C.C.E.S.S. Je tiens également à remercier nos nombreux partenaires pour leur soutien continu, notamment Immigration, Réfugiés et Citoyenneté Canada, la CCUNESCO, le gouvernement de la Colombie-Britannique, le Diversity Institute, l'Institut pour la citoyenneté canadienne (ICC) et les membres de notre comité directeur local. Je tiens également à exprimer ma reconnaissance à l'équipe qui a travaillé sans relâche à l'organisation du congrès de cette année, notamment Caroline Guimond, Majo Martinez, Emma Proux et surtout Chloé Nignol et James Ondrick, sans qui ce congrès n'aurait pas lieu. Enfin, merci à nos participants au congrès, nous vous souhaitons le meilleur et espérons que vous continuerez à vous engager dans le réseau Metropolis et que vous apprécierez le congrès de cette année!

# Welcome Message

## Mot de bienvenue



### **The Honourable / L'honorable Sean Fraser**

Minister of Immigration,  
Refugees and Citizenship  
Canada

Ministre de l'Immigration, des Réfugiés  
et de la Citoyenneté Canada

On behalf of the Government of Canada, I wish everyone participating in this year's Metropolis Canada Conference a productive and engaging conference.

This year, the conference is taking place at a critical moment in history. Canada supports Ukraine's sovereignty and territorial integrity, and we continue to stand with the people of Ukraine. Russia's full-scale invasion of Ukraine will have significant and consequential geopolitical impacts for many years to come.

Just as the world is beginning to emerge from the COVID-19 pandemic, this cataclysmic and tragic event will also have implications for many countries' immigration and refugee systems.

As always, Canada remains steadfast in our commitment to provide a safe haven for the world's most vulnerable. As we aim to help Ukrainians who wish to flee the conflict and come to Canada, we'll also continue to address the crisis in Afghanistan as we resettle at least 40,000 refugees.

In addition to these new global challenges, the pandemic continues to present its own unique challenges for the settlement sector. As Canada recovers from the pandemic, we need to ensure all newcomers are positioned to succeed in the job market and in their communities through targeted settlement services.

Given these recent events, I'm certain this year's Metropolis Canada Conference will yield many thought-provoking and important conversations. As always, I am confident this year's conference will continue its tradition of expert deliberation and innovative thinking on some of the most pressing issues of our time.

Au nom du gouvernement du Canada, je souhaite à tous ceux qui participent au Congrès Metropolis Canada de cette année un congrès productif et stimulant.

Cette année, le congrès se déroule à un moment critique de l'histoire. Le Canada appuie la souveraineté et l'intégrité territoriale de l'Ukraine, et nous continuons de soutenir le peuple ukrainien. L'invasion à grande échelle de l'Ukraine par la Russie aura des répercussions géopolitiques importantes substantielles pour de nombreuses années à venir.

Au moment même où le monde commence à se remettre de la pandémie de la COVID-19, cet événement cataclysmique et tragique aura également des répercussions sur les systèmes d'immigration et d'octroi de l'asile de nombreux pays.

Comme toujours, le Canada reste fidèle à son engagement d'offrir un refuge sûr aux personnes les plus vulnérables du monde. Alors que nous nous efforçons d'aider les Ukrainiens qui souhaitent fuir le conflit et venir au Canada, nous continuerons également de gérer la crise en Afghanistan en réinstallant au moins 40 000 réfugiés.

En plus de ces nouveaux défis mondiaux, la pandémie continue de présenter ses propres défis uniques pour le secteur de l'établissement. Alors que le Canada se remet de la pandémie, nous devons nous assurer que tous les nouveaux arrivants sont en mesure de réussir sur le marché du travail et dans leur communauté grâce à des services d'établissement ciblés.

Compte tenu de ces récents événements, je suis certain que le Congrès Metropolis Canada de cette année donnera lieu à de nombreuses conversations importantes portant à la réflexion. Comme toujours, je suis convaincu que le congrès de cette année poursuivra sa tradition de délibérations d'experts et de réflexions novatrices sur certaines des questions les plus pressantes de notre époque.

# Conference Honorary Co-Chairs Coprésidents d'honneur du Congrès



## Jean Teillet

Attorney, Author and  
Great Grand-Niece of  
Louis Riel

Avocate, auteure et  
arrière-petite-nièce  
de Louis Riel

Jean Teillet, Counsel (former partner) to the law firm of Pape Salter TeilletLLP, in Vancouver and Toronto. Ms. Teillet's legal career has focused on Indigenous rights and reproductive rights. She is currently a treaty negotiation advisor for the Stó:l Xwexwilmexw, a coalition of six Stó:l bands in BC. Ms. Teillet has appeared at the Supreme Court of Canada in twelve Indigenous rights cases.

She maintains an active role as a public speaker on Indigenous rights, identity, access to justice and Charter issues. She is the author of *Métis Law in Canada* and her popular history, *The North-West is Our Mother: The Story of Louis Riel's People*, the Métis Nation, was listed in the *Globe & Mail's* top 100 books of 2019. Ms. Teillet is an adjunct professor of law at UBC. She is on the board of Indspire, Save the Children Canada and the Association of Canadian Studies. She has been awarded three honorary doctorates: Guelph University (2014), the Law Society of Upper Canada (2015) and University of Windsor (2017).

In 2016, the Association of Ontario Midwives made Jean an honorary lifetime member in recognition of her services to midwives and Indigenous women. Best Lawyers in Canada 2019 ranked Ms. Teillet as a "best lawyer" in Vancouver and Chambers and Partners ranks her nationally as a "leading lawyer". Ms. Teillet is the great-grandniece of Louis Riel.

Jean Teillet, avocate (ancienne associée) au cabinet d'avocats Pape Salter TeilletLLP, à Vancouver et à Toronto. La carrière juridique de Mme Teillet est axée sur les droits des Autochtones et les droits en matière de reproduction. Elle est actuellement conseillère en négociation de traités pour le Stó:l Xwexwilmexw, une coalition de six bandes Stó:l en Colombie-Britannique. Mme Teillet a comparu devant la Cour suprême du Canada dans douze affaires de droits des Autochtones.

Elle joue un rôle actif en tant que conférencière sur les droits, l'identité, l'accès à la justice et les questions liées à la Charte des droits et libertés. Elle est l'auteure de *Métis Law in Canada* et de son histoire populaire, *The North-West is Our Mother: The Story of Louis Riel's People, the Métis Nation*, qui a figuré dans la liste des 100 meilleurs livres de 2019 du *Globe & Mail*. Mme Teillet est professeure auxiliaire de droit à l'UBC. Elle siège au conseil d'administration d'Indspire, de Save the Children Canada et de l'Association d'études canadiennes. Elle a reçu trois doctorats honorifiques: Université de Guelph (2014), Barreau du Haut-Canada (2015) et Université de Windsor (2017).

En 2016, l'Association des sages-femmes de l'Ontario a fait de Jean un membre honoraire à vie en reconnaissance de ses services aux sages-femmes et aux femmes autochtones. Best Lawyers in Canada 2019 a classé Mme Teillet comme « meilleure avocate » à Vancouver et Chambers and Partners la classe au niveau national comme « avocate de premier plan ». Mme Teillet est l'arrière-petite-nièce de Louis Riel.

# Conference Honorary Co-Chairs Coprésidents d'honneur du Congrès



## Naheed K. Nenshi

Former Mayor of  
Calgary, Alberta

Ancien maire de  
Calgary, Alberta

Prior to serving as Mayor of Calgary, Alberta, Naheed K. Nenshi was with McKinsey and Company, later forming his own business to help public, private and non-profit organizations grow. He designed policy for the Government of Alberta, helped create a Canadian strategy for The Gap, Banana Republic and Old Navy, and worked with the United Nations to determine how business can help the poorest people on the planet. He then entered academia, where he was Canada's first tenured professor in the field of nonprofit management, at Mount Royal University's Bissett School of Business.

For his work, Naheed K. Nenshi was named a Young Global Leader of the World Economic Forum, was awarded the President's Award from the Canadian Institute of Planners, and received the Humanitarian Award from the Canadian Psychological Association for his contributions to community mental health. In 2013, after his stewardship of the community during devastating flooding, *Maclean's* magazine called him the second-most influential person in Canada, after the Prime Minister. He was also awarded the 2014 World Mayor Prize by the UK-based City Mayor's Foundation as the best mayor in the world. In 2014, he was also honoured by Elder Pete Standing Alone with the Blackfoot name *A'paistootsiipsii*, which means "Clan Leader" or "He who moves camp and the others follow". In 2016, Elder Bruce Starlight of the Tsuu T'ina First Nation honoured him with the name *litiya*: "Always Ready".

Naheed K. Nenshi holds a Bachelor of Commerce (with distinction) from the University of Calgary, where he was President of the Students' Union, and a Master in Public Policy from the John F. Kennedy School of Government at Harvard University, where he studied as a Kennedy Fellow.

Avant d'être maire de Calgary, en Alberta, Naheed K. Nenshi a travaillé pour McKinsey and Company, puis a créé sa propre entreprise pour aider les organismes publics, privés et sans but lucratif à se développer. Il a conçu des politiques pour le gouvernement de l'Alberta, a aidé à créer une stratégie canadienne pour The Gap, Banana Republic et Old Navy, et a travaillé avec les Nations Unies pour déterminer comment les entreprises peuvent aider les personnes les plus pauvres de la planète. Il est ensuite entré dans le monde universitaire, où il a été le premier professeur permanent au Canada dans le domaine de la gestion des organismes sans but lucratif, à la *Bissett School of Business* de l'Université Mount Royal.

Pour son travail, Naheed K. Nenshi a été nommé Jeune leader mondial par le Forum économique mondial, a reçu le Prix du président de l'Institut canadien des urbanistes et a reçu le Prix humanitaire de la Société canadienne de psychologie pour ses contributions à la santé mentale communautaire. En 2013, après sa gestion de la communauté lors d'inondations dévastatrices, le magazine *Maclean's* l'a qualifié de deuxième personne la plus influente au Canada, après le Premier ministre. Il a également reçu le World Mayor Prize 2014 de la *City Mayor's Foundation*, basée au Royaume-Uni, en tant que meilleur maire au monde. En 2014, il a également été honoré par l'aîné Pete Standing Alone du nom *Blackfoot A'paistootsiipsii*, qui signifie « chef de clan » ou « Celui qui déplace le camp et les autres suivent ». En 2016, l'aîné Bruce Starlight de la Première Nation Tsuu T'ina l'a honoré du nom *litiya* : « Toujours prêt ».

Naheed K. Nenshi est titulaire d'un baccalauréat en commerce (avec distinction) de l'Université de Calgary, où il a été président de l'Union des étudiants, et d'une maîtrise en politique publique de la *John F. Kennedy School of Government* de l'Université Harvard, où il a étudié à titre de *Kennedy Fellow*.



# Conference Partners Partenaires du Congrès

**We would like to acknowledge the support and collaboration of our conference partners, sponsors and local conference organizing committee.**

**Nous tenons à reconnaître le soutien et la collaboration de nos partenaires, des commanditaires et du comité local d'organisation du congrès.**

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Immigration, Refugees and Citizenship Canada  
Immigration, Réfugiés et Citoyenneté Canada

## Gold Sponsor Commanditaire Or

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Immigrant Employment Council of BC

**Fariborz Birjandian**  
Calgary Catholic Immigrant Society

**Adwoa K. Buahene**  
Toronto Region Immigrant Employment Council (TRIEC)

**Hyder Hassan**  
Immigrant Services Calgary

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# Exhibitors Exposants

 Regency Foyer, 3rd floor (Convention level)  
Foyer Regency, 3<sup>e</sup> étage (niveau Convention)

- UBC Press
- CARMIS, NSD Tech Inc
- COPA NATIONAL  
(Centre ontarien de prévention des agressions)
- Affiliation of Multicultural Societies and Service Agencies of BC (AMSSA)
- Bio Talent Canada
- Metropolis Institute / Institut Metropolis
- BC-India Business Network (BC-IBN)
- 25th International Metropolis Conference: *Changing migration, migration in change* Berlin, Germany, 2022
- College of Immigration and Citizenship Consultants / Collège des consultants en immigration et en citoyenneté
- Refugee 613
- Simon Fraser University
- Northpine Foundation / The Refugee Centre
- Ukrainian Canadian Congress of Saskatchewan
- The Institute for Canadian Citizenship / L'Institut pour la citoyenneté canadienne (ICC)
- Windmill Microlending
- ISM Canada
- New Canadians

## Conference Staff Personnel du Congrès



### **Jack Jedwab**

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Metropolis Institute

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Association for Canadian Studies and  
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Association for Canadian Studies and  
Metropolis Institute

# 2022 Metropolis Awards Of Excellence

## Prix d'excellence Metropolis 2022

The Metropolis Awards of Excellence recognize and celebrate outstanding contributions to the field of immigration and settlement in Canada. This national award establishes a benchmark of achievement and excellence, bringing pride and peer acknowledgement to the deserving recipients. Based on a nomination process, the Metropolis Canada Awards Subcommittee, consisting of members of the Conference Steering Committee, is responsible for selecting the Award recipients.

Les Prix d'excellence Metropolis reconnaissent et célèbrent des contributions exceptionnelles dans le domaine de l'immigration et de l'établissement au Canada. Ce prix national établit une référence en matière de réalisation et d'excellence, apportant fierté et reconnaissance de leurs pairs aux lauréats. Sur la base d'un processus de nomination, le Sous-comité des Prix Metropolis Canada, composé des membres du Comité organisateur du congrès, est chargé de sélectionner les lauréats.

### This year's winners are: Cette année les lauréats sont :

**Metropolis Researcher  
Award Recipient**

**Lauréat du Prix Metropolis  
pour les chercheurs**



**Professor Dan Hiebert**  
University of British Columbia

**Metropolis Policy Maker  
Award Recipient**

**Lauréat du Prix Metropolis  
pour les décideurs**



**Anil Arora**  
Chief Statistician of Canada /  
Statisticien en chef du Canada


**Metropolis Service Provider  
Award Recipient**


**Lauréat du Prix Metropolis  
pour les prestataires  
de services**




**Queenie Choo**  
CEO, S.U.C.C.E.S.S.,  
British Columbia


## Registration Inscriptions

 2nd Floor (Plaza Level)  
2<sup>ème</sup> étage (niveau Plaza)

 As of / À partir de  
7:15 am


## Visit the Exhibitors and Poster Presentations Visite des Kiosques des exposants et des Présentations d'affiches


 Regency Foyer, 3rd floor  
(Convention level)  
Foyer Regency, 3<sup>e</sup> étage  
(niveau Convention)

 As of / À partir de  
7:15 am

## Welcome and Opening Message Discours de bienvenue et d'ouverture

Simultaneous interpretation available / Interprétation simultanée disponible

 Regency Ballroom, 3rd floor  
(Convention level)  
Salle de bal Regency, 3<sup>e</sup> étage  
(niveau Convention)

 8:30 am –  
9:15 am

**Jean Teillet**, Conference Honorary Co-Chair, Attorney, Author and Great Grand-Niece of Louis Riel / Coprésidente d'honneur du congrès, avocate, auteure et arrière-petite-nièce de Louis Riel

**Naheed K. Nenshi**, Conference Honorary Co-Chair, former Mayor of Calgary, Alberta / Coprésident d'honneur du congrès, ancien maire de Calgary, Alberta

## Opening Address / Discours d'ouverture

Simultaneous interpretation available / Interprétation simultanée disponible

**The Honourable / L'Honorable Sean Fraser**, MP for Central Nova, Minister of Immigration, Refugees and Citizenship Canada / Député représentant Nova-Centre, Ministre de l'Immigration, des Réfugiés et de la Citoyenneté Canada

## Opening Remarks from the Government of British Columbia Mot d'ouverture du Gouvernement de la Colombie-Britannique

Simultaneous interpretation available / Interprétation simultanée disponible

**The Honorable / L'Honorable Nathan Cullen**, Minister of Municipal Affairs, Government of British Columbia / Ministre des Affaires municipales, Gouvernement de la Colombie-Britannique

## Special Address / Allocution spéciale

Simultaneous interpretation available / Interprétation simultanée disponible

**Alexandra Chyczij**, National President, Ukrainian Canadian Congress / Présidente Nationale, Ukrainian Canadian Congress



## Plenary Session 1 Séance plénière 1

Simultaneous interpretation available / Interprétation simultanée disponible

📍 Regency Ballroom,  
3rd floor (Convention level)  
Salle de bal Regency,  
3<sup>e</sup> étage (niveau Convention)

🕒 9:15 am –  
10:30 am

### The Impact of the Pandemic on the Labour Market and Social Outcomes of Newcomers to Canada

The ongoing crisis resulting from the global pandemic has presented a set of unprecedented challenges for the service providers and policy makers in Canada's immigration sector. There is considerable evidence pointing to the disproportionate impact of the pandemic on the labour market and social outcomes of newcomers to Canada. In 2020, the number of immigrants admitted to Canada was reduced by nearly half relative to the previous year. By 2021, however, the annual immigration arrivals attained a single year record with just under 400 000 admissions. How did newcomers, immigrant service providers and policy makers respectively deal with the volatility of the past two years? What are the main challenges in newcomer adjustment over the course of the pandemic? Plenary speakers will offer insights into migration management with a focus on health, jobs, education, language training and other measures.

#### Participants

**Corinne Prince**, Director General, Immigration, Refugees and Citizenship Canada

**Anil Arora**, Chief Statistician of Canada

**Neelam Sahota**, Chief Executive Officer of DIVERSEcity Community Resources Society

#### Session Chair

**Patrick MacKenzie**, CEO of the Immigrant Employment Council of BC



### L'impact de la pandémie sur le marché du travail et les parcours sociaux des nouveaux arrivants au Canada

La crise actuelle provoquée par la pandémie mondiale a présenté une série de défis sans précédent pour les fournisseurs de services et les décideurs du secteur de l'immigration au Canada. De nombreux éléments indiquent que la pandémie a un impact démesuré sur le marché du travail et les parcours sociaux des nouveaux arrivants au Canada. En 2020, le nombre d'immigrants admis au Canada a été réduit de près de la moitié par rapport à l'année précédente. Cependant, en 2021, les arrivées annuelles d'immigrants ont atteint un record pour une seule année, avec un peu moins de 400 000 admissions. Comment les nouveaux arrivants, les fournisseurs de services aux immigrants et les décideurs politiques ont-ils respectivement géré l'instabilité de ces deux dernières années? Quels sont les principaux défis de l'adaptation des nouveaux arrivants au cours de la pandémie? Les intervenants en séance plénière donneront un aperçu de la gestion des migrations en mettant l'accent sur la santé, l'emploi, l'éducation, la formation linguistique et d'autres mesures.

#### Participants

**Corinne Prince**, Directrice générale, Immigration, Réfugiés et Citoyenneté Canada

**Anil Arora**, Statisticien en Chef du Canada

**Neelam Sahota**, Présidente et Directrice générale de DIVERSEcity Community Resources Society

#### Président de la séance

**Patrick MacKenzie**, Président et Directeur général d'Immigrant Employment Council of BC

### Break / Pause

Visit the Exhibitors Booths and Poster Presentations / Visite des Kiosques des exposants et des Présentations d'affiches


🕒 10:30 am – 11:00 am

### Block A (workshops) and AR (roundtables) of concurrent sessions Bloc A (ateliers) et AR (tables rondes) des séances simultanées

🕒 11:00 am – 12:30 pm


## Lunch / Diner

 Regency Ballroom  
3rd floor (Convention level)  
Salle de bal Regency  
3<sup>e</sup> étage (niveau Convention)

 12: 30 pm – 1:45 pm

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## Block B (workshops) and BR (roundtables) of concurrent sessions Bloc B (ateliers) et BR (tables rondes) des séances simultanées

 1:45 pm – 3:15 pm

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## Break / Pause

Visit the Exhibitors Booths and Poster Presentations / Visite des Kiosques des exposants et des Présentations d'affiches

 3:15 pm – 3:45 pm

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## Block C (workshops) and CR (roundtables) of concurrent sessions Bloc C (ateliers) et CR (tables rondes) des séances simultanées

 3:45 pm – 5:15 pm

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## Registration, Exhibitors Booths and Poster Presentations Inscriptions, Kiosques des exposants et Présentations d'affiches

📍 2nd Floor (Plaza Level)  
2<sup>ème</sup> étage (niveau Plaza)

🕒 7:30 am –  
9:00 am

## Plenary Session 2 Séance plénière 2

Simultaneous interpretation available / Interprétation simultanée disponible

📍 Regency Ballroom,  
3rd floor (Convention level)  
Salle de bal Regency,  
3<sup>e</sup> étage (niveau Convention)

🕒 9:00 am –  
10:30 am

### The Entry and Settlement of Afghan Refugees in Canada

In August 2021 the government of Canada announced that a special immigration program would be implemented to expedite the arrival of Afghan nationals and their families, who assisted the Government of Canada. A particular focus was directed towards the most vulnerable groups. The program welcomed government-supported and privately sponsored refugees, along with those sponsored by families previously established in Canada. The government agreed to admit up to 40 000 Afghans and to expedite their entry and settlement. The process entailed significant mobilization of immigrant service providers, private sponsors and various international and domestic partners with expertise on resettlement, trauma, and integration. From the outset the entry and settlement of Afghan refugees encountered significant challenges especially in regards to organizing large numbers of arrivals during a pandemic, immigration and visa processing, the availability of housing and the problems of resettling in Canada in a short period of time.

This plenary will feature policy makers, immigrant service providers and civil society representatives that are working closely with Afghan refugees to discuss what has worked best and what hasn't in their entry and settlement as well as to make recommendations as to what needs to be done going forward. Given the current international political situation, the fast pace at which displacement and resettlement may become more common in the future so the goal of this panel is to learn from this experience so that we are ready for the next crisis.

#### Participants

**John Biles**, Director, PNT Integration at Immigration, Refugees and Citizenship Canada

**Fariborz Birjandian**, CEO, Calgary Catholic Immigration Society

**Benita Hansraj**, Lifeline Afghanistan

**Aziz Rafiee**, Executive Director, Afghan Civil Society Forum-organization

#### Session Chair

**Daniel Bernhard**, CEO, The Institute for Canadian Citizenship

### L'entrée et l'établissement des réfugiés afghans au Canada

En août 2021, le gouvernement du Canada a annoncé qu'un programme spécial d'immigration serait mis en œuvre pour accélérer l'arrivée des ressortissants afghans et de leurs familles, qui ont aidé le gouvernement du Canada. Une attention particulière a été portée aux groupes les plus vulnérables. Le programme accueillait les réfugiés soutenus par le gouvernement et ceux parrainés par le secteur privé, ainsi que ceux parrainés par des familles déjà établies au Canada. Le gouvernement a accepté d'admettre jusqu'à 40 000 Afghans et d'accélérer leur entrée et leur établissement. Le processus a nécessité une mobilisation importante des fournisseurs de services aux immigrants, des parrainages privés et de divers partenaires internationaux et nationaux possédant une expertise en matière de réinstallation, de traumatisme et d'intégration. Dès le départ, l'entrée et l'établissement des réfugiés afghans se sont heurtés à des difficultés importantes, notamment en ce qui concerne l'organisation de l'arrivée d'un grand nombre de personnes pendant une pandémie, le traitement de l'immigration et des visas, la disponibilité des logements et les problèmes de réinstallation au Canada dans un court laps de temps.

Cette séance plénière réunira des décideurs politiques, des fournisseurs de services aux immigrants et des représentants de la société civile qui travaillent en étroite collaboration avec les réfugiés afghans. Ils discuteront de ce qui a (ou n'a pas) fonctionné dans le cadre de leur entrée et de leur établissement, et présenteront des recommandations sur les actions à mener pour aller de l'avant. Compte tenu de la situation politique internationale actuelle, le rythme rapide des déplacements et des réinstallations pourrait devenir plus courant à l'avenir. L'objectif de ce panel est donc d'apprendre de cette expérience afin d'être prêt pour la prochaine crise.

#### Participants

**John Biles**, Directeur de l'intégration du PNT, Immigration, Réfugiés et Citoyenneté Canada

**Fariborz Birjandian**, Président et Directeur général de la Calgary Catholic Immigration Society

**Benita Hansraj**, Lifeline Afghanistan

**Aziz Rafiee**, Directeur exécutif, Afghan Civil Society Forum-organization

#### Président de la séance

**Daniel Bernhard**, Président et Directeur Général, The Institute for Canadian Citizenship

## Break / Pause

Visit the Exhibitors Booths and Poster Presentations / Visite des Kiosques des exposants et des Présentations d'affiches

🕒 10:30 am – 11:00 am

## Block D (workshops) and DR (roundtables) of concurrent sessions Bloc D (ateliers) et DR (tables rondes) des séances simultanées

🕒 11:00 am – 12:30 pm

## Lunch / Diner

📍 Regency Ballroom  
3rd floor (Convention level)  
Salle de bal Regency  
3<sup>e</sup> étage (niveau Convention)

🕒 12:30 pm – 1:45 pm

## Block E (workshops) and ER (roundtables) of concurrent sessions Bloc E (ateliers) et ER (tables rondes) des séances simultanées

🕒 1:45 pm – 3:15 pm

## Break / Pause

Visit the Exhibitors Booths and Poster Presentations / Visite des Kiosques des exposants et des Présentations d'affiches

🕒 3:15 pm – 3:45 pm

## Block F (workshops) and FR (roundtables) of concurrent sessions Bloc F (ateliers) et FR (tables rondes) des séances simultanées

🕒 3:45 pm – 5:15 pm

## Registration, Exhibitors Booths and Poster Presentations Inscriptions, Kiosques des exposants et Présentations d'affiches

2nd Floor (Plaza Level)  
2<sup>ème</sup> étage (niveau Plaza)

7:30 am –  
9:00 am

### Metropolis Canada 2022 Award Winners Lauréats des Prix Metropolis Canada 2022

#### Plenary Session 3 / Séance plénière 3

Simultaneous interpretation available / Interprétation simultanée disponible

Regency Ballroom,  
3rd floor (Convention level)  
Salle de bal Regency,  
3<sup>e</sup> étage (niveau Convention)

9:00 am –  
10:30 am

### From Metropolis North America to Metropolis Americas: An “Americas” Conversation about Migration

The November 2021, the North American Leaders’ Summit (known popularly as the meeting of the three Amigos) aimed at discussing the regional migration crisis that has had a profound impact on the United States, Mexico and Canada. The global pandemic has seen greater attention directed at the crisis with the closing of land borders and the rising backlog of migrants. It has become apparent that the three country conversation around migration must incorporate the broader migration situation and conditions in the Americas to effectively address the ongoing challenges arising from the political and economic instability. Plenary speakers will speak about the key pillars for an Americas conversation about migration. This session will also formalize the transition from Metropolis North America to Metropolis Americas.

#### Participants

**Silvia Elena Giorguli Saucedo**, President of the Colegio de México (COLMEX)

**Katharine Donato**, Donald G. Herzberg Professor of International Migration, and Director, Institute for the Study of International Migration (ISIM), Georgetown University, Washington, DC, USA

**María Eugenia Brizuela de Avila**, Nonresident Senior Fellow, Adrienne Arsht Latin America Center, former Minister of Foreign Affairs in El Salvador

#### Session Chair

**David Heurtel**, Counsel at Fasken Law, Political Analyst / Adjunct Professor, Concordia University, former Member of the National Assembly and Quebec Minister of Immigration, Montreal, Quebec, Canada

#### Discussant

**Leroy Potts**, U.S. Council on Foreign Relations Fellow in Canada 2021-2022

### De Metropolis Amérique du Nord à Metropolis Amériques: Une conversation des « Amériques » sur la migration

En novembre 2021, le sommet des leaders nord-américains (communément appelé « la réunion des trois Amigos ») avait pour but de discuter de la crise migratoire régionale qui a eu un impact profond sur les États-Unis, le Mexique et le Canada. En raison de la pandémie mondiale, la crise a fait l’objet d’une attention accrue avec la fermeture des frontières terrestres et l’augmentation des retards dans les dossiers des migrants. Il est devenu évident que la conversation entre les trois pays sur la migration doit tenir compte de la situation et des conditions migratoires plus globales dans les Amériques afin de relever efficacement les défis permanents découlant de l’instabilité politique et économique. Les conférenciers de la séance plénière parleront des principaux piliers d’une conversation sur les migrations dans les Amériques. Cette séance permettra également d’officialiser la transition de Metropolis Amérique du Nord à Metropolis Amériques.

#### Participants

**Silvia Elena Giorguli Saucedo**, Présidente du Colegio de México (COLMEX)

**Katharine Donato**, Donald G. Herzberg, Professeure de migrations internationales et directrice du Institute for the Study of International Migration (ISIM), Université de Georgetown, Washington, DC, États-Unis

**María Eugenia Brizuela de Avila**, Chercheuse invitée, Adrienne Arsht Latin America Center, ancienne Ministre des affaires étrangères du Salvador

#### Président de la séance

**David Heurtel**, Avocat chez Fasken Law, Analyste politique / Professeur associé, Université Concordia, ancien député de l’Assemblée nationale et ministre de l’Immigration du Québec, Montréal, Québec, Canada

#### Commentateur


**Leroy Potts**, chercheur invité au U.S Council on Foreign Relations au Canada 2021-2022



## **Break / Pause**


Visit the Exhibitors Booths and Poster Presentations / Visite des Kiosques des exposants et des Présentations d'affiches

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 10:30 am – 11:00 am

## **Block G (workshops) and GR (roundtables) of concurrent sessions Bloc G (ateliers) et GR (tables rondes) des séances simultanées**

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 11:00 am – 12:30 pm

**Titles and information regarding all sessions appear in the official language they were submitted in by the workshop organizer.**

**Please note all poster presentations are listed at the end of the program as they run through the entirety of the conference.**



**A smartphone friendly version of this program can be found at:  
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**Les titres et les informations concernant toutes les séances s'affichent dans la langue officielle dans laquelle ils ont été soumis par l'organisateur de l'atelier.**

**Veillez noter que toutes les présentations d'affiches sont listées à la fin du programme car elles sont exposées tout au long du congrès.**



**Une version du programme adaptée aux cellulaires est disponible ici:  
[bit.ly/MetCAN22-ProgrammeCellulaire](https://bit.ly/MetCAN22-ProgrammeCellulaire)**



## A1

### LIP Research: Promising Practices in Local Level Research and National Collaboration

📍 Georgia A Room  
2nd Floor  
(Plaza Level)

🕒 11:00 am –  
12:30 pm

Research occupies an important role in the strategic and action planning activities of Local Immigration Partnerships. LIPs are actively engaging in research at the local level that results in innovative approaches and promising practices. At the same time, national-level partnerships have made locally relevant statistical data and data visualization tools more readily available to LIPs and help address gaps in research capacity. Collaborative initiatives are enhancing the capacity of LIPs to produce quality research, with clear benefits to planning, communication, project evaluation and more. This panel will explore some of those promising practices and will look to the future of collaboration between LIPs and other partners.

#### Participants

**Muhi Bakiki**, Archway Community Services & Chilliwack Local Immigration Partnership  
*A Community-Based Research Partnership Between Community Organization & Postsecondary Institution*

**Michael Ditor**, Community Data Program  
*The Community Data Program in Partnership with the National LIP Secretariat*

**Sandra Lee**, Simcoe County Local Immigration Partnership  
*Simcoe County Immigrant Health Outcomes Survey*

**Hindia Mohamoud**, Ottawa Local Immigration Partnership  
*Ottawa's Collaborative Data Strategy to Guide Community Planning for the Integration of Immigrants*

#### Moderator

**Douglas Olthof**, National LIP Secretariat

## A2

### Educators and Stakeholders Collaborate: Refugee Response in Canada

📍 Georgia B Room  
2nd Floor  
(Plaza Level)

🕒 11:00 am –  
12:30 pm

This session explores a community and education partnership that was developed to support the integration of refugee children, youth and adults. Partnering together with community organizations, universities, and non-government organizations, this session explores the interconnectedness of a holistic and comprehensive model to providing support to refugee communities. Focusing on trauma healing, vicarious trauma, and trauma-informed approaches, the presenters will discuss promising practices and lessons they have learned in working together through research, practice and community outreach activities.

#### Participants

**Jan Stewart**, University of Winnipeg  
*School Support and Community Connections: Meeting the Needs of Refugee Students*

**Dania El Chaar**, University of Calgary  
*Promising Practices and Lessons Learned: A Cultural Broker Lens to Settlement*

**Kari McCluskey**, Aurora Family Centre  
*Vicarious Trauma and the Caregiver*

**Elizabeth Andrea**, Women for Women of South Sudan  
*A community Approach to Trauma Healing*

## A3

### Impact des discriminations raciales sur l'intégration des immigrants francophones en Ontario

📍 Salle Cypress  
34<sup>ème</sup> étage (niveau Perspectives)

🕒 11:00 am –  
12:30 pm

La diversité et l'inclusion constituent les pierres angulaires de la société canadienne, quelque chose dont tous les Canadiens et Canadiennes peuvent se réjouir. Cependant, il reste de véritables défis à relever en matière de discriminations raciales notamment sur l'intégration des personnes immigrantes d'origines africaine dans les communautés francophones en situation minoritaire en Ontario. Le Réseau en immigration francophone du Centre Sud-Ouest (RIFCSO) avec l'appui de ses partenaires du milieu de la recherche, à travers cet atelier, veut présenter comment ces discriminations raciales constituent un véritable défi d'intégration économique des immigrants francophones d'origine africaine.

#### Participants

**Jean Claude N'da**, Réseau en Immigration Francophone du Centre-Sud-Ouest de l'Ontario

**Gertrude Mianda**, Glendon-York University

## A4

### Our Experiences-Our Voices: Equity, Diversity, and Inclusion in Academia

📍 Grouse Room  
34th Floor  
(Perspectives Level)

🕒 11:00 am –  
12:30 pm

This workshop will present the transformative journey of racialized and immigrant faculty members in Canadian post-secondary institutions. Using autoethnography as a reflective methodology, we will share our personal, professional growths, challenges, and resiliency in the path of social justice. Grounded on our own experiences, the workshop aims to:

- 1) Help participants critically understand the intersectional challenges experienced by immigrants and racialized academic communities; and
- 2) Unpack resiliencies in Canadian post-secondary institutions.

#### Participants

**Dr. Baiju Vareed**, MacEwan University

**Dr. Hellen Gateri**, MacEwan University

**Dr. Rita Dhungal**, University of Fraser Valley

## A6

### Understanding and Dismantling Impacts of Racism on Black and Racialized Communities in Burnaby

📍 Plaza A Room  
2nd Floor  
(Plaza Level)

🕒 11:00 am –  
12:30 pm

This workshop will provide an overview from two projects undertaken by Burnaby Together (BT), a coalition working to address hate and racism.

- 1) Community engaged research to examine the underlying causes of systemic and institutionalized racism faced by racialized newcomers and co-design solutions; and
- 2) Strengthening community capacity to support individuals that experience racism and hate. Attendees will explore the role of partnerships and collaborations that centre racialized communities in furthering our understanding of the lived experiences of racialized newcomers who face racism and inequities to then be better equipped to co-create solutions with the communities.

#### Participants

**June Francis**, Colab/Simon Fraser University  
*Understanding and Dismantling Racism*

**Kristina Henriksson**, Colab/Simon Fraser University  
*Understanding and Dismantling Racism*

**Sangeeta Subramanian**, Chetana Consulting  
*Building Community Supports to Address Racism*

**Rebekah Mahaffey**, City of Burnaby  
*Anti-Racism at the City of Burnaby*

#### Moderator

**Ana Maria Bustamante**, Burnaby Intercultural Planning Table / Burnaby Together

## A7

### Settlement Supports for Newcomers in Rural Communities Across Canada

📍 Balmoral Room  
3rd floor  
(Convention level)

🕒 11:00 am –  
12:30 pm

Rural communities see a small number of immigrants compared to urban gateways, but settlement in rural areas has a significant impact on a large number of communities across the country. To make settlement work well for immigrants and their communities, immigration stakeholders need to understand what is unique about the rural context. Based on recent research and promising practices, this session will offer insight into creating a robust support ecosystem in rural communities.

#### Participants

**Kathryn Dennler**, The Conference Board of Canada  
*Geographic Gaps in Settlement Services in Rural Communities: Examining Where, Why, and What Next*


**Ginette Gautreau**, Conseil multiculturel du Nouveau-Brunswick / New Brunswick Multicultural Council  
*Rural Settlement Network: Building Capacity and Strengthening Rural Settlement Services through Collaboration*


**Leesha Kanbour**, Alberta Association of Immigrant Serving Agencies  
*AAISA's Rural Settlement Systems Study: Comparing Municipal Contexts, Strategies, and Opportunities for Development*

**Jennifer Freeman**, PeaceGeeks  
*Necessity is the Mother of Invention: Learning from Digital and Non-Digital Innovation in Rural and Small Centres*

## A8

### Dynamic Dashboards Helping Solve Complex Social Problems

 English Bay Room,  
34th Floor  
(Perspectives  
Level)

 11:00 am –  
12:30 pm

Data can be transformed into information when it is viewed in context. It can be measured, collected, reported, and analyzed. Most nonprofits are collecting data, but few know how to utilize it effectively. Immigrant Services Calgary is using Dynamic Dashboard technology to visualize data trends in order to improve policy and service delivery. This workshop will explore the various ways in which data can empower and lead to enhanced decision making.

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#### Participants

**Hyder Hassan**, Immigrant Services Calgary


**Usman Khan**, Immigrant Services Calgary


**Garlon Yau**, Luniko Consulting

**Yassen Horanszky**, Luniko Consulting

## A9

### Discrimination and Racism in Employment: Perspectives from both Racialized Newcomer Women and Employers

 Plaza B Room  
2nd Floor  
(Plaza Level)

 11:00 am –  
12:30 pm

Hear results from two studies and an initiative to address systemic racism in immigrant services.

- 1) Racialized newcomer women who participated in the CPRNW Pilot shared their perceptions and personal experiences with discrimination and racism in employment, including impacts of the discrimination on their well-being.
- 2) Toronto Region Immigrant Employment Council survey results with employers in the GTA on their equity, diversity and inclusion priorities and actions taken, including their perspectives on the inclusion of newcomer women.
- 3) Tri-Cities Local Immigration Partnership is implementing and evaluating an anti-oppression approach to build capacity in immigrant-serving agencies to combat systemic racism in Metro Vancouver.

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#### Participants

**Susanna Gurr**, Social Research and Demonstration Corporation (SRDC)

**Sugi Vasavithasan**, Toronto Region Immigrant Employment Council

**Cameron Abigail**, S.U.C.C.E.S.S

**Mélanie Pronovost**, Immigration, Refugees and Citizenship Canada

## A10

### Addressing System Barriers To Vaccine Access for Vulnerable Newcomers

📍 Plaza C Room  
2nd Floor  
(Plaza Level)

🕒 11:00 am –  
12:30 pm

The Calgary Indigenous Community Clinic was established in response to persistent systemic barriers known to influence access to health services. This included marginalized groups from: urban indigenous communities, immigrant, refugee, ethnocultural communities, and TFW's. This initiative was made possible through novel cross sector partnerships to provide Alberta's first Civil society driven vaccine clinic designed to ensure cultural safety, and equity and access to public health services. CCIS informed the design of the newcomer access to the clinic, and provided logistical, language and communication support to all Calgary destined Refugees from January 2018 to May 2020 resulting in over 5,000 outreach calls and 729 doses.

#### Participants

**Amanda Koyama**, Calgary Catholic Immigration Society (CCIS)

**Fariborz Birjandian**, Calgary Catholic Immigration Society (CCIS)

**Salim Samanani**, Okaki Health

**Amanda Weightman**, Habitus Collective

## A11

### Building a Culture of Engagement and Collaboration with Data and Research

📍 Seymour Room,  
34th Floor  
(Perspectives  
Level)

🕒 11:00 am –  
12:30 pm

AAISA facilitates the Provincial Engagement Initiative (PEI) which is comprised of participants across four committees. AAISA utilizes data collected from the annual Alberta Settlement and Integration Sector Survey as a foundational tool for strategic, stakeholder engagement and planning. The survey data features current priorities, areas of improvement, and systems-level issues that impact newcomer-serving agencies and in turn, is synthesized into PEI discussions. By demonstrating the success of AAISA's PEI through data utilization to collaborate with stakeholders within the sector, we show that identifying system-level challenges can lead to collaborative solutions to promote shared visions of settlement and integration for newcomers.

#### Participants

**Ashley Vu**, Alberta Association of Immigrant Serving Agencies (AAISA)


**Marokh Yousifshahi**, Alberta Association of Immigrant Serving Agencies (AAISA)



## A12

### Measuring Multiple and Intersectional Identities: Exploring Health Outcomes for Visible Minority Groups Through an Inclusion Framework [Part 1](#)

 Prince of Wales  
3rd floor  
(Convention level)

 11:00 am –  
12:30 pm

The first session of our two-part series will assess the intersectionality of select health outcomes from the Canadian Index for Measuring Integration and Inclusion (CIMII) across various markers of identity. Using data from the most recent Canadian Community Health Surveys (2019 and 2020), this presentation will explore gaps between visible minority groups (Indigenous peoples, South Asian, White, Chinese, Black, Filipino, and others) across several health indicators such as satisfaction with life, self-perceived unmet healthcare needs, self-perceived mental health, and having a regular healthcare provider. This presentation will highlight how the COVID-19 pandemic has disproportionately affected the health outcomes of these groups.

#### Participants

**Paul Holley**, Research Director, The Association for Canadian Studies and Metropolis Institute

**Anh Nguyen**, Research Analyst, The Association for Canadian Studies and Metropolis Institute

**Stefan Stefanovic**, Research Analyst, The Association for Canadian Studies and Metropolis Institute


#### Commentator

**Lori Wilkinson**, University of Manitoba

## A13

### The Future of Language Training in Canada's Settlement Sector

 Brighton &  
Kensington Room  
4th Floor

 11:00 am –  
12:30 pm

This workshop will explore the future of language training for settlement in an increasingly uncertain world. The Immigrant Education Society's (TIES) Language Team will discuss the many disruptions to traditional classroom service delivery encountered since the onset of the COVID-19 pandemic, as well as the many technological solutions that were embraced by their clients. They will conclude with some futures-thinking that asks us to consider which of these new approaches might just stick around, and whether they can make Canada's settlement sector more resilient in the face of increasing social, political, and environmental change.

#### Participants

**Irina Copil**, The Immigrant Education Society (TIES)

**Jana Ciobanu**, The Immigrant Education Society (TIES)

**Kerry Howard**, The Immigrant Education Society (TIES)

## AR1

📍 Stanley room  
34th Floor  
(Perspectives  
Level)

🕒 11:00 am –  
12:30 pm

### **Engaging Employers: What it Takes to Spark Interest and The Partnership Efforts Required to Keep Them Growing**

Effective strategies and tactics to engage and involve employers in the settlement process requires a coordinated effort across the sector. In this session, the National Network of Immigrant Employment Councils are hosting roundtable conversations with settlement service providers to share, learn about and discuss successful partnerships and promising best practices that are encouraging employer action and influencing newcomer hiring and retention practices.

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#### Participants

**Patrick MacKenzie**, IEC-BC,

**Bruce Randall**, CRIEC

**Doug Piquette**, ERIEC

**Henry Akanko**, HIO

**Sienna Taylor**, Immploy

**Robyn Webb**, Halifax Partnership

#### Moderator

**Rania Younes**, IEC-BC

## B1

### Cross-Sectoral Perspectives on the Health and Integration of Mothering Refugee Women

📍 Georgia A Room  
2nd Floor  
(Plaza Level)

🕒 1:45 pm –  
3:15 pm

Refugee women's experience disproportionate access to health services across Canada. Our workshop takes a multisectoral approach with this widespread health inequity in this population. First, we present key findings from a longitudinal study on Syrian refugee women's resettlement experiences in British Columbia. Syrian women were recruited as peer research assistants (PRAs). Secondly, we present findings on public health nurses' processes used to support mothering refugee women. Our third presenter is a Masters graduate who explored perinatal healthcare provider's health literacy and mental health of migrant women. Experiences and ethical considerations of working with refugee PRAs will also be conveyed.

#### Participants

**Dr. Joyce O'Mahony**, Thompson Rivers University  
*Using Longitudinal Participatory Action Research to Support Syrian Refugee Mothers in the Resettlement Period*

**Dr. Shahin Kassam**, University of Victoria, *How Public Health Nurses Work and Support Mothering Refugee Women in the Community: Findings from a Constructivist Grounded Theory*

**Conchitina Lluch**, Thompson Rivers University  
*Health Literacy of Healthcare Providers and Mental Health Needs of Immigrant Perinatal Women*

**Dr. Shahin Kassam**, University of Victoria, Syrian refugee Peer Research Assistants (Amal, Marwa, Esraa, Souzan)  
*Partnering with Refugee Women within the Research Process*

**Dr. Nancy Clark**, University of Victoria  
*Addressing Ethical Gaps in Working with Refugees as Peer Researchers*

## B2

### Rethinking Permanent and Temporary Residents in Essential Work: Insights from COVID-19

📍 Balmoral Room  
3rd floor  
(Convention level)

🕒 1:45 pm –  
3:15 pm

The pandemic has put the spotlight on both permanent and temporary residents working in essential occupations – their critical contributions to the provision of essential goods and services, as well as the challenges they face. Many essential sectors are immigrant-intensive, and some rely significantly on temporary workers. The session focuses on the role of (im)migrants in essential work, featuring the existing challenges around working conditions, visa status and overqualification, as well as their access to supports, with deep dives into sectors such as agriculture and long-term care. It will feature data, evidence, and discussions towards creating more resilient essential sectors and better jobs and supports for immigrants.

#### Participants

**Yilmaz Ergun Dinc**, Senior Research Associate, Immigration, The Conference Board of Canada  
*Valued Workers, Valuable Work: The Current and Future Role of (Im)migrant Talent*

**Glynis George**, Assoc. Professor, University of Windsor  
*Essential Yet Unprotected: Community and Service Provider Supports for Migrant Farmworkers During and Prior to COVID-19*

**Marie-Solange Evehe Bebandoue**, PhD, Coordinator, Retail Training Program, Calgary Immigrant Women's Association,  
*Immigrant Women Experiences in Long-term Care*

#### Moderator

**Yilmaz Ergun Dinc**, Senior Research Associate, Immigration, The Conference Board of Canada

## B3

### Reimagining Settlement Services: The Promises and Challenges of SWIS Programming

📍 Georgia B Room  
2nd Floor  
(Plaza Level)

🕒 1:45 pm –  
3:15 pm

In this talk an overview of the Settlement Workers In Schools (SWIS) program in the PNT Region will be provided. The topics such as school settlement work during COVID-19, sustaining SWIS activities during the pandemic in small and rural settings and effective working relationships with schools will be discussed. Reimagining and designing a more impactful and innovative SWIS program, as well as anticipated challenges are the other components of this talk.

#### Participants

**Maryam Karimi**, PNT Region SWIS Coordinator- SAISIA  
*School Settlement Work during COVID-19*

**Oliver Kamau**, Director of Programs- Edmonton Immigrant Services Association (EISA)  
*Decentering Settlement Services: The Impact and Promises of SWIS as an Innovative Model*

**Jana McKee**, Program Director- Seven Oaks Immigrant  
*SWIS in Context of Youth*

**Lisa DeGara**, Manager - Small Centres for Action for Healthy Communities  
*Enhanced SWIS: Identifying Needs, Supporting Families, and Building Bridges in Small Communities*

**Meagan Botelho**, SWIS Program Manager- N.E.E.D.S. Inc.  
*Building Effective Working Relationships with Schools*

**Ricardo Morales**, Director, Community Development and Integration Services & Southern Alberta Rural Initiatives - Calgary Catholic Immigration Society, *Sustaining SWIS Programming Throughout the Pandemic in a Small Rural Setting*

**Janine Hart**, Executive Director- The Humboldt Regional Newcomer Centre  
*Designing an Effective SWIS for Small Centre Rural*

**Yic Camara**, PNT Region Francophone SWIS Coordinator - FRAP  
*Francophone SWIS Best Practices*

## B4

### Cultivating a Sense of Belonging in an Inclusive Community

📍 Plaza A Room  
2nd Floor  
(Plaza Level)

🕒 1:45 pm –  
3:15 pm

When addressing diversity, equity, and inclusion, we often misrecognize the role of belonging as an emotional and experiential outcome. This session will discuss how intersectionality and the COVID-19 pandemic have impacted the sense of belonging in the Canadian context. From an immigrant perspective, we will review readiness and assessment to create conditions conducive for newcomer integration and their sense of belonging. Anecdotes and observations from this process in small communities will be shared. To parallel Western notions of intersectionality, the session will also explore the Indigenous paradigm of relationality to highlight how inclusivity is embedded and part of the worldview of Indigenous peoples.

#### Participants


**Sinela Jurkova**, Calgary Catholic Immigration Society (CCIS)  
*Intersectionality and COVID-pandemic as factors impacted the sense of belonging*


**Dr. Gabrielle Lindstrom**, Taylor Institute for Teaching and Learning, University of Calgary  
*The Indigenous paradigm of relationality and how inclusivity is embedded in the worldview of Indigenous peoples*

**Ricardo Morales**, Calgary Catholic Immigration Society (CCIS), *Community readiness for creating conditions that support immigrant integration, inclusion and sense of belonging in small centres*

## B5

### The Profound Impact of Specialized Learning Needs in LINC Classrooms: Gaps & Recommendations

 Cypress Room, 34th Floor (Perspectives Level)

 1:45 pm – 3:15 pm

Specialized learning needs in LINC/CLIC classrooms, including learning and cognitive disabilities, mental health challenges and illness, PTSD, brain injuries, and trauma have a profound effect on learners and instructors in a variety of ways. Using a national focus, this presentation will examine the scope of these effects, promising practices to overcome challenges, and recommendations for service providers and funders.

#### Participants

**Teresa Burke**, MANSO, *Setting the Stage: National Scope and Considerations*


**Carol Derby**, ISANS, *Accessibility in the LINC Classroom*


**Amea Wilbur**, University of the Fraser Valley  
*Trauma-Informed Practices in EAL: Exploring Research, Programming, and Pedagogy*

**Traicy Robertson**, Manitoba Possible  
*Overview of Provincial Support Service Pathways for Newcomers Living with Disabilities in Canada*

## B6

### A Gender Based Violence Settlement Sector Strategy-Across Canada

 Plaza B Room 2nd Floor (Plaza Level)

 1:45 pm – 3:15 pm

In April 2019, with funding from Immigration, Refugees and Citizenship Canada (IRCC), four organizations from the anti-violence and settlement sectors partnered to begin to develop the GBV Settlement Sector Strategy: The Canadian Immigrant Settlement Sector Alliance – *Alliance canadienne du secteur de l'établissement des immigrants* (CISSA-ACSEI), Ending Violence Association of Canada (EVA CAN), Ontario Council of Agencies Serving Immigrants (OCASI), and YMCA of Greater Halifax/Dartmouth. Building on current expertise and existing resources, the National Strategy aims to develop a shared base of knowledge between the settlement and anti-violence sectors so that we can increase our ability to respond.

Project website: [www.ngbv.ca](http://www.ngbv.ca)

#### Participants

**Kathryn Bates-Khan**, GBV Settlement Sector Strategy Project Manager, YMCA of Greater Halifax/Dartmouth

**Briana Miller**, Coordinator, Gender Based Violence Prevention Project, YMCA of Halifax/Dartmouth

**Nina Condo**, Executive Director Elmwood Community Resource Centre CISS-ACSEI Representative


**Anne Oserin-Pinnock**, Program Director, Elmwood Community Resource Centre

**Valérie Auger-Voyer**, MSc (she/elle) Strategic Engagement Coordinator, Coordonnatrice de l'engagement stratégique, Ending Violence Association of Canada / L'Association canadienne contre la violence

**Thea Bracewell**, Senior Policy Analyst, Settlement and Integration Policy (SIP), Immigration, Refugees and Citizenship Canada, Government of Canada

## B7

 Tennyson & Dover Room  
4th Floor

 1:45 pm –  
3:15 pm

### Try uMetropolis: Managing Migration in Times of Crisis


In this session, attendees will be invited to try the uMetropolis course Managing Migration in times of Crisis. Spaces will be limited and distributed on a first-come, first-served basis.

#### Participant

**Christopher Surtees**, The Association for Canadian Studies and Metropolis Institute

## B8

 Prince of Wales Room  
3rd floor  
(Convention level)

 1:45 pm –  
3:15 pm

### Measuring Multiple and Intersectional Identities: Exploring the Social and Civic & Democratic participation outcomes through an inclusion framework Part 2

Using data from the newly released General Social Survey - Social Identity 2020, the second session of our two-part series will explore key Social and Civic & Democratic participation outcomes such as sense of belonging, victim of discrimination, number of close friends, voting and volunteering from the Canadian Index for Measuring Integration & Inclusion (CIMII). The presentation will compare findings from the 2020 survey with findings from previous years, revealing the differential impacts of COVID-19 on immigrants across a diverse set of identity markers.

#### Participants

**Paul Holley**, Research Director, The Association for Canadian Studies and Metropolis Institute

**Anh Nguyen**, Research Analyst, The Association for Canadian Studies and Metropolis Institute


**Stefan Stefanovic**, Research Analyst, The Association for Canadian Studies and Metropolis Institute


#### Commentator

**Simona Bignami**, Université de Montréal

## B9

### Complete vs. Compete

 Grouse Room  
34th Floor  
(Perspectives  
Level)

 1:45 pm –  
3:15 pm

Finding a common language is essential for communication, and this holds true in building community stakeholder relationships. In order to expand relationships during the pandemic, Immigrant Services Calgary worked with various community partners to address common goals. To foster sound relationships, strategies for identifying respective pain points are implemented. Through the identification of challenges, relationships are strengthened, and trust is built. Strong stakeholder relationships are an important key to success throughout the pandemic and beyond. This workshop will deep-dive into best practices for building successful relationships.

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#### Participants


**Hyder Hassan**, Immigrant Services Calgary

**Casey Kennedy**, Immigrant Services Calgary

## B10

### Rural Newcomer Settlement Work – Effects of COVID-19 on Rural Settlement Service Provider Organizations (SPOs) and Newcomers in Rural Areas

 English Bay Room  
34th Floor  
(Perspectives  
Level)

 1:45 pm –  
3:15 pm

Since the beginning of the pandemic, with the direction and guidance of Dr. Ray Silvius and Research Lead Amanda Carvalho, research has been taken in Manitoba, Saskatchewan and Alberta place that: Demonstrates challenges that rural SPOs are facing in offering services during the pandemic; Learn from service users of the economic and social impacts they are facing during the pandemic and how rural SPOs may be of assistance during this time; Learns from newcomers new challenges they are facing during the pandemic, including those pertaining to employment and in accessing services; Takes into account community and economic development post COVID-19. This research process, findings and recommendations will be presented.

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#### Participants

**Don Boddy**, MANSO

**Janvi Tuteja**, SAISIA

**Leesha Kanbour**, AAISA



## B11

### Indigenous Education for Newcomers

📍 Plaza C Room  
2nd Floor  
(Plaza Level)

🕒 1:45 pm –  
3:15 pm

In response to a Truth and Reconciliation Commission (TRC) recommendation, the Centre for Newcomers created the Indigenous Education for Newcomers (IEFN) workshop. The recommendation is “to reflect a more inclusive history of the diverse Indigenous peoples of Canada including information about the Treaties and the history of residential schools”. IEFN seeks to bring newcomers and Indigenous persons together through informative activities in partnership with an Elders’ Advisory and an advisory of representatives from immigrant-serving agencies and indigenous services. The learnings from IEFN on Treaty 7 land can be used for national scope to further the goals of the TRC.

#### Participants

**Anila Lee Yuen**, Chair & CEO, Centre for Newcomers

**Cindy Provost**, Centre for Newcomers

**Sally Zhao**, The Immigrant Education Society

## B12

### Sport is not an Equal Playing Field: Winnipeg’s Anti-Racism in Sport Campaign

📍 Cavendish Room  
4th Floor

🕒 1:45 pm –  
3:15 pm

The Anti-Racism in Sport Campaign seeks to address, disrupt and eliminate racism and discrimination in sport experienced by First Nations, Métis Nation, Inuit, Black, Racialized, and religious minority communities in Winnipeg. In this workshop, presenters will share insights into the development and implementation of the Campaign and its activities:

- 1) Middle school presentations with professional athletes and community sport leaders;
- 2) Training for sport stakeholders;
- 3) A public awareness campaign;
- 4) An Anti-Racism in Sport Accord; and
- 5) A research project conducted by the University of Manitoba that included an extensive literature review and 12 online focus groups, involving 39 participants (findings will be presented).

#### Participants

**Allen Mankewich**, Immigration Partnership Winnipeg, Anti-Racism in Sport Campaign Communications Coordinator, Immigration Partnership Winnipeg, Project Manager  
*Building Anti-Racism in Sport Capacity: School Presentations and a Public Awareness Campaign*

**Craig Brown**, University of Manitoba, Faculty of Kinesiology and Recreation Management, Research Consultant  
*Exploring Experiences of Racism and Anti-Racism in Sport in Winnipeg: Research Findings*

**Gololcha Boru**, Immigration Partnership Winnipeg, Project Consultant  
*Anti-Racism in Sport Training: Educating Sport Stakeholders*

**Daria Jorquera Palmer**, Immigration Partnership Winnipeg, Project Consultant  
*Developing and Implementing an Anti-Racism in Sport Campaign*

#### Moderator

**Jessica Praznik**, Immigration Partnership Winnipeg, Project Manager

## B13

### Providing Future Skills for Immigrant Settlement and Integration

📍 Seymour Room  
34th Floor  
(Perspectives  
Level)

🕒 1:45 pm –  
3:15 pm

Compared to Canadian-born people, newcomers have higher unemployment rates. Numerous studies have identified various barriers, including systemic and individual discrimination, non-recognition and devaluation of credentials and work experience obtained outside of Canada, immigrants' lack of familiarity with Canadian work culture, and lack of social networks. However, there is little to no information on the foundational and transferable skill levels of newcomers or the skill gaps between immigrants and Canadian-born individuals. This workshop includes three studies:

- 1) Current Skills Gaps among Immigrants;
- 2) Immigrants' Response to Labour Market Demands over the Pandemic; and
- 3) Skills Training for Immigrants.

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#### Participants

**Jodi-Ann Francis**, Senior Research Assistant, Diversity Institute, Ted Rogers School of Management, Ryerson University

**Tomke Augustin**, Postdoctoral Fellow, I.H. Asper School of Business, University of Manitoba; Diversity Institute, Ted Rogers School of Management, Ryerson University

**Patrick MacKenzie**, CEO, Immigrant Employment Council of BC

## B14

### Lessons Learned from the Afghan Evacuation and Implications for Future Resettlement

📍 Brighton &  
Kensington Room  
4th Floor

🕒 1:45 pm –  
3:15 pm

The NATO evacuation in August 2021 of Afghanistan led to an unprecedented and unplanned exodus of Afghans from the country in a short period of time. The way in which the evacuation occurred, has created a unique global refugee crisis. The normal channels (UNHCR, formal refugee resettlement processes) for resettlement are not readily available as a result. This latest crisis is on top of a decade of refugee waves as a result of the Arab Spring and the rise of ISIS, which has taxed the immigration systems of numerous western nations-but Canada's doors remain open. The method by which Afghans will arrive to Canada, must take into consideration lessons learned from the past decade, and a review of how the evacuation unfolded.

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#### Participants

**Sasha Ghosh-Siminoff**, People Demand Change INC

**Niusha Masoumi**, People Demand Change INC

**Saleem Spindari**, ASPIRE program

## BR1

**Meilleures pratiques pour l'établissement et l'intégration des élèves et leurs familles nouvellement arrivées au Canada**

📍 Salle Turner  
4<sup>ème</sup> étage

🕒 1:45 pm –  
3:15 pm

Cet atelier se veut un moment de discussion et de partage des meilleures pratiques avec les fournisseurs des services, la communauté, les écoles, les nouveaux arrivants et les intervenants. Le COPA a d'abord conçu son programme à Toronto en 2010 pour répondre aux besoins réels et distincts des familles nouvellement arrivées en Ontario, plus particulièrement pour les aider à surmonter les difficultés qu'elles éprouvaient en naviguant dans le système scolaire. La reproduction du programme SWIS n'a pas donné les résultats escomptés vu que la population immigrante d'expression française était plus vulnérable et plus marginalisée et avait accès à moins de services et de ressources en français. C'est ainsi que le Programme des TÉE a été créé!

**Participants**

**Louis Kdouh**, COPA NATIONAL

**Randa Meshki**, COPA NATIONAL

**Anne-Sophie Ruest Paquette**, COPA NATIONAL

## BR2

**New Approaches in Generating Funding for the Immigrant Serving Sector**

📍 Stanley Room  
34th Floor  
(Perspectives  
Level)

🕒 1:45 pm –  
3:15 pm

What methods can the settlement sector employ to generate or supplement funding? Join this roundtable discussion where we will be exploring examples of different approaches, partnership models and strategies settlement organizations are taking to increase their capacities to better serve their clients. This discussion is a part of the WES Mariam Assefa funded project *Envisioning the Future of the Immigrant Serving Sector*.

**Participants**

**Jake Hirsch-Allen**, North America Workforce Development and Higher Ed System Lead, LinkedIn

**Sheryl Lee**, Chief Impact Officer, LIFT

**Erika Lambert**, The Association for Canadian studies and Metropolis Institute

**Lisa Abramowicz**, The Association for Canadian studies and Metropolis Institute

**Sarah Kooi**, The Association for Canadian studies and Metropolis Institute

**Mylène Sage**, Director, Partnerships, Lighthouse Labs


**Katie Crocker**, CEO, AMSSA

**Patrick MacKenzie**, CEO, Immigrant Employment Council of BC

## BR3

### **System-wide Collaboration to make Credentialing an Immigrant-Centred Experience**

 Constable Room  
4th floor

 1:45 pm –  
3:15 pm

Uncertainty around employment, prolonged and complicated accreditation processes and high costs of licensure force skilled newcomers, disproportionately women, into low-paying survival jobs. Recent research funded by Canadian Women's Foundation and Windmill Microlending highlights the complex, multi-layered credentialing process internationally-trained professionals experience when they immigrate to Canada as well as the social and emotional impact of delayed labour market integration. Our proposed roundtable will ask: How can we leverage innovative solutions and strengthen system-wide collaboration to make credentialing an immigrant-centred experience?

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#### Participants

**Paula Calderon Calderon**, Windmill Microlending

**Lisa Elford**, Habitus Collective

## C1

**Reimagining Programming and Services for a Post-COVID-19 Reality in Atlantic Canada**

📍 Grouse Room  
34th Floor  
(Perspectives  
Level)

🕒 3:45 pm –  
5:15 pm

The pandemic has brought different challenges to our province and our region. We are seeing a shift in our clientele and their needs. In this workshop, participants will learn about different programming initiatives conceived and put in action during the pandemic in New Brunswick. All of these initiatives provide support access to employment for international students, refugees, temporary foreign workers and address the changing needs of our clientele. At the end of the presentations, we will break into smaller groups to discuss the challenges of these services/programs and provide feedback to the presenters to strengthen their initiatives.

**Participants**

**Olive Ozoemena**, New Brunswick Multicultural Council (NBMC)  
*NB Rural Settlement Network: Partnership to Strengthen Rural Settlement Services Capacity*

**Anna Mae Sy**, Multicultural Association of Greater Moncton Area (MAGMA)  
*Skills Launch Adult: Expansion on a Successful Program to Support Employment for Newcomers*

**Daniel Rito**, YMCA of Greater Saint John, *Newcomer Employment Champions & Workplace Skills for Success: Responding with Programs and Services to a Changing Clientele.*

**Moderator**

**Kathryn Melvin**, YMCA of Greater Saint John

## C2

**From Pan Canadian Pre-Arrival Services to Local Support, a Coordinated Approach to Shorten Newcomers' Employment Journey: Insights from Practice**

📍 Balmoral Room  
3rd floor  
(Convention level)

🕒 3:45 pm –  
5:15 pm

Pre-arrival programs and services are a key component of the settlement integration pathways for newcomers, and as such have proven to support (and shorten) the employment integration journey for economic immigrants, even during the pandemic. The workshop will look at specific sectors in demand in Canada – and how the leverage of expertise from pan Canadian to local pre-arrival and post-arrival services helped to support the employment integration, including in smaller cities. The workshop will discuss the lessons learned from the experience and look at the insights to continue improving positive outcomes for immigrants, their families, employers, and the communities.

**Participants**

**Holly Skelton**, Colleges and Institutes Canada, *Planning for Canada Pre-Arrival Services for Newcomers: From Orientation to Streamlined Connections to Support Settlement and Employment Pathways*

**Vivian Rafla**, MOSAIC  
*From Pre-Arrival to Post-Arrival: Provincial and Local Support for Newcomers in Larger and Smaller Communities*

**Linda Ryan**, British Columbia Construction Association (BCCA) - *Integrating Newcomers, How Pre-Arrival Career Coaching Services Support Skilled Immigrants Looking to Transition Careers to the Construction Industry in Canada*

## C3

### West Asian Immigrants in Canada

📍 Georgia A Room  
2nd Floor  
(Plaza Level)

🕒 3:45 pm –  
5:15 pm

When it comes to research on Asian immigrants in Canada, the focus is often on East Asians, South Asians, and Middle-Easterners. Missing in this scholarship is a narrow geographical slice – i.e., West Asia – which includes Afghanistan and Iran. The few available studies indicate that the experiences of West Asian immigrants are distinct from the other groups in many respects: cultural, social, and economic. The presentations in this session will address this lacuna in the existing immigration research in Canada, by examining the experiences of Afghan and Iranian immigrants.

#### Participants

**Omid Asayesh**, University of Calgary and **Abdie Kazemipur**, University of Calgary  
*How Do Emigrants' Expectations Get Shaped Before Migration? On the Importance of Sending Environment on the Immigrants' Well-being, With a Special Focus on Iran*

**Shirin Khayambashi**, York University  
*Iranian Muslim Women's Experience with Violence in Greater Toronto Area and York Region*

**Hamid Akbary**, University of Calgary and **Abdie Kazemipur**, University of Calgary, *The Diversity, the Change, and the Social: Coping with the Post-Migration Gender Norms among Afghan Immigrants in Canada*

#### Moderator

**Hamid Akbary**, University of Calgary

## C4

### Holistic Outcome Measurement for Mentoring Programs

📍 English Bay Room  
34th Floor  
(Perspectives Level)

🕒 3:45 pm –  
5:15 pm

Measuring the Impact of employment-related Mentoring Programs for newcomers is a tricky business. However, the need to identify, quantify and analyze data has never been more important. This workshop explores Outcomes from all perspectives – large + smaller centres; from Halifax to Alberta; beyond the “usual” models to new approaches like Return-on-investment. Post-COVID-19 economies; new emerging career paths; + less available funding, means we must take a more intentional approach to measuring Outcomes based primarily on the needs of newcomer mentees. 4 Mentoring Programs share their collective experiences and innovative approaches to ensuring effective Holistic Outcome Measurement.

#### Participants

**Douglas Piquette**, Edmonton Region Immigrant Employment Council

**Bao Ho**, Calgary Region Immigrant Employment Council

**Robyn Webb**, Halifax Partnership


**Tyler Ramsay**, Lethbridge Family Services


#### Moderator

**David Randall**, Calgary Region Immigrant Employment Council

## C5

### **Collaborating for Success: Preparing Internationally Educated Nurses for Licensure and Employment in Canada**

 Cypress Room,  
34th Floor  
(Perspectives  
Level)

 3:45 pm –  
5:15 pm

Created by provincial nursing regulatory bodies, the National Nursing Assessment Service (NNAS) is the starting point for internationally educated nurses (IENs) seeking licensure in Canada. With responsibility for documentation collection, authentication and educational comparison, NNAS helps IENs prepare files for assessment by regulatory bodies. CARE Centre's PASS offers pre-arrival supports, including case management, while IENs progress through assessments. IENs landing in British Columbia transition into Douglas College's Career Paths for Skilled Immigrants Program, to receive support re-launching their careers. All three partners collaborate to keep IENs and stakeholders informed on trends and to address issues of IEN integration and to address issues of IEN integration.

#### Participants

**Meghan Wankel**, CARE Centre for Internationally Educated Nurses (IENs)  
*Pan-Canadian Pre-Arrival Supports for Internationally Educated Nurses*


**Gayle Waxman**, National Nursing Assessment Service  
*Starting IENs on Their Journeys to Practice in Canada*

**Valerie Wong**, Douglas College - Training Group, Career Paths for Skilled Immigrants Program  
*Helping Internationally Trained Health Professionals Launch their Careers in BC*

## C6

### **Interpreting Services: Language Access as a Tipping Point for Culturally Safe Care**

 Cavendish Room  
4th Floor

 3:45 pm –  
5:15 pm

This workshop will focus on the Language Access Continuum as a framework for the organizational shift from ad-hoc response to comprehensive systemic practice. Identifying promising practices in each of the policy, program and practice levels of institutions, the Language Access Continuum integrates intercultural competencies as core elements to systemic response. Workshop participants will work with a number of tools that will assist in: mapping their organization's or program's place on the continuum; identifying their individual sphere of influence in creating change that will move them along the continuum to a place of organizational competence; and finally, creating a vision to achieving organizational competence.

#### Participants

**Kiran Malli**, Provincial Health Services Authority

**Angela Sasso**, Shifting Pictures Inc

**Manjit Chand**, Provincial Health Services Authority - Indigenous Health



## C7

### Together we Bloom: Community Art Therapy Workshops for Afghan Refugee Children

📍 Seymour Room  
34th Floor  
(Perspectives  
Level)

🕒 3:45 pm –  
5:15 pm

These community art workshops are designed by graduate art therapy students to help empower refugee children through the process of art making. The goal is to support recently arrived Afghan children in Vancouver to settle easier in their communities by facilitating the psychological process of adaptation. The art therapy workshops are held in a group setting within a therapeutic space to promote healing connections. Strength-based art directives are designed to foster positive feelings in the children derived from art therapy theories. Some of these senses are safety, joy, hope and sense of agency. The children find space for healing and empowerment through creative self-expression.

#### Participants

**Nargess Delia**, Adler University

**Faranak Ghorbani**, Adler University

**Maria Pilar Zamora**, Adler University

## C8

### Maximizing Services for TFWs in the Prairies Through an Innovative Tri-Level and Tri-Provincial Partnership Model

📍 Georgia B Room  
2nd Floor  
(Plaza Level)

🕒 3:45 pm –  
5:15 pm

The TFW Prairie Region Support project developed a unique tri-provincial and tri-level partnership model that has successfully increased access to services for vulnerable Temporary Foreign Workers (TFWs) affected by COVID-19. This workshop will highlight the value of the project's unique partnership model and how the expertise of Umbrella Organizations, Service Provider Organizations (SPOs), and Grassroots Organizations across Alberta, Saskatchewan, and Manitoba were leveraged to maximize collective impact. Presenters will discuss transferable best practices, trends, and future recommendations from a variety of perspectives including frontline service delivery, project coordination, evaluation, and research.

#### Participants

**Jocelyn Davis**, CCIS

*Development of Partnership Model, Coordination and Collaboration*

**Jessica Juen**, CCIS

*Leveraging Available Resources and Alberta Contexts*

**Icasiana de Gala**, Southwest Newcomer Welcome Centre (SNWC)

*Implementation in the Context of Rural Saskatchewan*

**Don Walmsley**, Neepawa & Area Immigrant Settlement Services Inc (Neepawa Settlement)

*Implementation in the Context of Rural Manitoba*

**Amanda Weightman**, Habitus Consulting Collective

*Data Analysis and Promising Practices from Service Delivery Project Evaluation*

**Doha Melhem**, Pivotal Research Inc.

*TFW-Serving Ecosystem in the Prairies and Recommendations*

#### Moderator

**Gordana Radan**, Calgary Catholic Immigration Society (CCIS)

## C9

### **Service Framework: The Calgary East Zone COVID-Response Collaborative Case Study**

📍 Plaza A Room  
2nd Floor  
(Plaza Level)

🕒 3:45 pm –  
5:15 pm

This workshop will highlight the success and ongoing improvement of Calgary's East Zone Newcomer Collaborative (CENC), which was formulated to respond to vulnerable communities in Calgary's East Zone and ultimately led to converting the city's least vaccinated population to a 99% vaccination rate. The CENC allowed Immigrant Services Calgary to conduct early testing of our Gateway technology, which proved to be highly successful. This collaborative involves health services, government, and settlement agencies, and introduced coordinated systems to support all client needs during the pandemic.

#### Participants

**Anila Lee Yuen**, Centre for Newcomers

**Sally S. Zhao**, The Immigrant Education Society

#### Moderator

**Hyder Hassan**, Immigrant Services Calgary

## C10

### **Personal and Organizational Resiliency in a Virtual Assessment Environment: Coping with Uncertainty**

📍 Plaza B Room  
2nd Floor  
(Plaza Level)

🕒 3:45 pm –  
5:15 pm

This workshop discusses how the pandemic impacted language assessment services provided at Immigrant Services Calgary and the strategies that emerged from assessors' experience and commitment to address challenges and provide services. We also share a description of how in-person language assessment dynamics were adjusted to meet clients' needs in an online environment, maintaining its standardized nature and guaranteeing service provision. Lastly, insights that promoted improvement in the delivery of our services when transitioning back to in-person assessment are analyzed, all these to share an alternative take to an otherwise skeptical perception of online services.

#### Participants

**Jillian MacDonald**, Immigrant Services Calgary


**Mauricio Ochoa**, Immigrant Services Calgary

**Mary Katherine Neal**, Immigrant Services Calgary

## C11

### Abuse at Work and the Vulnerable Worker Open Work Permit Program

 Brighton & Kensington Room  
4th Floor

 3:45 pm –  
5:15 pm

The Temporary Foreign Worker Program relies on employers, who assist employees obtain work permits that are restricted and employer-specific. This restricted work permit can lead to situations of abuse in a workplace, where migrant workers often feel they have no choice to leave abusive situations because of their inability to work anywhere else. The Vulnerable Worker Open Work Permits was introduced by IRCC in June 2019. It allows certain migrant workers who are experiencing abuse, or are at risk of abuse, in the context of their employment to apply for an OWP. MWC analyzed both pos/neg decisions for this program to identify and address the barriers to justice and protection for migrant workers who have experienced employment abuse. The final research findings include MWC's recommendations to improve the VWOWP to provide better support to migrant workers who are disclosing circumstances of abuse or are at risk of abuse, and to align the outcomes of the VWOWP program with its objectives. This workshop will present MWC's research findings, including identifying areas for policy improvement and discuss situations of the temporary foreign worker program that lead to abuse in the workplace in the first place.

#### Participants


**Amanda Aziz**, West Coast Domestic Workers Assn


**Geraldine Pratt**, Head, Department of Geography & Professor, Canada Research Chair, Care Economies and Global Labour, University of British Columbia

**Mary Grace De Guzman**, Chair, Board of Directors, Migrant Workers Centre

## C12

### Belonging: Applying an Integrative Framework to Welcoming Communities

 Plaza C Room  
2nd Floor  
(Plaza Level)

 3:45 pm –  
5:15 pm

A sense of belonging—the subjective feeling of deep connection with social groups, physical places, and individual and collective experiences—is a fundamental human need. Dr. Allen from Monash University in Australia will summarize existing perspectives on belonging and describe a new integrative framework for understanding and studying it. Jennifer Mah from CCIS will illustrate how this framework was applied in an Alberta Municipalities project to assess community readiness for newcomer integration, and to support communities in welcoming newcomers. Candy Weisner and Fleeha Ahmad from the CISC will describe examples of how Cochrane has increased newcomer sense of belonging.

#### Participants

**Jennifer Mah**, Calgary Catholic Immigration Society (CCIS)

**Kelly-Ann Allen**, Monash University


**Candy Weisner**, Cochrane Immigrant Services Committee (CISC)

**Fleeha Ahmad**, Cochrane Immigrant Services Committee (CISC)

## C13

### **Changing from the One-Size-Fits All Approach, to Customization of Pathways to Labour Market Engagement Continuum – Entry/Attachment, Integration and Growth – in Both Entrepreneurship and Employment Opportunities for Highly Motivated Newcomers**

 Tennyson & Dover Room  
4th Floor

 3:45 pm – 5:15 pm

Key Approaches Addressed:

- Curating Individualized Assessments to approach newcomers' Labour Market Entry/Attachment, Integration and Growth – from the lens of newcomers professional and personal assets and identified opportunities and gaps;
- Customizing Pathways to Labour Market Entry/Attachment, Integration and Growth – How Newcomers can inform/provide context for recognition and transfer of Entrepreneurship & Employment skills/knowledge they bring to the Canadian labour market;
- Facilitating Labour Market Dialogues (LMD) & Labour Market Stakeholder Engagements (LMSE) to create targeted networking opportunities to help Labour Market stakeholders gain insightful knowledge highly motivated newcomers navigating labor market engagement.

#### Participants

**Suzana Dumo**, Action for Healthy Communities Society of Alberta

**Andrea Streisel**, Action for Healthy Communities Society of Alberta


**Abdoulaye Barry**, Action for Healthy Communities Society of Alberta

**Aftab Khan**, Action for Healthy Communities Society of Alberta

## C14

### **Look in the Mirror: Rethinking Equity Diversity and Inclusion**

 Prince of Wales  
3rd floor  
(Convention level)

 3:45 pm – 5:15 pm

Why are organizations still mulling over the true value of Equity Diversity and Inclusion? Why are we not witnessing systemic changes? Why is organizational diversity most reflected in the non-managerial or entry level positions? What are the pathways to securing executive level positions for highly qualified immigrants? This panel will discuss challenges organizations face in achieving true inclusivity. It will offer best practices on how inclusive cultures, structures and leadership can be built from the ground up.

#### Participants

**Sandhya Ghai**, Manager Equity Diversity & Inclusion, MOSAIC

**Dr Yilmaz Dinc**, Senior Research Associate, Conference Board of Canada

**Aminat Muibi**, Graduate Student, University of Victoria

#### Moderator

**Iain Reeve**, Associate Director of Immigration Research, Conference Board of Canada

## CR1

📍 Stanley Room  
34th Floor  
(Perspectives  
Level)

🕒 3:45 pm –  
5:15 pm

### Housing Strategies in Secondary Centres Through an Immigrant Lens

Immigrants, refugee claimants, and temporary resident and migrant individuals and families struggle to find and secure long term housing that is safe, affordable, accessible, and appropriate due to low income, current housing pressures, design that does not meet family size needs, and systemic barriers. As a community, we must address these barriers and ensure successful newcomer integration by building a sense of belonging and we cannot underestimate the significance of housing in building a sense of belonging. Join colleagues from academia and SPOs across the country for a discussion on how we can develop practical and innovative strategies to address the housing needs of newcomers.

#### Participants

**Sandeep Argawal**, University of Alberta

**Katie Crocker**, Affiliation of Multicultural Societies and Service Agencies of BC (AMSSA)

**Shereen Denetto**, Immigrant and Refugee Community Organization of Manitoba (IRCOM)

**Joy Escalera**, Westman Immigrant Services

**Hellen Dawidi**, Westman Immigrant Services

**Emily Halldorson**, Manitoba Association of Newcomer Serving Organizations (MANSO)

#### Moderator

**Katie Crocker**, AMSSA

## CR2

📍 Salle Turner  
4<sup>ème</sup> étage

🕒 3:45 pm –  
5:15 pm

### Défis des TÉE Francophones en milieu rural

En Alberta IRCC a décidé de financer le service des travailleurs d'établissement dans les écoles -TÉE dans les régions rurales de l'Alberta. Quels sont les avantages et les défis que représente un tel projet pour les TÉE en milieu rural comparé aux TÉE en milieu urbain d'un côté et les différences entre les TÉE francophone et le SWISS anglophone d'un autre côté.

#### Participants

**Karim Mennas**, CANAF

**Yic Camara**, FRAP

## CR3

📍 Constable Room  
4th Floor

🕒 3:45 pm –  
5:15 pm

### **Improving Access to Virtual Mental Health Care for Refugee Newcomers During COVID-19: What Have We Tried, What Have We Learned, and What Will We Change?**

Refugees face unique barriers to accessing appropriate mental health services. When mental health services moved from in-person to virtual modalities during COVID-19, refugees faced new access barriers, although some have gained improved access. This Roundtable brings together representatives from the settlement, mental health, and academic sectors who collaborated on a national study of virtual mental health care access for refugees. We will share what we have learned as practitioners and researchers about facilitating virtual mental health care access for newcomers, and lead a discussion of recommendations for designing more accessible virtual mental health services.

#### Participants

**Aamna Ashraf**, CAMH

*Supporting the Mental Health of Service Providers during COVID-19 -Immigrant and Refugee Mental Health Project*

**Frank Cohn**, VAST

*VAST Experiences of Providing Virtual Individual Therapy and Trauma-informed Support Groups*

**Marcela Diaz**, The Multicultural Council of Windsor and Essex County

*Facilitating Access to Virtual Mental Health Care for Government Assisted Refugees in Windsor, Ontario*

**Michaela Hynie**, York University, *Refugee Newcomers' Perspectives on Virtual Mental Health Care Access*

**Nicole Ives**, McGill University, *Accessing Virtual Mental Health in Quebec: Supporting Refugees during COVID-19*

**Kathy Sherrell**, ISSofBC, *Digital Literacy and Access - Perspectives from a Settlement Agency*

## D1

### **Redefining Diversity and Inclusion in Canada: Sustainability and Commitment among Post-Secondary Students at a Canadian University**

📍 Grouse Room,  
34th Floor  
(Perspectives  
Level)

🕒 11:00 am –  
12:30 pm

Our workshop proposes to interpret diversity and inclusion from the perspective of our diverse inner-city University of Winnipeg undergraduate students as representative of young people in broader Canadian society. In three parts, we will present a filmed montage of student responses to open ended interview questions about heritage, citizenship, reconciliation, and inclusion. We then connect responses to changing definitions of diversity, inclusion and aspirational social action and outcomes. While presenters are from one sector, we are showcasing our undergraduate institution as representative of broader society and presenting student perspectives.

#### Participants

**Jaqueline McLeod Rogers**, University of Winnipeg

*Finding a Fit: Undergraduate Student Diversity as Representative of Canadian Society*

**Helen Lepp**, Friesen University of Winnipeg, *Seeing Data Trends: Student Interviews on Diversity and Inclusion in Canada*

**Andrew McGillivray**, University of Winnipeg, *Challenging Definitions of Diversity and Inclusion: What the Data Suggests*

## D2

### **Labour Market Integration of Canadian Racialized Newcomers: Newcomer Hazing?**

📍 Georgia A Room  
2nd Floor  
(Plaza Level)

🕒 11:00 am –  
12:30 pm

This workshop reports on three studies that problematize racialized newcomers' labour market integration as "newcomer hazing" (an act of harassing by exacting unnecessary/disagreeable work). Canadian Labour Force Survey and newcomers' accounts show that Canadian immigrant experiences are dominated by exclusion from areas to trade their pre-migration cultural capital. De-legitimizing newcomers' capital keeps them in precarious employment and functions as a gatekeeping mechanism, rendering them as inferior, and maintaining the status quo. This workshop asserts that without shift to inclusion, recognition and validation of newcomers' cultural capital, the future of immigration and integration of racialized newcomers in Canada is jeopardized.

#### Participants

**Parvinder Hira-Friesen**, Trent University - GTA, *Immigrants and Precarious Work in Canada: Trends, 2006–2021*

**Dalon Taylor**, Trent University - GTA, *"Canadian Experience" as a Mechanism of Exclusion in the Labour Market Experience of Racialized Immigrants in Durham Region*

**Uzma Danish**, Trent University - GTA

*Empowerment and Exclusion in Immigrant Experiences of Securing Professional Employment: A Photo-Voice Project*

#### Moderator

**Marina Morgenshtern**, Trent University - GTA



## D3

### Learning Session: Filling Gaps in Service Delivery when working with Immigrant Families Experiencing Family Violence

📍 Georgia B Room  
2nd Floor  
(Plaza Level)

🕒 11:00 am –  
12:30 pm

The workshop mobilizes knowledge from professionals who participated in focus group discussions for a gap analysis project of ethno-cultural services and supports in family violence in Edmonton and area communities. The workshop will focus on highlighting the gap analysis recommendations and the ways they are being implemented to strengthen service delivery and support in family violence. Attendees will have the opportunity to learn about a unique training module that empowers service providers to better serve clients by understanding family structures in immigrant communities. Attendees will also learn about steps to improve access to translation/interpretation services in the criminal justice system.

#### Participants

**Dr. Wendy Aujla**, Criminology Program Advisor and Field Placement Coordinator at the University of Alberta, Member of Immigrant Family Violence Prevention Committee (IFVPC)  
*Gap Analysis of Family Violence Support in Immigrant and Ethno-Cultural Communities: Service Providers Perspectives*

**Naheed Amjad-Minhas**, Programs Lead, Islamic Family Social Services Association Chair of Immigrant Family Violence Prevention Committee (IFVPC)  
*Background and Story of Creation with Online Learning Module: Understanding Family Systems in Immigrant Communities*

**Lubna Zaeem**, Registered Psychologist, Clinical Director, Islamic Family Social Services Association  
*Introduction of Online Learning Module: Understanding Family Systems in Immigrant Communities*

**Taouba Khelifa**, Communications Lead, Islamic Family and Social Services Association  
*Creating Learning Modules for Frontline Professionals working with Immigrant Families in the area of Family Violence*

**Helen Rusich**, Project Manager, REACH Edmonton, Chair of Influencing Change, Immigrant Family Violence Prevention Committee (IFVPC) Committee, *Accessing Translation and Interpretation Services for Immigrant Family Violence Survivors with the Criminal Justice System*

## D4

### Beyond Western Rescue: the Eligibility to Exist and Authority to Act in Refugee-Host Relations

📍 Cypress Room,  
34th Floor  
(Perspectives Level)

🕒 11:00 am –  
12:30 pm

Refugee studies scholars have long been concerned to address 'refugeeness'. Conditions of existence in which persons deemed eligible for refugee status are subject to processes and practices which divest them of a historical and agentive identity. In the narrative of Western moral authority, refugees are diminished persons; objects to be rescued and re-invested with integrative interventions. In this workshop, participants will be introduced to research with Syrian and Afghan refugees in Canada, Palestinian refugees in Jordan, displaced Afar in Ethiopia, and LGBTQ+ refugee drag artists. In each case we demonstrate how approaching 'refugeeness' with an emphasis on self-rescue, can move us beyond the oppressive logics of 'western rescue.'

#### Participants

**Christopher Kyriakides**, Centre for Refugee Studies, York University  
*Beyond Refuge: Contested Orientalism and Persons of Self-Rescue*

**Gemechu Abeshu**, Access Alliance Multicultural Health and Community Services  
*We of Self-Rescue: the case of displaced Afar on the Djibouti and Ethiopia Border*

**Lara Farah**, Graduate Program in Sociology, York University, Canada  
*Palestinian Self-Rescue in Protracted Exile: Living Within and Outside Refugeehood*

**Afsana Tabibi**, University of Guelph-Humber, *Living Within and Beyond Refuge: Orientalist Racism, and Cultivating a "We of Self-Rescue" Among Afghan Refugees in Canada*

**Paulie McDermid**, Paulie McDermid, Graduate Program in Education, York University, Canada  
*Drag Across Borders: LGBTQ+ Person(a)s of Self-Rescue and the Performance of Queer (Non)Belonging*

## D5

### Strengthening the collaboration between the francophone and non-Francophone sectors

📍 Plaza A Room  
2nd Floor  
(Plaza Level)

🕒 11:00 am –  
12:30 pm

AMSSA and the RIFCB have focused on deepening collaboration, communication, and information sharing between non-Francophone and Francophone organizations through meaningful dialogue within the settlement and integration sector. AMSSA and the RIFCB have embraced and implemented initiatives to strengthen the capacity of organizations who work directly with Francophone immigrants and newcomers and have gained valuable insights from these organizations as well.

This session will first provide the opportunity to present the dynamics of Francophone immigration with Dr. Suzanne Huot (UBC).

#### Participants

**Amanda Makosso**, Affiliation of Multicultural Societies and Service Agencies of BC (AMSSA)

*Renforcer le référencement des immigrants et réfugiés vers les services d'établissement et la communauté francophone / Strengthening Referrals to Settlement Services in French and to the Francophone community*

**Coralie Tanneau**, RIFCB, *Renforcer le référencement des immigrants et réfugiés vers les services d'établissement et la communauté francophone / Strengthening Referrals to Settlement Services in French and to the Francophone Community*

**Kimberly Jean-Pharun**, La Fédération des communautés francophones et acadienne (FCFA)

*La collaboration entre organismes anglophones et francophones pour un soutien à l'immigration au Canada / Collaboration Between Anglophone and Francophone Organizations to Support Immigration in Canada*

**Suzanne Huot**, Department of Occupational Science and Occupational Therapy, University of British Columbia

*Les communautés francophones en situation minoritaire multiculturelle: les dynamiques de l'immigration francophone / Multicultural Francophone Minority Communities: the Dynamics of Francophone Immigration*

## D6

### The Evolving and Shifting Nature of Supporting Migrant Workers

📍 Plaza B Room  
2nd Floor  
(Plaza Level)

🕒 11:00 am –  
12:30 pm

Migrant worker programs in Canada are designed to help employers who cannot find qualified Canadian workers. The programs allow eligible foreign workers to work in Canada for a limited period of time. In this workshop, we will examine the work that is being done to support migrant workers directly and to build the capacity of those working with and supporting migrant workers. There have been great successes in the last couple of years with providing more information, supports, and protection to migrant workers, but there have also been an evolving and shifting nature that must be addressed.

#### Participants

**Sabrina Dumitra**, AMSSA

*The Perspective of an Umbrella Organization in the Evolving and Shifting Nature of Supporting Migrant Workers*

**Iris Solorzano**, Options Community Services, *Evolving and Shifting Nature of Supporting Migrant Workers*

**Jorge Aceytuno**, FairSquare, *It Can Happen Here or There: Improving the Ethical Recruitment of Migrant Workers*

**Doug Pasco**, WorkSafeBC, *The Role of Health and Safety in Supporting Migrant Workers*

## D7

### Images of Newcoming

📍 English Bay Room,  
34th Floor  
(Perspectives  
Level)

🕒 11:00 am –  
12:30 pm

“Images of Newcoming” is a collaborative project using Photovoice to explore the lived experiences of migrant women in the Greater Vancouver area of British Columbia. In our project, participants who have recently accessed local settlement organizations express their points of view and share their experiences by photographing images representing both belonging and exclusion. Sub-themes such as access to information, digital literacy, having purpose, the importance of nature, and others emerged from the dialogue around the photos. Insights expressed through a variety of arts-based approaches will be shared internationally through a website, and locally in a gallery setting.

#### Participants

**Tanis Sawkins**, University of the Fraser Valley

**Brianna Strumm**, University of the Fraser Valley

**Marcella Mancilla-Fuller**, Collingwood Neighbourhood House

**Huda Bolow**, Somali Community-Support

## D8

### Knowledge Co-Creation and Capacity Building in the Canadian Settlement Sector: Creating Partnerships for Research, Policies, and Programs that Meet Newcomer Needs

📍 Plaza C Room  
2nd Floor  
(Plaza Level)

🕒 11:00 am –  
12:30 pm

This presentation focuses on knowledge co-creation and partnership in Canadian immigration and settlement. Presenters discuss the value of research networks and collaboration between sectors (community, academia, and people with lived/living experience). We discuss experiences from the Canadian Metropolis project, the Child and Youth Refugee Research Coalition, and Building Migrant Resiliency in Cities (BMRC). Settlement service providers discuss initiatives that build capacity within the settlement sector, including how to conduct peer-engaged research and engage refugee youth in knowledge mobilization. We also discuss gaps and best practices for engaging people with lived experiences in policy and programming.

#### Participants

**Simone Chia-Kangata**, Child & Youth Refugee Research Coalition (CYRRC)

*Knowledge Co-Creation at the Child & Youth Refugee Research Coalition: A Partnership Model*


**John Shields**, Ryerson University, *Metropolis*, *KMb* and *the Escape from the Ivory Tower: An Academic's Reflections on the Co-creation of Policy Relevant Immigrant Research*


**Celine Truong**, Alberta Association of Immigrant Serving Agencies (AAISA)  
*Capacity Building within the Network of Newcomer Serving Agencies in Alberta*

**Mathankki Ramasamy**, Access Alliance Multicultural Health and Community Services/University of Toronto  
*Examining the Impact of Family Loss and Separation on Post-Migration Settlement Among Refugee Youth: A Peer-Engaged Research Approach*

## D9

### **The Promise and Process of Community-Engaged Research: Exploring Wellbeing of Refugee Mothers During Resettlement and the COVID-19 Pandemic**

 Balmoral Room  
3rd floor  
(Convention level)

 11:00 am –  
12:30 pm

A collaboration between the Mothers Matter Centre (MMC), University of Guelph, and Calgary Immigrant Women's Association (CIWA), this participatory session brings together intersectoral perspectives regarding the impacts of COVID-19 on refugee families' experiences of health and resettlement in Canada. The workshop will present the findings of the research project, Health in HIPPIY Homes, as they relate to the impact of the pandemic on health and wellbeing of refugee mothers participating the HIPPIY program in Calgary. Attendees will hear directly from Home Visitors who were trained as Community Researchers for this project about their first-hand challenges as peer frontline workers during this time and their reflections refugee families' experiences navigating community services through a period of increased isolation and economic vulnerability.

#### Participants


**Natasha Vattikonda**, Mothers Matter Centre


**Chloe Zivot**, University of Guelph

**Luz Buritica**, Calgary Immigrant Women's Association

## D10

### **The Impacts of COVID-19 on Refugee and Immigrant Families and Children: Qualitative Perspectives on Challenges and Coping Strategies**

 Stanley Room,  
34th Floor  
(Perspectives Level)

 11:00 am –  
12:30 pm

The COVID-19 pandemic has disproportionately impacted refugee and immigrant families and children who have already experienced significant pre- and post-migratory adversities. The current workshop highlights newcomer families' experiences, challenges, and coping strategies in the face of the pandemic, covering the following topics:

- 1) The exacerbating effects of COVID-19 on refugee needs according to refugee caregivers and service providers in Hamilton and Calgary;
- 2) Waterloo refugee parents' perceived academic barriers and supports for their children during online schooling; and
- 3) Experiences and coping strategies associated with the transition from in-person to online schooling as reported by Chinese-immigrant families from British Columbia.

#### Participants

**Redab Al-Janaideh**, University of Toronto-Mississauga  
*Needs Assessment of Refugees During COVID-19: A Community-Based Approach*

**Ali Jasemi**, Wilfrid Laurier University  
*Coping with Online School During a Pandemic: A Comparison of Refugee and Immigrant Families*

**Zhen Lin**, University of British Columbia  
*Chinese-Canadian Parents Supporting Biliteracies and Online-Offline Learning During the COVID-19*

## D11

### Occupational Safety and Workers' Rights Among New Immigrant Workers

📍 Seymour Room,  
34th Floor  
(Perspectives  
Level)

🕒 11:00 am –  
12:30 pm

New immigrants (those in Canada for less than 10 years) are over-represented in jobs and workplaces that are hazardous to their health and safety, placing them at high risk for occupational injuries. Many new immigrant workers in precarious employment have little understanding of occupational safety, related legislation, and workers' rights in Canada. They also underreport injuries because of the financial insecurity associated with precarious employment, discrimination, racism, and feelings of powerlessness. This workshop will include three presentations addressing the issues from the perspectives of workers and settlement agencies, as well as involving multisector partners in a participatory capacity building process to empower workers.

#### Participants

**Shu-Ping Chen**, University of Alberta

**Janki Shankar**, University of Calgary

## D12

### Newcomers and COVID-19: Best Practices in Information Generation and Dissemination

📍 Prince of Wales 3rd  
floor  
(Convention level)

🕒 11:00 am –  
12:30 pm

The objective of this plenary session is to present strategies and share insights into how immigrant service provider organizations and community health providers are closing the COVID-19 information gap with newcomers. How to make information accessible and culturally sensitive? How to promote trust in government and health experts? Our speakers will discuss their experiences and lessons learned in this crucial area.

#### Participants

**Louisa Taylor**, Director, Refugee 613

**Reuben Garang**, Director, Immigration Partnership Winnipeg

**Amanee Elchehimi**, Director, Health Promotion, DiverseCITY Community Resources Society

## D13

### Using Social Enterprise Revenues During COVID-19 to Supplement Service Delivery Gap

📍 Tennyson &  
Dover Room  
4th Floor

🕒 11:00 am –  
12:30 pm

In unprecedented times, Immigrant Services Calgary's social enterprise, the Interpretation and Translation Centre (ITC) was able to mark a year of growth. This workshop will explore how social enterprises can direct profits to be used for social good if they are profitable, and strategies for successful exploration of impact investing in order to scale up. Thanks to its success, ITC has been able to re-direct resources to where they were needed in the pandemic.

#### Participants


**Hyder Hassan**, Immigrant Services Calgary

**Haris Saleem**, Immigrant Services Calgary

**Salman Khan**, Immigrant Services Calgary

## D14

 Brighton & Kensington Room  
4th Floor

 11:00 am –  
12:30 pm

### **Challenges Experienced by Language-Sector Workers: A Discussion of the 2021 Health of the Newcomer-Serving Sector in the PNT Region Report (HOTS Report)**

This session will orient and contextualize the key findings pertaining to Language Instruction Centers and Language Assessment Centers found in the 2021 Health of the Sector (HOTS) Survey. The HOTS survey examines the perspectives of front-line staff working within settlement agencies in-order-to better understand their employment experience, assess key organizational strengths and challenges, as well as discern the opportunities available to staff in the Prairies and Northern Territories (PNT) region. This session will provide a strategic lens regarding perspectives on organizational evaluation and will foster a strengthened, sustainable, and equitable Language Settlement Sector.

#### Participants

**Daniel Green**, Alberta Association of Immigrant Serving Agencies, *Alberta Insights and Selected Sub Topics*

**Marokh Yousifshahi**, AAISA, Research Policy Lead, *PNT Health of The Sector in Language Programming Overview*

**Teresa Burke**, MANSO, Director of Language Support, *Manitoba Insights and Selected Sub Topics*

**Kristine Trinh**, SAISIA, Language Sector Lead, *Saskatchewan Insights and Selected Sub Topics*

**Janvi Tuteja**, SAISIA, Rural Coordinator, *Rural Insights and Selected Sub Topics*

## DR1

📍 Turner Room  
4th Floor

🕒 11:00 am –  
12:30 pm

### How Diversity Can Help Solve the Bio-Economy's Impending Talent Shortage

According to BioTalent Canada's most comprehensive labour market report, Canada is faced with a major labour and skills shortage of 65,000 workers by 2029. Some of the most severe shortfalls will be in bio-manufacturing and processing, key sub-sectors if Canada is going to be prepared for future disruptions. Join BioTalent Canada President and CEO Rob Henderson for a panel discussion focused on how industry can focus on making the industry more diverse to meet the talent demands of tomorrow. They'll provide a complete 360-degree view of the challenges and opportunities within Canada's growing bio-economy, touching on recommendations and strategies such as the BioTalent Canada's new Skilled Newcomers in the Bio-economy wage subsidy.

#### Participants

**Rob Henderson**, BioTalent Canada

**Bruce Randall**, Calgary Region Immigrant Employment Council

**Amanda Fox**, Aspect Biosystems

## DR2

📍 Cavendish Room  
4th floor

🕒 11:00 am –  
12:30 pm

### Fighting Prejudice in Small Communities: Integrated Delivery Approach and Community Capacity Building to Support Newcomers

Current federal immigration plans include Canada's intention to support an increased volume of newcomers to smaller communities – towns across the country without much history of immigration.

Le gouvernement fédéral dans ses prévisions futures sur l'immigration anticipe une augmentation du flux des nouveaux arrivants dans les petites communautés à travers le Canada. La Francophonie Albertaine Plurielle intervient dans l'une de ces communautés rurales avec les programmes d'établissement et TÉLÉ où le manque des services adéquats et appropriés est plus qu'alarmant.

In this fully bilingual roundtable, we hope to discuss strategies for fighting prejudice among service providers and creating more genuinely welcoming communities for newcomers.

#### Participants


**Lisa de Gara**, Action for Healthy Communities

**Mafily Diabagate**, Albertaine Plurielle

**Ngena Ali-Ebenga**, Francophonie Albertaine Plurielle

## DR3

 Constable Room  
4th Floor

 11:00 am –  
12:30 pm

### **A Quantitative Evaluation of Gendered Experiences of International Student Experiences at two community colleges in British Columbia, Canada**

Despite increasing scholarship around the experiences of international students (IS) in Canada, there remains limited research on the experiences of the rising number of South Asian IS studying at colleges, especially in smaller urban centres. Building upon research on the significance of gendered South Asian family expectations related to migration, this roundtable explores the experiences of recent cohorts of South Asian IS at The College of New Caledonia (Prince George) and Langara College (Vancouver) by applying a feminist lens to the results of a survey (part of a 3-year SSHRC-funded project, Education, Immigration and Employment Outcomes for Urban & Rural International Students in BC).

#### Participants

**Rachelle Munchinsky**, College of New Caledonia, Research team member & UNBC Grad student

**Jenny Francis**, Langara College, Instructor, Research Project Lead

**Jagjeet Gill**, Langara College, research team member

**Koyali Burman**, South Vancouver Neighbourhood House, research partner

**Ravi Saxena**, Immigrant and Multicultural Services Society, research partner

**Seline Hernandez**, College of New Caledonia, International student & research team member

**Hasti Zangeneh**, Langara College, International student alumni, research team member



## E1

### Exploring the Role of Digital Settlement Services in a Post-COVID Era

📍 Georgia A Room  
2nd Floor  
(Plaza Level)

🕒 1:45 pm –  
3:15 pm

Addressing issues of access to programming, online and mobile-friendly services are an area of opportunity for newcomer-serving agencies. Remotely delivered services have helped immigrants in areas such as intercultural adaptation, coping with challenges in later life, and managing post-migration stressors. However, there are also drawbacks to moving immigrant services online. In an ambitious multi-year project, TIES and our university partners will be examining how best to adapt and move forward in a digital and hybrid environment.

#### Participants

**Cesar Suva**, The Immigrant Education Society (TIES)

*Bridging the Gap with Technology: The Use of Remote and Digital Spaces for Settlement Assistance by Immigrants*  
*Bridging the Gap with Technology: The Use of Remote and Digital Spaces for Settlement Assistance by Immigrants*

**Odessa Gonzalez Benson**, University of Michigan School of Social Work

**Erika Sigurdson**, The Immigrant Education Society (TIES), *HELLO: Hybrid Learning in the Literacy Classroom*

**Geneca Henry**, The Immigrant Education Society (TIES)

*Settlement and Integration Needs of Professionalized Newcomers: Remote and Online Services*

## E2

### Gender Based Violence and Employment Intersectionality

📍 Cypress Room,  
34th Floor  
(Perspectives  
Level)

🕒 1:45 pm –  
3:15 pm

This presentation provides an intersectional perspective from immigrant and women perspectives on Gender Based Violence (GBV) and how this may be amplified in the workplace/ Occupational Health and Safety (OHS). In this presentation, we will be discussing some of the relevant findings, considerations and recommendations based on our research project “Employment Security Alliance for Vulnerable Immigrant Women”.


#### Participants


**Rekha Gadhia**, Calgary Immigrant Women's Association

**Ayodeji Adetimehin**, Calgary Immigrant Women's Association

## E3

### **Better Foreign Credential Recognition Outcomes as a Result of a Coalition Across Four Agencies**

 Grouse Room,  
34th Floor  
(Perspectives  
Level)

 1:45 pm –  
3:15 pm

Immigrants frequently accept work well below their skill level because they face complex & frustrating professional regulatory system set up to respond to Canadian-educated applicants. This workshop explores the uniqueness & client impact of a Foreign Credential Recognition Program located in Ottawa. Structured as a coalition of immigrant-serving agencies offering flexibility to meet a client's multilayered credentialing needs.

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#### Participants


**Laurie Beckstead**, Ottawa Community Loan Fund, *Overcoming Foreign Credential Recognition Barriers*

**Karyn Steer**, Ottawa Community Immigrant Serving Organization  
*Importance of Sector Specific Mentorship for Internationally Trained Professionals*

## E4

### **Refugee Relocation Pilot: From Metropolis Cities to Smaller Towns**

 Georgia B Room  
2nd Floor  
(Plaza Level)

 1:45 pm –  
3:15 pm

Refugee resettlement today predominantly occurs in Toronto, Montreal, and Vancouver, where integration and resettlement obstacles (high cost of living, unaffordable rent, competition for jobs, high demand on resettlement resources) are becoming too difficult to overcome. The Refugee Centre & The Northpine Foundation are piloting a refugee relocation initiative to test the hypothesis that settling refugees in smaller towns reduces barriers to settlement, significantly cutting integration time. We will discuss our selection of relocation towns and our exploration into fostering the sense of community and belonging required to ensure that refugees stay in their new homes. We will also demonstrate how this initiative creates a win/win situation as many of these towns are seeking economic and social development through population growth.

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#### Participants

**Bayan Khatib**, The Northpine Foundation

**Abdulla Daoud**, The Refugee Center

## E5

### The Future of Nursing in Canada and the Role of Internationally Educated Nurses in the Canadian Healthcare System

📍 English Bay Room  
34th Floor  
(Perspectives Level)

🕒 1:45 pm –  
3:15 pm

The Canadian Nurses Association has projected a severe nursing shortage by 2022, which has been exacerbated by an increased demand of nurses as a result of the COVID-19 pandemic and an aging nursing workforce. As Canada's population becomes more diverse, with a projected 28% being foreign-born by 2031, we need to leverage the expertise of internationally educated nurses, to fill labour market shortages, and to provide culturally and linguistically appropriate care to a diverse population. CARE Centre operates pre-arrival program for nurses immigrating to Canada, which is supported by the CNA through access to nurse mentors and guest webinar facilitation.

#### Participants

**Meghan Wankel**, CARE Centre for Internationally Educated Nurses  
*Pre-Arrival Supports to Prepare Nurses for Licensure and Employment in Canada*

**Michael Villeneuve**, Canadian Nurses Association, *Nursing Trends and Challenges: Throughout and After COVID-19*

## E6

### Working Collaboratively to Raise Awareness and Access to COVID-19 Vaccines for Newcomers: Challenges and Best Practices

📍 Plaza A Room  
2nd Floor  
(Plaza Level)

🕒 1:45 pm –  
3:15 pm

Immigrants, refugees, and temporary residents have been disproportionately impacted by the pandemic. In order to ensure equitable access to COVID-19 vaccines and vaccine information for an already disadvantaged group, settlement organizations, ethnocultural groups, public health officials, and researchers mobilized in Manitoba to:

- 1) Identify barriers to accessing vaccines;
- 2) Find targeted and culturally-appropriate strategies to address these barriers; and
- 3) Create a collaborative space for equitable access to COVID-19 vaccines for newcomers. During the workshop, presenters will share their insights, challenges and best practices on increasing awareness and access to the COVID-19 vaccines for newcomers.

#### Participants

**Jessica Praznik**, Project Manager, Immigration Partnership Winnipeg

**Valeria Castellanos**, Program Manager, Manitoba Association of Newcomer Serving Organizations

**Maggie Yeboah**, Project Manager, Immigration Partnership Winnipeg and the Ethnocultural Council of Manitoba

**Lori Wilkinson**, Professor, University of Manitoba, Faculty of Arts, Department of Sociology and Criminology

**Lenore Kowalchuk**, Province of Manitoba, Communications Lead - Vaccine Implementation Task Force

#### Moderator

**Shereen Denetto**, Executive Director, Immigrant and Refugee Community Organization of Manitoba

## E7

### Diversity Agenda: How to Enact Diversity Authentically in Your Organization

📍 Stanley Room,  
34th Floor  
(Perspectives  
Level)

🕒 1:45 pm –  
3:15 pm

This workshop provides leaders a practical template for enacting diversity in their organization. Firstly, loose definitions of the term diversity have led to its wide misuse; leaders need to agree with their community on its contextual definition. Secondly, the theoretical underpinnings of diversity have been limited to critical theory and have largely been in response to inequality. Leaders can explore various theories that frame their understanding of diversity. Finally, inclusion of non-Western leadership voices has occurred only at preliminary levels, and mainly concerned with numeric representation. Consequently, the agenda for diversity needs to address definition, theory, and manifestation.

#### Participant

**Mozynah Nofal**, University of Toronto

## E8

### Building Inclusive Entrepreneurial Ecosystems: Rethinking Program Design to Assist Newcomers in Their Entrepreneurial Pursuits

📍 Plaza B Room  
2nd Floor  
(Plaza Level)

🕒 1:45 pm –  
3:15 pm

Are we missing an opportunity to build inclusive ecosystems supporting newcomer entrepreneurs? Research shows that Canada's immigrants are highly entrepreneurial across all categories of entry and more likely to start their own businesses, grow quickly, and create more jobs than Canadian-born citizens. Research also identifies networks and social capital as key determinants of successful business start-up for immigrant entrepreneurs. However, little attention is given to understanding program delivery approaches designed for immigrant entrepreneurs to assist in launching their businesses. This session examines ecosystems supporting newcomer entrepreneurs from the perspective of academic research, program delivery, and immigrant entrepreneurs.

#### Participants

**Andrew Leverman**, Immigrant Services Association of Nova Scotia, *Adjusting the Dial on Program Delivery: Finding the Optimal Delivery Mix to Assist Newcomers in Building Entrepreneurial Networks*

**Mary Kilfoil**, Canadian Council for Small Business and Entrepreneurship (CCSBE)  
*Are We Missing Opportunities to Build Inclusive Entrepreneurial Ecosystems?: Understanding the Critical Role of Social Networks for Immigrant Entrepreneur Outcomes*


**Carla Morales**, Director - Language & Career Services, Vancouver  
*Lessons From the Front Lines: Virtual Entrepreneurship Programming to Assist Newcomers in Building Business Ventures*


**Joyline Makini**, Dalhousie University, *Are We Including Canada's Immigrant Entrepreneurs?: Developing Inclusive and Effective Entrepreneurial Network Systems*

**Raphael Machalani**, Vancouver Immigrant Entrepreneur; Co-owner of Mawlana Cashmere & Silk  
*My Journey to Run a Boutique Retail Business as a Newcomer Entrepreneur: Gaps and Opportunities*

## E9

### Open Borders is Not Enough

 Balmoral Room  
3rd floor  
(Convention level)

 1:45 pm –  
3:15 pm

This workshop will discuss how net immigration has become a major source of labour market and skills growth, and indispensable to future demographic and economic stability in both Canada and Germany. These countries have become increasingly sophisticated in identifying the labour and skills shortages that can be filled by newcomers, and have designed immigration laws, policies and practices around facilitating transition from arrival to employment and settlement, to ensure successful migration outcomes and economic growth.

#### Participants

**Gwen Pawlikowski**, Highlight Communications (Canada)

**Ying Xie**, Global Talent Alliance Canada (Canada)


**Jürgen Schröder**, Federal Ministry of Labour and Social Affairs (Germany)

**Devon Franklin**, Immigrant Employment Council British Columbia IEC-BC (Canada)

## E10

### Using Innovative Digital Platforms to Unleash the Economic, Social and Civic Potential of Newcomers

 Prince of Wales  
3rd floor  
(Convention level)

 1:45 pm –  
3:15 pm

Immigrant Services Calgary has developed and implemented various digital tools to support newcomers, including a first of its kind mobile app, and an online settlement platform. Ensuring access to necessary services during the halt of in person gatherings has been essential but has also opened new opportunities to delivering services virtually beyond pandemic times. Utilizing digital tools, such as the Settlement Calgary Platform and Welcome to Alberta mobile app run by Immigrant Services Calgary has played a key role in pre-arrival, client intake, referrals, and information sharing.

#### Participants

**Geoff Couldrey**, Immigrant Services Calgary


**Daniel Wu**, Immigrant Services Calgary


#### Moderator

**Casey Kennedy**, Immigrant Services Calgary

## E11

### Providing Employment Opportunities for Vulnerable Newcomers in the Pandemic

 Plaza C Room  
2nd Floor  
(Plaza Level)

 1:45 pm –  
3:15 pm

Finding safe, and flexible employment during the pandemic has been difficult for many, including newcomers. By offering employment through social enterprise, Immigrant Services Calgary has been able to support newcomers, and create opportunities to expand this venture. This workshop will explore the strategies and benefits of how to implement employment opportunities within social enterprise.

#### Participants


**Hyder Hassan**, Immigrant Services Calgary


**Haris Saleem**, Immigrant Services Calgary

**Kayla Lis**, Immigrant Services Calgary

## E12

### Short-Term Impacts of the Career Pathways for Racialized Newcomer Women Pilot

 Seymour Room  
34th Floor  
(Perspectives  
Level)

 1:45 pm –  
3:15 pm

The Career Pathways for Racialized Newcomer Women pilot project is a research project evaluating the impacts of employment programming for newcomer women being implemented by partner service provider organizations. In this presentation, the Social Research and Demonstration Corporation, the evaluators of the pilot, will present the immediate and intermediate impacts of the programs including impacts on participants' skills, employment, and well-being. Presenters from two partner organizations will describe their interventions, share their experiences of being involved in the research project, and discuss employer engagement in the context of their programming.

#### Participants

**Olga Zamudio**, MOSAIC, *Pathways to Caring*

**Maria Polovinka**, Opportunities for Employment, *Milestones to Employment*

**Mélanie Pronovost**, Immigration, Refugees and Citizenship Canada


#### Moderator

**Kim Lehrer**, *Short-term Impacts of Specialized Employment Programming for Racialized Newcomer Women*

## E13

### Community Based LINC Classes for Seniors

 Brighton & Kensington Room  
4th Floor

 1:45 pm –  
3:15 pm

Although immigrant seniors are eligible for Language Instruction for Newcomers to Canada Program (LINC), many of them have difficulty accessing LINC because of barriers such as poor English language skills, lack of transportation, lack of confidence in a regular LINC class, and precarious housing situations. Older learners need to feel comfortable and trust the teacher and the other students before they participate fully in the language classroom. To help immigrant seniors overcome these barriers and be successful in language learning, Centre for Newcomers piloted Community Based LINC Classes for Seniors only in 2 communities and would like to share and discuss this new approach.

Dingwall et al. (2013) noted that health crises such as pandemics often reveal inequalities and social marginalization that tend to be hidden or taken for granted in a society, which is what the COVID-19 pandemic has done in Calgary's Northeast. The Centre for Newcomers, in conjunction with a group of other non-profit organizations came together to form the Calgary East Zone Newcomers Collaborative (CENC) to find innovative solutions to these challenges. In this paper, I present preliminary findings of the model's effectiveness in relation to its intended purpose and outcomes, as well as emerging challenges and how they have been addressed. I also intend to discuss some of the lessons learned thus far.

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#### Participants


**Charlie Wang**, Centre for Newcomers Society of Calgary  
*Community Based LINC Classes for Seniors*

**Ayotunde Kayode**, Centre for Newcomers Society of Calgary  
*CENC Model & Pandemic in Northeast Calgary*

## E14

### Try uMetropolis: Measuring Immigrant Integration in Canada

 Tennyson & Dover Room  
4th Floor

 1:45 pm –  
3:15 pm

In this session, attendees will be invited to try the uMetropolis course Measuring Immigrant Integration in Canada. Spaces will be limited and distributed on a first-come, first-served basis.

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#### Participants

**Christopher Surtees**, The Association for Canadian Studies and Metropolis Institute

## ER1

📍 Turner Room  
4th Floor

🕒 1:45 pm –  
3:15 pm

### **Building Back Better: Refugee Protection Systems Post-Pandemic**

Wars, persecution, violence, and human rights violations continue to set an unprecedented number of forcibly displaced people around the world. Refugee Protection Systems are needed more than ever. These systems continue to face challenges, especially during the COVID-19 pandemic with the closing of borders and travels. The Roundtable panel discusses old and new challenges in refugee protection, detention, resettlement, integration, and obstacles faced by displaced persons, including human rights violations. Various key questions posed highlight the importance of addressing root causes of refugee flows, ensuring that refugees' basic needs are met, and supporting resettlement, other creative pathways, and integration programs for refugees.

#### Participants

**Stephanie Stobbe**, Menno Simons College (a College of CMU) at the University of Winnipeg  
*Refugee Protection Systems: The Role of Refugee and Humanitarian Resettlement and Asylum Programs*

**James C. Simeon**, McLaughlin College at York University, *A Call to End Unlawful Detention of Refugees*

**Jobb Arnold**, Menno Simons College (a College of CMU) at University of Winnipeg  
*Relations Among Indigenous, Newcomer, and Mainstream Youth in (Re)Settlement Programs*

**Jona Zyfi**, University of Toronto, *The Role of Human Rights in Refugee Protection*

**Anna Snyder**, Menno Simons College (a College of CMU) at University of Winnipeg  
*The Challenges of Displaced Refugees in Host Countries*

**Rabindra Chaulagain**, University of Lethbridge  
*Narrative Racism: Lived Experiences of Bhutanese Refugees During COVID-19*

## ER2

📍 Salle Cavendish  
4<sup>ème</sup> étage

🕒 1:45 pm –  
3:15 pm

### **La paix et développement**

La paix et la sécurité sont cruciales pour le développement durable de l'Afrique.


#### Participant

**Mahamat Galmaye**, Comité de dialogue et de cohabitation Pacifique



## ER3

 Constable Room  
4th Floor

 1:45 pm –  
3:15 pm

### **Analytical Possibilities of the Integrated IRCC Settlement Services Data Recently Made Available at Research Data Centre**

Statistics Canada and IRCC conducted the Longitudinal Immigration Database (IMDB) Settlement Services Module Pilot in 2020-2021 whereby 10 researcher teams were provided access to data for the first time at Research Data Centres (RDCs) to test the quality and analytical potential of new datasets. The IMDB Settlement Services Module includes data from IRCC's Immigration Contribution Agreement Reporting Environment (iCARE) and covers the different settlement services received by 1.5 million newcomers since 2013. This session will provide an opportunity to hear about initial reports of data access and feature insights about the analytical potential of the Module which is now open for all researchers at more than 30 RDCs across Canada.

#### Participants

**Jen Baggs**, University of Victoria, Gustavson School of Business  
*Settlement Service Provision and Intersectional Employment Outcomes*

**Rupa Banerjee**, Ryerson University, Department of HR Management and Organizational Behaviour  
*Does Express Entry Change Anything? Policy Change and Immigrant Integration Outcomes*

**Michael Haan** and **Yoko Yoshida**, Western University, Department of Sociology  
*Returns on Investment for Different Settlement Services*

**Taylor Shek-wai Hui**, **Zinaida Foltin** and **Audrey Appiah Minta**, Social Research and Demonstration Corporation (SRDC)  
*An Exploration of Potential Determinants of IRCC Settlement Services Usages*

#### Moderators

**Lorna Jantzen**, IRCC, CDOB and **Jesslyn Thibedeau**, IRCC, SIP

## F1

### **Let's Hear What Service Providers Have to Say: Addressing the Needs of Immigrant Communities During the COVID-19 Pandemic**

📍 English Bay Room  
34th Floor  
(Perspectives Level)

🕒 3:45 pm –  
5:15 pm

The COVID-19 pandemic has disrupted the social safety net in communities across Canada, including social service organizations that support immigrant communities. Using qualitative methodology, 15 interviews were conducted with social service providers who serve immigrant communities in Edmonton, Canada. This presentation reports the preliminary results of this study, highlighting challenges experienced by service providers followed by a discussion on the implications of policies and programs to effectively support the delivery of services to these communities.

#### Participants

**Hellen Gateri**, MacEwan University

**Kathy Kim**, MacEwan University

**Rita Dhungel**, University of Fraser Valley

## F2

### **Developing Strategic Communications for Immigrants and Refugees: Best Practices for the Present and the Future**

📍 Georgia A Room  
2nd Floor  
(Plaza Level)

🕒 3:45 pm –  
5:15 pm

Immigrants, including refugees, are inadequately prioritized in public communications. This workshop draws on the experience of public health messaging during the COVID-19 pandemic to highlight the needs of diverse linguistic communities as important audience segments when planning strategic communications. It situates the discourse in research findings, case studies of community-based interventions, and existing health communication practices while making policy recommendations to advance information equity and access for immigrants and refugees.

#### Participants

**Rukhsana Ahmed**, University at Albany, SUNY

*Health Communication Strategies for Culturally and Linguistically Diverse Communities during the COVID-19 Pandemic*

**Sukhmeet Singh Sachal**, Sikh Health Foundation

*Social Media Mobilization for Culturally-Effective Communication: The Community-Led COVID-19 Sikh Gurdwara Initiative*

**Esther Ajiboye**, Refugee 613

*Closing Information Gaps During COVID-19: The Cross-sectoral Newcomer Info Hub Approach*

#### Moderator

**Louisa Taylor**, Refugee 613

## F3

### Promoting Belonging and Decolonizing Approaches through Arts-Based Methods and Approaches in the Settlement Sector

📍 Prince of Wales Room  
3rd floor  
(Convention level)

🕒 3:45 pm –  
5:15 pm

In this workshop, we explore how arts-based research and programming can be used to promote cultural identities and belonging, migration experiences of immigrants and refugees. Our presentation explores multi-modal approaches to arts-based research and programming, including a podcast hosted by the Centre for Migration at the University of British Columbia in 2021, a photovoice project with Syrian men, using collage-making as part of program evaluation, and the Shoe Project a writing project for newcomer women. We discuss the ways arts-based research and programming create spaces of disruption, public pedagogy, and decolonizing praxis in relation to mainstream settlement services in Canada.

#### Participants

**Amea Wilbur**, UFV, *The Power of Narrative Storytelling: How Podcasts as an Arts-Based Practice Enhance Solidarity and Social Activism in Adult Education*

**Nancy Clark**, University of Victoria, *Exploring Syrian Men's Mental Health and Participation in Labour Employment: A Community Participatory Arts-Based Project*

**Shanga Karim**, Shoe Project, *The Shoe Project*

**Tanis Sawkins**, UFV, *Reimagining an Employment Program for Migrant Women Using Arts-Informed Program Evaluation*

## F4

### Economic Contribution and Recruitment and Retention of Immigrants to Atlantic Canada

📍 Balmoral Room  
3rd floor  
(Convention level)

🕒 3:45 pm –  
5:15 pm

This session will bring scholars and key settlement agency to discuss best policies and practices to boost immigration recruitment and retention in Atlantic Canada. There have been recent efforts to increase newcomer attraction and retention by both governments and community organizations alike. The key responsibilities of the governments are to determine the number and distribution of immigrants by skill level and immigration class, enhance economic development, and provide better incentive structures and support programs for newcomers. Bottom-up efforts by communities and non-governmental organizations are also crucial for enhancing newcomer retention and boasting relative advantages of the region over traditional newcomer destinations.

#### Chair

**Tony Fang**, Memorial University of Newfoundland, University of Toronto, and IZA  
*Do Employer Attitudes Affect Hiring of Immigrants and International Students? Evidence From a Survey of Employers*

#### Participants

**Ather H. Akbari**, St. Mary's University, *The Economic Impact of Immigration on Provincial Economies in Canada*

**Sherine Khattab**, Memorial University, *Regional Employer Hiring Attitudes Towards Immigrants and Their Effects on Employer Hiring Practices and Outcomes: A Comparative Analysis of the Atlantic Provinces*

**John Hartley**, Memorial University  
*Determinants of Employers' Attitudes Towards Hiring Immigrants and International Students in Atlantic Canada*

**Nabiha Atallah** and **Jennifer Watts**, Immigrant Services Association of Nova Scotia  
*Settlement Supports for Retention of Immigrants and International Students*

#### Moderators

**Tingting Zhang**, University of Illinois at Urbana-Champaign and **Jennifer Watts**, Immigrant Services Association of Nova Scotia

## F6

### The Effect of COVID-19 on Pre-Arrival and Post-Arrival Settlement Services: Challenges, Best Practices & Future Considerations

📍 Plaza A Room  
2nd Floor  
(Plaza Level)

🕒 3:45 pm –  
5:15 pm

The settlement sector has faced significant challenges as a result of the pandemic. This presentation will highlight the challenges within the sector in British Columbia, Alberta and Ontario. Presented by S.U.C.C.E.S.S., Calgary Catholic Immigration Society (CCIS) and COSTI Immigrant Services, this presentation will provide an overview of the effects of the pandemic from a pre-arrival and post-arrival lens. This presentation will also discuss how each settlement organization responded and adapted service delivery based on provincial health orders. The session will share key learning points and future considerations for best practice.

#### Participants

**Niloufar Oveysi**, S.U.C.C.E.S.S

**Cecilia Sun**, Calgary Catholic Immigration Society (CCIS)

**Trudy Small**, COSTI Immigrant Services

## F7

### Advancing and Claiming Rights By and For Migrant Farmworkers in Ontario and Quebec

📍 Grouse Room,  
34th Floor  
(Perspectives  
Level)

🕒 3:45 pm –  
5:15 pm

The panel will focus on the rise in political assertiveness among temporary migrant farmworkers in Ontario and Quebec, particularly during the COVID-19 pandemic. Drawing on academic research and grassroots support work and activism, the panel will examine the nexus between advocacy and support by migrant support organizations and rights claimed by migrant farmworkers. The panel will also reflect on how this rising political assertiveness is impacted by the changing socio-demographic composition of migrant farmworkers, a growing number of whom now come from urban, rather than rural, areas and have higher levels of education by comparison to earlier generations of workers.

#### Participants

**Shelley Gilbert**, Legal Assistance of Windsor  
*Trauma Informed Community Practices and Building Social Capital Among Migrant Workers*

**Véronique Tessier**, RATTMAQ, Québec, *Canada Defending the Invisibles: A Farmworker Support Centre in Quebec City*

**Danièle Bélanger**, Université Laval  
*Canada Political Assertiveness Among Agricultural Migrant Workers in the Quebec City Region During the COVID-19 Pandemic*

## F8

### Design Thinking with Individuals with Lived Experiences

📍 Plaza B Room  
2nd Floor  
(Plaza Level)

🕒 3:45 pm –  
5:15 pm

Hear how racialized newcomer women's lived experiences have been an integral part of program and policy design for the Career Pathways for Racialized Newcomer Women pilot project.

- 1) Findings from focus groups with participants who struggled to enter the labour market after the program and implications for programming will be presented;
- 2) Stories from photovoice, a visual participatory action research methodology, will be shared;
- 3) Achev will share how stories and qualitative data impacts their work in the Milestones to Employment program and the Career Pathways for Women program.

#### Participants

**Julie Rodier**, Social Research and Demonstration Corporation (SRDC)

*Post-Program Experiences: What Worked and Ways to Improve Programming for Racialized Newcomer Women*

**Sol Park**, Social Research and Demonstration Corporation (SRDC), *Photovoice in the Career Pathways for Racialized Newcomer Women Pilot: Understanding the Program Experience from Participants' Views*

**Tania Amaral**, Achev, *The Impact of Stories on our Work*

#### Moderator

**Lindsay Alves**, Senior Policy Analyst, Settlement and Integration Policy, IRCC

## F9

### Building Resilience in the time of Covid: How Settlement Service Providers Pivoted, Transformed and Built Digital Capacity

📍 Cypress Room,  
34th Floor  
(Perspectives  
Level)

🕒 3:45 pm –  
5:15 pm

How the Government of Ontario, LinkedIn and FirstWork spurred change management and digital transformation amongst Ontario's employment service providers.

A survey of settlement service providers in Ontario, and Ontario workers, on how they pivoted during COVID-19.

Building social resilience and technological capacity with limited resources in a constantly changing landscape.

#### Participants

**Jake Hirsch-Allen**, LinkedIn


**John Shields**, Ryerson University


**Hamoon Ekhtiari**, FutureFit AI

**Akosua Alagaratnam**, First Work

## F10

### From Counselling to Planning

 Georgia B Room  
2nd Floor  
(Plaza Level)

 3:45 pm –  
5:15 pm

Currently, Calgary NPOs lack coordination between agencies during client intake, assessments, and referrals. Data-driven tracking, gaps in information sharing, and a lack of visibility for immigrant-related services mean that many professionals and families are having their integration delayed. This workshop will explore Immigrant Services Calgary's Gateway which proposes a standardized language & settlement assessment, using technology to move away from traditional settlement "counselling" and move towards a more comprehensive "planning" process with newcomer goals at the forefront.

#### Participants


**Hyder Hassan**, Immigrant Services Calgary


**Casey Kennedy**, Immigrant Services Calgary

**Souhila Loucif**, Immigrant Services Calgary

## F11

### The Impact of COVID-19: Exploring the Immigrant Experiences and Perspectives

 Plaza C Room  
2nd Floor  
(Plaza Level)

 3:45 pm –  
5:15 pm

The College of Researchers for Development Society (CORDS) explores the experiences and effects of COVID-19 on Canadians. A section of the study explores and examines the COVID-19 experiences of immigrants in Alberta. The study is interested in understanding the Canadians response to the coronavirus crisis – experiences that may invoke the social dimensions around safety and danger theory (Polyvagal's Theory): flight, freeze, or fight or engage when faced by a life-threatening and challenging situation. It anchors in the assumption that when a social barometer of engagement is triggered, citizens become proactive in managing obstacles, thus enabling them to be resilient and overcome challenges like the pandemic.

#### Participants

**Ernie Alama**, College of Researchers for Development Society / Saint Mary's University


**Donald MacCallum**, College of Researchers for Development Society

**Sherrisa Celis**, Calgary Catholic Immigration Society

**Trevor Baxter**, University of Liverpool, UK

## F12

 Tennyson & Dover Room  
4th Floor

 3:45 pm –  
5:15 pm

### **uMetropolis: A Demonstration of e-Learning for the Immigration Field and Beyond**


In this session, we will explore the online platform of uMetropolis and take a peek at some of the courses that will be available upon the launch of the platform. Attendees will be invited to share their valued feedback on the platform and course selection.


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#### **Participant**

**Christopher Surtees**, The Association for Canadian Studies and Metropolis Institute

## F13

 Seymour Room,  
34th Floor  
(Perspectives  
Level)

 3:45 pm –  
5:15 pm

### **Racism in the Canadian Immigration System Denies Racialized African Students Opportunity to Study in Canada**

Contemporary theories claim that racism in Canada, was a social issue of the past, and has disappeared from the Canadian society. Using secondary data sources this presentation will demonstrate that racism continues to exist in Canadian public institutions, particularly the immigration system. The IRCC which administers immigration policy denies racialized students from Africa study permits to pursue higher education in Canada. In the wake of recent events of blatant racism against Black people, the presentation makes recommendations to create an immigration system that offers equity and inclusion for all international students regardless of race, ethnicity or any social markers.

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#### **Participant**

**David Firang**, Trent University

### **Closing the Knowledge Mobilization Gap : Moving Front-Line Workers from Knowledge Users to Knowledge Producers – A Case Study**

While there is huge value and need for knowledge mobilization coming from academic research in immigration, there is an equal need for knowledge mobilization in a reversed manner where frontline workers become key players in transferring, co-creating, translating and producing knowledge to inform policy and improve practice. This study aims at understanding the needs and barriers to praxis-oriented research and seeks to identify gaps in knowledge mobilization as understood by frontline workers. Findings of the study are expected to help create strategies which can be tested and later adopted to enhance knowledge mobilization among frontline workers. The findings can also be shared with funders and other SPOs as a method of best practice

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#### **Participant**

**Raghad Hussein**, The Calgary Bridge Foundation for Youth

**FR1****Viral Vitriol? Using Online Videos to Educate and Promote Anti-Racism**

📍 Turner Room  
4th Floor

🕒 3:45 pm –  
5:15 pm

In 2020-2021, we collected 500 stories about racism in Manitoba. From those stories, we created films for an anti-racist social media campaign. This roundtable explores how anti-racist media content can be used to educate a broad public audience.

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**Participants**

**Denise Humphreys**, Brandon University

**Stephanie Spence**, Brandon University

**FR2****“I am capable of so much more”: Immigrant Women’s Experiences of Racism in the Alberta Labour Market**

📍 Constable Room  
4th floor

🕒 3:45 pm –  
5:15 pm

Immigrant women continue to face barriers in hiring and advancement. The current study uses Community Based Participatory Action Research to examine immigrant women’s experiences of job seeking from four cities in Alberta. Our work draws on an intersectional feminist theoretical framework to expose the racist structures which perpetuate disadvantage for immigrant women and highlight women’s acts of resistance – e.g. networking through cultural communities. Preliminary findings from our research explore career trajectories; structural barriers – e.g. “Canadian work experience”; acts of resistance; and recommendations for immigration services and employers.

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**Participants**

**Roxanne Singlot**, Alberta Network of Immigrant Women, *Enhancing Economic Security for Immigrant Women*



## G1

### Addressing the Social and Economic Wellbeing of Black Youths

📍 Stanley Room  
34th Floor  
(Perspectives  
Level)

🕒 11:00 am –  
12:30 pm

Black youths experience poor social and economic outcomes. Anti-Black and systemic racism contribute to the outcomes of Black youths. Black communities have been actively involved in addressing the needs of Black youths. First, we will present data from doctoral work that examines the integration experiences of Black graduate students in Canadian Universities. Then, we will draw on data from two community organizations to discuss strategies employed to address the needs of Black Francophone and Anglophone youths. We will conclude by shedding light on lessons learnt in a mentorship program for Black youths.

#### Participants

**Jeanne Lehman**, Black Canadian Women in Action

**Natasha Daniel**, Black Canadian Women in Action

**Alphonse Ndem Ahola**, FRAP

**Benjamin Denga**, University of Alberta

**Bukola Salami**, University of Alberta Faculty of Nursing

#### Moderator

**Myra Kandemiri**, The University of Edmonton Faculty of Nursing

## G2

### Service Framework: How Gateway Scaled Up the Calgary East Zone COVID-Response Collaborative Case Study

📍 Prince of  
Wales Room  
3rd floor  
(Convention level)

🕒 11:00 am –  
12:30 pm

This workshop will highlight the success and ongoing improvement of Calgary's East Zone Newcomer Collaborative (CENC), which was formulated to respond to vulnerable communities in Calgary's East Zone and ultimately led to converting the city's least vaccinated population to a 99% vaccination rate. The CENC allowed Immigrant Services Calgary to conduct early testing of our Gateway technology, which proved to be highly successful. This collaborative involves health services, government, and settlement agencies, and introduced coordinated systems to support all client needs during the pandemic.

#### Participants

**Geoff Couldrey**, Immigrant Services Calgary

**Alka Merlin**, Immigrant Services Calgary

#### Moderator

**Hyder Hassan**, Immigrant Services Calgary

## G3

### Catalyser l'atteinte du plein potentiel socio-économique du nouvel arrivant

📍 Salle Cypress  
34<sup>ème</sup> étage  
(niveau  
Perspectives)

🕒 11:00 am –  
12:30 pm

Les nouveaux arrivants sont des acteurs importants dans la croissance économique du pays, ainsi que l'un des principaux leviers pour atténuer les impacts de la pénurie de main-d'œuvre, le vieillissement de la population et la baisse de natalité. Les services d'établissement sont essentiels pour subvenir à leurs divers besoins. Est-ce que le modèle de prestation permet d'accompagner chaque individu vers l'accomplissement de soi, au-delà des besoins de base? Le Collège Boréal est constamment à la recherche de mécanismes d'appui efficaces et humains qui facilitent et accélèrent l'intégration socioéconomique des nouveaux arrivants et partagera une approche holistique, un modèle d'intervention et un projet de recherche (<https://bit.ly/3pja8qm>).

#### Participants

**Baptiste Bourquardez**, Collège Boréal d'arts appliqués et de technologie

**Frédéric Boulanger**, Collège Boréal, Direction Campus de Windsor  
*Au-delà de l'établissement: qu'est-ce que l'intégration socio-économique?*

**Équipe Projet Recherche Appliquée**, Collège Boréal, Équipe du projet de recherche appliquée (à distance)

## G4

### Hosting and Housing: Newcomer Options for and Obstacles to Accessing Appropriate Housing

📍 Georgia A Room  
2nd Floor  
(Plaza Level)

🕒 11:00 am –  
12:30 pm

Housing is an essential part of both the short- and long-term settlement process, but many newcomers face challenges to locating, accessing, and 'settling' in housing in host communities in Canada. Specifically, recently-arrived refugees, privately-sponsored refugees, and temporary migrant workers may have particular housing needs related to size, affordability, and accessibility. This workshop showcases research from Manitoba, Ontario, and Canada-wide, with a focus on the intersection between housing and newcomer settlement. Panelists offer diverse reflections on the obstacles and options for housing, highlighting perspectives from both housing providers and newcomers.

#### Participants

**Jill Bucklaschuk**, Community-based researcher, **Aynsle Hinds**, University of Winnipeg, **Sarah Zell**, University of Winnipeg, **Shereen Denetto**, Immigrant and Refugee Community Organization of Manitoba, and **Lawrence Deane**, University of Manitoba, *Addressing the Housing Needs of Refugee Families through Transitional Housing and Wrap-around Supports*

**Ryan Gibson**, *Housing Strategies for the Integration and Wellbeing of Seasonal Agricultural Workers*, *Housing Strategies for the Integration and Wellbeing of Seasonal Agricultural Workers*


**Louis Helps**, University of Guelph, *Housing Strategies for the Integration and Wellbeing of Seasonal Agricultural Workers*


**Emily Halldorson**, Community-based researcher, *Putting Home at the Heart of Refugee Resettlement*

**Ray Silvius**, University of Winnipeg, *Putting Home at the Heart of Refugee Resettlement*

## G5

### Customized Approach to Building Resilient Newcomers

 Balmoral Room  
3rd floor  
(Convention level)

 11:00 am –  
12:30 pm

For 38+ years, CIWA has worked collaboratively across sectors to positively impact the lives of newcomers to Canada. Recently, the complex needs of new waves of immigrants have created the impetus for re-examining our service delivery practices in an effort to build inter-sectoral capacity through a multidisciplinary approach to serving vulnerable immigrants. This presentation will showcase customized services that have proven to be successful in addressing the needs of newcomers to Canada and making their settlement and integration process easier.


#### Participants


**Celestina Akinkunmi**, Calgary Immigrant Women's Association

**Debra Colley**, Calgary Immigrant Women's Association

## G6

### Beyond COVID-19: Lessons & Solutions-Focused Strategies to Address Refugee Determinants of Health

 Plaza A Room  
2nd Floor  
(Plaza Level)

 11:00 am –  
12:30 pm

This session will look beyond the predicted health challenges that arose from the pandemic for vulnerable newcomer clients. Speakers from across Canada will discuss how they adapted and learned from unexpected challenges that went beyond our predictions when addressing the needs of clients throughout evolving circumstances due to the consolidated effects of a global pandemic and national influx of immigration. Through a solutions-focused lens, our speakers will address the particular determinants of health affecting refugees, such as housing, coping skills and social support networks.

#### Participants

**Lori Steward**, Refugee and Immigrant Health and Case Coordination Manager, Global Gathering Place, SK  
*Let's Talk Solutions: How Can Service Providers Overcome Challenges When Creating Circles of Care for Refugee Clients*

**Christina Ugge**, Program Coordinator, Client Support Services, YMCA GTA and **Mitra Neshat**, Manager, Language Assessment and Referral Centre (CLARS), *Refugee Health & Wellbeing: National Trends from Client Support Services*

**Hanaa Elkolaly**, Case Manager, London Cross Cultural Learner Centre, ON,  
*Through the Pandemic Looking Glass: Refugee Youth Addiction Challenges with a Virtual World*

With research contributions from **Dr Sohail Makhdoom**, Associate Professor of Psychiatry and Paediatrics at Victoria Hospital & Staff Psychiatrist at the Child and Parent Resource Institute (CPRI)

**Abe Oudshoorn**, RN, PhD, Associate Professor at The Arthur Labatt Family School of Nursing, Western University  
*Exposing the Gaps in the System: Settlement During a Pandemic*

## G7

### **Newcomer COVID Support: A Collaborative Model**

📍 English Bay Room  
34th Floor  
(Perspectives  
Level)

🕒 11:00 am –  
12:30 pm

The panel will focus on the rise in political assertiveness among temporary migrant farmworkers in Ontario and Quebec, particularly during the COVID-19 pandemic. Drawing on academic research and grassroots support work and activism, the panel will examine the nexus between advocacy and support by migrant support organizations and rights claimed by migrant farmworkers. The panel will also reflect on how this rising political assertiveness is impacted by the changing socio-demographic composition of migrant farmworkers, a growing number of whom now come from urban, rather than rural, areas and have higher levels of education by comparison to earlier generations of workers.

#### Participants

**Anila Lee**, Yuen Centre for Newcomers

**Sally Zhao**, The Immigrant Education Society

**Annalee Coakley**, Mosaic Refugee Health Clinic

## G8

### **Joint Emergency and Protection Response of Consulates and MOSAIC**

📍 Grouse Room  
34th Floor  
(Perspectives  
Level)

🕒 11:00 am –  
12:30 pm

The close collaboration between non-profit agencies and foreign consulates, in this case, the Philippines, Mexico, and Guatemala, has been vital to be able to connect with and protect migrant workers, mobilize them, and provide them with all the means necessary for their well being while they live and work in Canada. The protection of Migrant Workers in B.C. has been a shared concern of the Federal and Provincial Governments of Canada that finance programs which allow local agencies to reach out to them in cases of emergency. This joint effort has been vital to assisting the migrant workers in addressing emergencies such as the BC wildfires, floods, and cases of labor abuse and exploitation.

#### Participants

**Hugo Velazquez Vazquez**, Mosaic


**Maria Andrelita S. Austria**, Government of the Philippines


**Berenice Diaz Ceballos**, Government of Mexico

**Oscar Padilla**, Government of Guatemala

## G9

### **COVID-19-Inspired Innovations in Early Learning and Care for Newcomer Children: A Rapid Evaluation**

 Plaza B Room  
2nd Floor  
(Plaza Level)

 11:00 am –  
12:30 pm

Presentation will share results of a 10-week research project, funded by IRCC, and conducted in partnership with 5 agencies from prairie provinces. Research was focused on CNC delivery models and practices that emerged due to COVID-19 public health restrictions. Challenges, barriers, strengths, and successes experienced by agencies, who rapidly adapted their programs to remove barriers to accessing childcare, will be shared with a focus on the comparison between remote and in-person CNC. The presentation will also share lessons learned and recommendations to improve practices and supportive policies for all, including parents and children, during the pandemic and in the future.


#### Participants


**Jyoti Agnihotri**, Calgary Immigrant Women's Association

**Kirandeep Bhullar**, Regina Immigrant Women Centre

## G10

### **Better Together: Collaborating to Optimize Immigrant Success**

 Plaza C Room  
2nd Floor  
(Plaza Level)

 11:00 am –  
12:30 pm

In this workshop, members of the immigrant-serving sector are invited to participate in a number of discussion-based activities to surface the expectations and needs of the sector as it relates to collaboration and cross-promotion of programs. Given the complexity of the sector and the diverse services available across different agencies, collaboration can add immense value and optimize immigrant success through unhindered access. Challenges persist, though, when capacity and outcome-based reporting hinder, rather than foster, collaboration. Through this workshop, facilitators from IEC-BC intend to capture and share the best practices surfaced for collaborating across different agencies.


#### Participants


**Devon Franklin**, Immigrant Employment Council of BC

**Chris Anderson**, Immigrant Employment Council of BC

**Iona Santos-Fresnoza**, Immigrant Employment Council of BC

## GR1

 Turner Room  
4th Floor

 11:00 am –  
12:30 pm

### **Digital Literacy Standards for Literacy Learners**

Language instruction programs across Canada scrambled to adjust delivery methods in response to COVID-19. With the absence of (pandemic) guidelines, service providers employed various approaches and had differing expectations. Two years later we have learned many lessons about what digital literacy skills were necessary for the pivot and what will best serve our literacy students going forward. We will compile a list of realistic digital literacy expectations for literacy learners.

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#### **Participants**

**Donna Clarke**, TIES

**Jeremy Wilson**, TIES

### P1

 Regency Foyer  
3rd floor  
(Convention level)

#### **The Impacts of Quebec's Secularism on The Federal Government's Settlement Actions and Ethnoreligious Minority Groups' Emigration from Quebec to Other Provinces**

Quebec secularism act (Bill 21) proposed ground rules that, it says, will ensure the religious neutrality of the state whose most controversial section bans public workers in positions of authority from wearing religious symbols that have made some ethnoreligious minorities leave Quebec. The question that I will address in my presentation is whether Quebec's secularism, first, impacts the federal government's settlement actions and, second, results in higher residential segregation among minorities. It is increasingly getting important for Canada to be aware of what factors, including provincial decisions, could undermine the Multiculturalism policy that theoretically should prevent discrimination against minorities.

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**Zahra Mahdi**, Carleton University

### P2

 Regency Foyer  
3rd floor  
(Convention level)

#### **Gender Role and Employment Practices of Refugee Newcomers in Canada**

Mass migration, fueled by wars, natural disasters, climate change, and political circumstances is a timely and critical international issue. Once newcomers arrive in their new land, employment plays a crucial role in integration in the host society. This 2.5-year ethnographic study used a narrative approach allowing newcomers from refugee backgrounds to tell their own stories. Among many dynamics, gender roles and the resistance / resilience towards available employment positions unfolded as factors contributing to the issue.

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**Fatima Jalali**, Simon Fraser University

### P3

 Regency Foyer  
3rd floor  
(Convention level)

#### **Health of the Newcomer-Serving Sector Through the Lens of Front-line Workers in Alberta, Manitoba & Saskatchewan**

The Health of the Sector (HOTS) survey was created and distributed widely to front-line workers in the newcomer-serving sector across the Prairies and Northern Territories region between March 31 and July 31, 2021. With nearly 900 responses, AAISA has distilled the survey results to better understand the employment experience of front-line workers, identify organizational strengths and challenges, and discern opportunities for improvement. The survey findings highlight challenges amongst compensation practices, workplace culture, and the provisions to promote equity. In response, recommendations are presented to identify pathways to build a resilient, professionalized sector that continues to meet the needs of newcomers.

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**Marokh Yousifshahi**, Alberta Association of Immigrant Serving Agencies (AAISA)

**Leesha Kanbour**, Alberta Association of Immigrant Serving Agencies (AAISA)

## P4

📍 Regency Foyer  
3rd floor  
(Convention level)

### **The Women's Business Hub: Challenges of Teaching Digital Literacy to Immigrant and Refugee Women Entrepreneurs**

The COVID-19 pandemic has forced change on our society at a breakneck pace. The adoption of technology leaped forward by a decade; the federal government has rolled out new programs in just weeks (compared to the years often required); and, reliance on technology exponentially increased. The Women's Business Hub, a project aimed to help immigrant women start their own business, started an e-commerce platform to help immigrant women participants take advantage of the competitive business aspect of doing business online, especially amid a pandemic that encourages businesses to develop an online presence. Despite the advantages of the e-commerce platform, the lack of digital literacy made adjustment challenging for immigrant and refugee women.

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**Ashraf Mirmontahai Mirmontahai**, M.Ed., Director, Employment Services Unit, Saskatoon Open Door Society

#### Co-authors

**Tatiana Kim**, M.A. Applied Social Psychology, Independent Researcher

**Abdu Etagiuri**, Edwards School of Business Student, University of Saskatchewan

**Shahira Mabrouk**, Program Coordinator, Women's Business Hub – Saskatoon Open Door Society

## P5

📍 Regency Foyer  
3rd floor  
(Convention level)

### **Emotional Disruptions in Transnational Families During COVID-19**

Most immigrants join their family members back home for lifecycle ceremonies to reestablish bonds with people left behind. Due to travel restrictions during Covid 19, many immigrants could not visit their families back home in 2020 and 2021. They could not say bye to their beloved parents at the death bed of their parents or attend the wedding of their siblings. This poster presents the preliminary results of the research following emotional geography, on loss, grief, and separation of immigrant families from their loved ones back home.

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**Baiju Vareed**, MacEwan University

## P6

✳️ Bilingual Poster  
Presentation  
Présentation  
d'affiche bilingue

📍 Regency Foyer  
3rd floor  
(Convention level)  
Foyer Regency  
3<sup>e</sup> étage  
(niveau Convention)

### **Two-Step Migration: Family, Professional and Migration Issues Due to Changing Migration Status**

This poster reflects the migratory experience of a highly skilled migrant and his family members in Quebec, where the change in migration status, from temporary residents to permanent residents, has caused a rupture in the educational path of the four children and led to new constraints on socio-professional mobility and in parents' re-migration projects. The study used qualitative data from repeated interviews with the principal applicant, an engineering professional, his spouse, and each of the children, as well as extended ethnographic observation of family life during meals and leisure activities.

FR →



### **La migration en deux étapes: Enjeux familiaux, professionnels et migratoires autour du changement de statut migratoire**

Cette affiche rend compte de l'expérience migratoire d'un migrant hautement qualifié et des membres de sa famille au Québec où le changement du statut migratoire, de résidents temporaires à résidents permanents, a provoqué une rupture dans le cheminement scolaire des quatre enfants et entraîné de nouvelles contraintes sur la mobilité socioprofessionnelle et dans les projets de re-migration des parents. L'étude a été effectuée à partir de données qualitatives issues d'entrevues répétées auprès du demandeur principal, professionnel en ingénierie, de sa conjointe et de chacun des enfants, ainsi que d'observations ethnographiques prolongées de la vie familiale lors de repas et d'activités de loisirs.

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**Monica Schlobach**, Institut de recherche sur l'intégration professionnelle des immigrants, Collège de Maisonneuve

## **P7**

 Foyer Regency  
3<sup>e</sup> étage  
(niveau Convention)

### **Rareté et marché du travail des immigrants: état et perspectives**

Le Québec est une terre d'immigration nette, les personnes qui s'y installent étant bien plus nombreuses que celles qui partent s'établir dans une autre province ou un autre pays. L'apport migratoire net à la population en âge de travailler sera de plus en plus important au cours des prochaines années, selon le plus récent scénario démographique. En effet, une personne sur cinq de l'offre totale de main-d'œuvre sur le marché du travail provient de l'immigration. Compte tenu que la population en âge de travailler (15 à 64 ans) poursuivra la baisse amorcée en 2014, et que la proportion de ce groupe occupant un emploi devrait atteindre des niveaux inégalés, cette situation fera en sorte que des problèmes de rareté relative de main-d'œuvre.

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**Lassad Damak**, Emploi-Québec

## **P8**

 Regency Foyer  
3rd floor  
(Convention level)

### **Capacity Building Through the COVID-19 Lens**

The COVID-19 pandemic has stimulated a rapid transition to virtual service delivery for the newcomer serving sector, dramatically reducing in-person program delivery. The Capacity Building Through the COVID-19 Lens Project seeks to capture, engage with, and promote innovative practices and service delivery approaches that have been developed and implemented by the sector during this time. With a particular interest in language, employment and community reception and integration, this project aims to build capacity, mobilize best practices, and strengthen the network of service providers. AAISA is excited to share the preliminary best practices and innovations identified from our focus groups.


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**Celine Truong**, Alberta Association of Immigrant Serving Agencies (AAISA)

# Poster presentations

## Présentations d'affiches

**P9**

 Regency Foyer  
3rd floor  
(Convention level)

### **Adjusting in a Pandemic: Experiences of Incoming International Graduate Students**


Since 2008, the number of international students in Canadian postsecondary institutions has tripled, with the numbers currently being at approximately 640,000. Although there is research showing evidence of the negative impacts the COVID-19 pandemic has had on international students globally, a knowledge gap exists in the experiences of incoming cohorts of international students to Canada. We conducted a qualitative study to understand how the lives of international graduate students have changed across various domains since moving to Canada, and the role of the COVID-19 pandemic and their own cultural contexts in the adjustment.

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**Anne Tseu**, University of British Columbia - Okanagan

**Kirthana Ganesh**, University of British Columbia - Okanagan

**P10**

 Regency Foyer  
3rd floor  
(Convention level)

### **Sexual and Reproductive Health Needs of Immigrant Adolescents: A Qualitative Study**

Despite a large number of immigrant adolescents in Canada, research on their knowledge of sexual and reproductive health and rights (SRHR) and information needs is nearly nonexistent. This interpretive description qualitative study sought adolescent SRH needs from the perspective of immigrant adolescents. Immigrant adolescents voiced barriers to accessing SRHR education and services and expressed their need for more inclusive and relevant sexual health education, more support from parents, and healthcare providers, and the need for more youth-driven integrated health promotion programs. The findings of the study will guide the development of tailored strategies for immigrant adolescents to optimize adolescents SRH outcomes.

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**Salima Meherali**, University of Alberta

**Sobia Idrees**, University of Alberta

**P11**

 Regency Foyer  
3rd floor  
(Convention level)

### **International Students in Canada: A Qualitative Analysis into the Impact of COVID-19 on University Service, and Social Life**

Thompson Rivers University is rapidly increasing in popularity for international students around the world. In March 2020, the COVID-19 pandemic began to significantly affect North America, and the university made the decision to move classes to a mostly online format, with vital university services soon following. Many international students faced language and cultural barriers and an unknown future in Canada as they reside on student permits which give them little protection in Canada. These mentally taxing conditions mean that international students experienced the changes of the pandemic and the transition to online learning differently than domestic students.

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**Aliesha Thomas**

# Poster presentations

## Présentations d'affiches

### P12

 Regency Foyer  
3rd floor  
(Convention level)

#### **A Narrative Review of Caregiver and Child Relationships in Newcomer Families**

Caregiver-child relationships have been an ongoing focus of research with immigrants and newcomers. Much of the research has been quantitative. While informative, quantitative data can be limiting in capturing complex phenomena. Also, quantitative researchers may unknowingly impose their own perceptions onto their participants through choice of measures and variables chosen. This can lead to conflicting, and narrow results. A recent increase in qualitative literature allows for the ability to capture the depth of this phenomenon. Therefore, this poster will present a narrative review of the literature on caregiver-child relationships in newcomer families, as it can connect heterogeneous studies and include broad perspectives.

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**Aisha Ghani**, UBC

**Dr. Anusha Kassin**, UBC

### P13

 Regency Foyer  
3rd floor  
(Convention level)

#### **Racialized Immigrants' Experiences of Empowerment and Exclusion in Securing Professional Employment in the Region of Durham**


This poster will present a photovoice research project that explored racialized immigrants' experiences of securing professional employment in Canada. Immigrants provided photographs and accounts of empowerment and exclusion in their professional employment search and offered recommendations for change. Preliminary findings from their photographs, interviews, and focus groups demonstrate the salience of devaluation experienced by racialized immigrants in the labor market and their resilience and resistance strategies in the face of marginalization. The findings highlight the urgency of multi-level proactive approach to facilitate the future of immigrant integration in Canada. Immigrants' photographs and their recommendations are provided.

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**Uzma Danish**, Trent University

**Noely Garcia**, Trent University

### P14

 Regency Foyer  
3rd floor  
(Convention level)

#### **Meaningful and Integrated Community Engagement Efforts with Visible Minority Communities for Pragmatic Research and Beyond**

Top-down approaches where the researchers and policy-makers 'prescribe' solutions are more common than community-engaged approaches where community members and researchers work hand-in-hand in community-engaged research to identify the problems, codevelop solutions and recommend policy changes. In this article, we reflect on a comprehensive community-engaged research approach that we undertook to identify the barriers to equitable health and social care access among visible minority / immigrant community in Canada. This article summarized the experience of our programme of research and describes our understanding of community-engaged research with the grassroots population that meaningfully interacts with the visible minority communities. Top-down approaches where the researchers and policy-makers 'prescribe' solutions are more common than community-engaged approaches where community members and researchers work hand-in-hand in community-engaged research to identify the problems, codevelop solutions and recommend policy changes. In this article, we reflect on a comprehensive community-engaged research approach that we undertook to identify the barriers to equitable health and social care access among visible minority / immigrant community in Canada. This article summarized the experience of our programme of research and describes our understanding of community-engaged research with the grassroots population that meaningfully interacts with the visible minority communities.


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**Turin Tanvir Chowdhury**, University of Calgary

# Poster presentations

## Présentations d'affiches

**P15**

 Regency Foyer  
3rd floor  
(Convention level)

### **Equitable Involvement of Immigrant/Racialized Community Members in Research: The Greater the Desired Involvement, the Greater the Need for Commitment for Capacity Building**

Community members are generally less involved in the overall research process. Often, community members are engaged in focused activities like collect data or knowledge dissemination events; however, they are not involved in the actual research process, for example, developing a research question, designing a study, or using research tools such as conducting focus groups, analysis and interpretation. To be involved on these levels there is need for research capacity building within them. In this article, we reflect on how we have designed our program of research by involving community members at different levels of the research process.

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**Turin Tanvir Chowdhury**, University of Calgary

**P16**

 Regency Foyer  
3rd floor  
(Convention level)

### **Joining Forces Through Fruitful Partnership with Non-Academic Organizations for Research and Mobilization in Im/Migrant Communities**

Researchers tend to involve organizations based on their connection to potential participants, where the relationship often ends after achieving the objective. Further, the partner organization may not have the capacity to engage meaningfully to the research process. As such, we believe, it is the researchers' responsibility to build research capacity within their partner organizations. Organizations working in the immigrant/racialized communities fall into three sectors: public, private, and nonprofit. They all play respective important role in addressing issues among communities. In this article, we reflected on our experience towards understanding the different dynamics of these organizations, building trust, and creating capacity.

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**Turin Tanvir Chowdhury**, University of Calgary

**P17**

 Regency Foyer  
3rd floor  
(Convention level)

### **Looking Tthrough the Lens of Newcomer F amilies**

The purpose of this project was to allow newcomer families to share their unique stories regarding their experiences with child and youth programs. A photovoice research approach was used for this project, where participants take photos that illustrate their experiences and discuss the reasons and emotions behind them. This method helps eliminate language barriers and provides participants with a platform to advocate for themselves and their children. Some themes emerged such as the critical nature of support from friends and family, language barriers, and affordable access to programs. ECEs also discussed the complex journey newcomers face while navigating change and transitions.

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**Jessie-Lee McIsaac**, Early Childhood Collaborative Research Centre/Mount Saint Vincent University

# Poster presentations

## Présentations d'affiches

### P18

 Regency Foyer  
3rd floor  
(Convention level)

#### **Vancouver Local Immigration Partnership: Bridging from Municipality to Non-Profit**

The Vancouver Local Immigration Partnership model comes from a recognition that large-scale social change is the result of better cross-sector coordination rather than the isolated intervention of individual organizations. It is the only community planning table in Vancouver that convenes a broad range of settlement and non-settlement actors to focus on the needs of newcomers. This unique stakeholder-led model transitioned from municipality (City of Vancouver) to non-profit (South Vancouver & Mount Pleasant Neighbourhood Houses), which demonstrates the value placed on non-profit organizations' deep community knowledge, expertise, and collaborative leadership approach to an open and inclusive environment that supports newcomer integration.

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**Koyali Burman**, Vancouver Local Immigration Partnership

**Nova Chamberlin**, Vancouver Local Immigration Partnership

### P19

 Regency Foyer  
3rd floor  
(Convention level)

#### **Towards Patient Engagement in Care for Immigrant Breast Cancer Survivors**

The objectives of this integrative literature review were to analyse and synthesise literature on the barriers and facilitators of linguistically appropriate care and its effect on emotional wellness for immigrant women diagnosed with breast cancer. The barriers to linguistically appropriate care were identified as varied knowledge, attitudes and beliefs about cancer, lack of proper psychosocial functioning and support; spirituality and religion; lack of access to care; fears about breast cancer; decreased/passive participation in medical treatment; varied health practices spanning across various cultures and ethnicities; Relationship with healthcare providers, satisfaction with care and patient-provider communication; side effects; body image and intimacy issues; gender roles; employment issues and the overall effect of breast cancer diagnosis in everyday lives.

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**Linta Tomy**, Thompson Rivers University

**Melba Dsouza**, School of Nursing, Thompson Rivers University

### P20

 Regency Foyer  
3rd floor  
(Convention level)

#### **Mental Health and Pandemic**

Pandemic made it worse for the immigrants and negatively impacted their mental health. The combination of language barriers, lack of connection & culturally appropriate services prevents ethno-cultural community members from accessing mental health services. They experience multiple barriers to accessing employment, education, health, and safety that contribute to deteriorating mental health (MH). Mainstream MHSPs cater to the general, mainstream, English speaking population. In many cultures, mental health is a taboo. Every community deals with it differently and we need a more collaborative and coordinated approach informed by those with lived experiences as well as ethno-cultural community members to tackle this issue effectively.


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**Humaira Falak**, ActionDignity- Non-Profit Organization

# Poster presentations

## Présentations d'affiches

### P21

 Regency Foyer  
3rd floor  
(Convention level)

#### **A Lifecourse Perspective on Life Experiences of Older Adult Immigrants in Canada**

Older adult immigrants make up a large portion of the aging population in Canada and have specific health care needs. The gap in current research on the topic lies in the limited understanding of the effects of immigration on aging experiences. The study design followed a qualitative method where 10 semi-structured interviews were conducted with participants. Using framework analysis, the period of immigration has proven to influence aging experiences among participants in this study. This insight should motivate future research to look at what kinds of interventions need to be set in place to support immigrants at different life stages.

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**Hana Hadley**, University of Waterloo

**Dr. Elena Neiterman**, co-author, University of Waterloo

### P22

 Regency Foyer  
3rd floor  
(Convention level)

#### **Saving Cities or Empowering Regions: A Comparative Study on Recent Regional Immigration Policies in Canada and Australia**

Recently, regionalization of immigration reappeared in the agenda of policy makers in Canada and Australia, two countries that rely on immigration for population growth. Although recent policies in the two countries share a common goal which is to achieve a better geographic distribution of newcomers, the process of agenda-setting in those countries did not follow the same pattern. The need for regional immigration policies was not problematized the same way in Canada and Australia. In Canada, population decline and economic revival of the regions were used to define the problem whereas Australia followed a different pattern where policy makers emphasized the infrastructure problems in metropolitan areas. Using Narrative Policy Framework (NPF), this study compares the policy narratives emerged in both countries.

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**Deniz O. Cevik**, École nationale d'administration publique

### P23

 Regency Foyer  
3rd floor  
(Convention level)

#### **Making Grey Bruce Home for International Talent: An Exploratory Study**

The study is about the challenges faced by the students and temporary foreign workers such as finding affordable housing in rural communities like Grey Bruce in Ontario. Considering all the factors affecting retention of the international talent in rural Ontario, we partnered with community organizations of the region and came up with a report after in-depth research using interview methods from the employers, students and staff of the Georgian college. The report recommended suggestions and one of them was to create a position for international student coordinator to help retain this international talent which will help our region to grow not only economically but on a social front as well which is a best practice for development.

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**Deepikaa Gupta**, Corporation of Grey

# Poster presentations

## Présentations d'affiches

**P24**

### **Formation d'employabilité par temps de COVID Employment Training in Challenging Times**

 Foyer Regency  
3<sup>e</sup> étage  
(niveau Convention)

Meilleur avenir et possibilités par la persévérance et la détermination (MAPPeD). Est un programme de formation pour les nouveaux arrivants francophones sans emploi et professionnellement marginalisés dont l'objectif est d'améliorer leur employabilité par le développement des compétences et l'exploration de carrière, ainsi que de développer des voies d'accès à l'emploi en tissant des liens avec différents organismes, établissements postsecondaires, etc. MAPPeD a démarré dans des circonstances difficiles, à savoir la pandémie de la COVID-19, toutefois, malgré les défis, le CANAF a pu restructurer le programme et organiser avec succès 4 sessions sur une période de 18 mois.

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**Wedded Sakhri**, CANAF

**P25**

### **Implementing Recommendations for Settlement Workers in Schools: Challenges and Successes**

 Regency Foyer  
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(Convention level)

This poster presentation focuses on the multi-sectoral recommendations from a research project about settlement workers in schools in Saskatchewan during COVID-19. A synthesis will be provided by the academic team of the research project and findings, and the community organization will present challenges and successes related to the implementation of the recommendations, and new and emerging issues brought to light by the pandemic.

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**Amanda Gebhard**, Assistant Professor, Faculty of social work, University of Regina


**Maryam Karimi**, Saskatchewan Association of Immigrant Settlement and Integration Agencies

**Willow Samara Allen**, University of Victoria

**Fritz Pino**, University of Regina

**P26**

### **Youth with Refugee Experience and Their Mothers Exploring Resilience**

 Regency Foyer  
3rd floor  
(Convention level)

Refugee families face considerable stressors when they arrive in Canada. In the GTA ten workshops were organized for refugee youth and their mothers with input by a psychiatrist who specializes in refugee trauma that addressed the issues related to culture, inter-family communication, rights, and youth empowerment while aiming to bolster family cohesion and improve the coping skills and resilience of participants. Focus group interviews were held with the workshop participants (10 youth and 10 mothers) before the workshops began and after. We found that participants benefited from some aspects but there is a need to engage fathers in programs, services, & supports, and to provide more meaningful youth-centered activities for the youth.

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**Susan Brigham**, Mount Saint Vincent University


**Marwa Khobieh**, SCF

**Zainab Abu Alrob**, Ryerson University

# Poster presentations

## Présentations d'affiches

**P27**

 Regency Foyer  
3rd floor  
(Convention level)

### **Impact of Family Loss and Separation on Refugee Youth in Canada: Implications for Program and Policy Development**

There is inadequate research on how family loss, separation, and disappearance affect settlement in the host country as well as the mental, physical and emotional well-being of refugee children and youth. This evidence suggests that it is essential to focus on refugee youth, to understand their needs, as well as the factors that support their physical, emotional and mental well-being. There is also insufficient knowledge regarding how gaps in policies and services, particularly mental health services, offered affect these refugee youth/children. Refugee youth endure significant barriers, challenges, and injustices during the migration and settlement phases in Canada.

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**Huda El-Zein**, Access Alliance Multicultural Health and Community services

**P28**

 Regency Foyer  
3rd floor  
(Convention level)

### **Conceptions of Sexual Orientation after Migration**

Conceptions of sexual orientation vary across individuals, cultures, and geographic regions. Queer theory sees sexual orientation as a social construction that is understood through the subjective experience of individuals. LGBTQ+ newcomers (i.e., immigrants, refugees, asylum seeking individuals that identify as a sexual and/or gender minority) may have unique conceptions of sexual orientation. This poster will summarize previous research in this area and present the preliminary results of a study exploring how LGBTQ+ newcomers understand sexual orientation after experiencing migration.

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**Julia Toews**, University of British Columbia

**P29**

 Regency Foyer  
3rd floor  
(Convention level)

### **Anti-Asian Racism During the COVID-19 Pandemic**

Anti-Asian racism has become highly visible during the Covid-19 pandemic. Based on nine online focus group discussions of older and younger adults conducted in December 2021 and January 2022, my presentation will touch upon perception, experience, perceived causes of, and responses to racism among Chinese immigrants in Canada. My preliminary analysis has demonstrated gender and age differences in all those areas related to racism. This study will provide some bases for further studies, and it will provide useful guidance to policy formulation at the local and national level.

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**Weiguo Zhang**, University of Toronto



# Poster presentations

## Présentations d'affiches

### P30

 Regency Foyer  
3rd floor  
(Convention level)

#### **The Migrant Journey to North America: A Visual Approach**

In the field of political science, the terms used reflect assumptions about the political subject and the power dynamics within the system in which they are embedded. The agentivity of political subjects but also the degree to which the analysis is focused on this discussion. This research aims to analyze this political performance of the migrant via a visual approach, which includes the use of fiction and documentary films. The visual works used are Rebecca Cammisa's "Which Way Home" (2009), Marc Silver's "Who is Dayani Cristal?" (2014) and Cary Fukunaga's "Sin Nombre" (2009). So, to what extent do art, documentary, and commercial films construct the migratory journey, to the Mexico-U.S. border, in a realistic or accurate manner? To what extent is this analysis indicative of a transnational political imaginary?

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**Emma Proux**, Université Laval (Québec) et Sciences Po Bordeaux (France)

### P31

 Regency Foyer  
3rd floor  
(Convention level)

#### **Vaccine Uptake Network**

Discover the Vaccine Uptake Network, launched by ACS and the Metropolis Institute to create usable resources for immigrant-facing organizations, and generate research into vaccine hesitancy and misinformation across Canada's immigrant and newcomer communities.

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**Yasmin Shearmur**, The Association for Canadian Studies and Metropolis Institute

### P32

 Regency Foyer  
3rd floor  
(Convention level)

#### **Newcomer Youth Experiences of School-Based Support Services During School Integration**

Newcomer youth represent an important demographic for building Canada's future, but support is needed to facilitate school integration, whereby newcomer youth adjust to the social, academic, and emotional requirements of the host culture (Gallucci & Kassan, 2019). An interpretive phenomenological analysis (IPA) was employed to capture the lived experience of newcomer youth accessing school-based psychosocial support services during the process of school integration in Vancouver, British Columbia. Results from interviews with newcomer youth highlight the barriers they face entering the school system and reveal methods for making school-based psychosocial support services more accessible and equitable for this population.

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**Linnea Kalchos**, University of British Columbia

# Poster presentations

## Présentations d'affiches

**P33**

 Regency Foyer  
3rd floor  
(Convention level)

### **Reconfiguring Administrative Borders: Automation and Decision-Making in Canada's Migration Management**


This paper explores the repercussions of automated system that assist decision-making on IRCC's treatment of temporary residence applications, on access to administrative recourses for applicants deemed inadmissible, and for migration management more generally. We base our analysis on administrative data obtained through access to information requests and on information contained in filings at the federal court (*Ocran v. Canada* (MCI) IMM-6571-20, Decision pending). The discussion addresses issues of transparency, discretion, and accountability mechanisms to oversee automated decision-making in Canada's migration management and the feasibility of applying these mechanisms to a wider range of software solutions.

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**Danièle Bélanger**, Université Laval

**Gabriel Bergevin-Estable**, Université Laval

**P34**

 Regency Foyer  
3rd floor  
(Convention level)

### **Older Syrian (from the Government-Assisted Refugee Program (GARs)) Experiences of Language Barriers in Canada's Post-Migration and Resettlement Context**

This research explores older Syrian Refugees' (GARs) experiences of language barriers in Canada's post-migration and resettlement context. Guided by the ecosystemic model, the qualitative descriptive method was used to describe their experiences.

Results show that the lack of English proficiency affects refugees' resettlement and, in particular, older adults at risk of abuse. Language barriers influence older adult refugees because it limits their ability to navigate the Canadian systems, exacerbate their dependency on adult children, increase social isolation, and decrease employment and income opportunities.

Conclusions can help policymakers identify specific interventions to address language barriers among older adult Refugees

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**Souhail Boutmira**, scholarship in Migration and Integration, Ryerson University (CERC)



