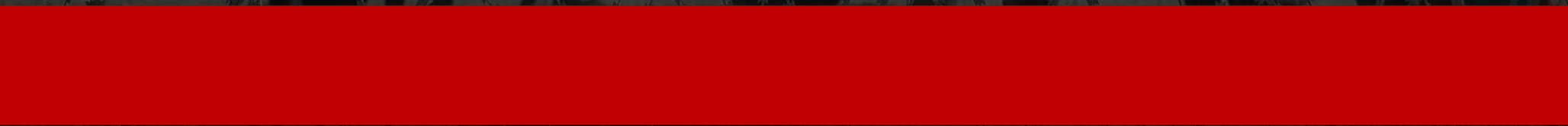




Lifeline Afghanistan

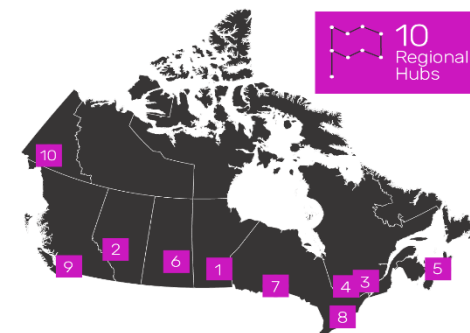


ABOUT THE DIVERSITY INSTITUTE

Based in the Ted Rogers School of Management
Diversity Institute is an **action-oriented research centre** working with partners to:

- Undertake research to advance diversity and inclusion in the workplace
- Develop customized strategies, programming, and resources
- Research lead for the Future Skills Centre, Women Entrepreneurship Knowledge Hub, SSHRC PG - Inclusive Innovation and Entrepreneurship Network (IIE-Net), Ecosystem Partner – 50-30 Challenge

- Founded in 1999
- Committed to social justice but grounded in “the business case” for diversity and inclusion and ecological model of change
- 130+ full-time research staff
- 250+ industry, community and government partners
- Named a UN Prime “best practice”



Our Experience



New citizens' group created to privately sponsor 1,000 Syrian Refugees in the Greater Toronto Area (GTA). Focused on "Canadian Connections" – June 17, 2015

RYERSON UNIVERSITY

Lifeline Syria Challenge

in collaboration with OCAD University, University of Toronto and York University

Created to engage the University with public and private partners - Launched July 20, 2015

RULSC mobilized 1000 volunteers and raised \$5m to sponsor more than 500 families and support thousands of refugees creating WIL for more than 500 students



Public, private & NGO collaboration



Bank



THE CANADIAN JEWISH NEWS



paramount
— MEDITERRANEAN CUISINE —



AWO Refugee & Immigrant Services
From Isolation To Full Participation



npower



The United Church of Canada



Archdiocese of Toronto



TEMPLE HAR ZION PARTNERS WITH MOSQUE NEXT DOOR TO SPONSOR SYRIAN REFUGEES

By [Sheri Shefa, Staff Reporter](#) - March 7, 2016

Syrian refugees cooking up a storm in Toronto restaurants: Chef hopes Newcomer Kitchen concept spreads to other Toronto restaurants
By Mary Wiens, [CBC News](#) - May 12, 2016

Operation Syria: Challenges, successes and paying it forward

3 MILLION CANADIANS ENGAGED WITH SYRIAN REFUGEES

(Environics, 2021)



Stories of success: The Hadid Family just became citizens. They are employed. Their children are excelling. Their extended family is now here.



Serving Canadians: Dr. Nassif qualified to practice dentistry in Canada and he and his family have moved to Newfoundland and bought a home. The children excel in school

Tareq Hadhad celebrated the expansion of Peace By Chocolate in September, 2017.



Creating Jobs: Entrepreneurs created businesses now employing thousands

LIFELINE AFGHANISTAN

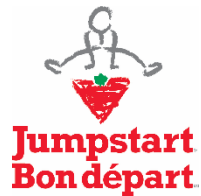
National, non-partisan network of individuals and organizations responding to the humanitarian crisis in Afghanistan. Focused on engaging Canadians in supporting private sponsorship, developing innovative strategies to provide social and economic opportunities for Afghan refugees to Canada.

- Build awareness and engagement of civil society in the sponsorship of Afghan refugees
- Curate resources and connect to organizations supporting Afghan refugees through humanitarian relief, advocacy, settlement, service provision, research and others
- Work with Sponsorship Agreement Holders and others to engage Canadians in private sponsorship and to provide practical support to facilitate the process
- Support skills assessment and trauma informed approaches to skills development
- Work with employers and service providers to create pathways to economic and social inclusion
- Promote evidence based, innovative and collaborative approaches to supporting success of refugees

Founding Partners



Afghan Women's Organization
Refugee & Immigrant Services



Phase I: Pathways

**Government
Assisted Refugees
(GAR)**

**Privately Sponsored
Refugees (PSR)**

**Blended Visa Office
Referred Refugees
(BVOR)**

Student VISAs

**Federal Skilled
Worker (Express
Entry)**

**Economic Mobility
Pathways Pilot**

Phase II: Settlement

Fundraising

**In-Kind
Donations**

Volunteers

**Social Capital and
Mentoring**

Career Pathing

Phase III: Training/employment

Assessments

Career Pathing/
Training

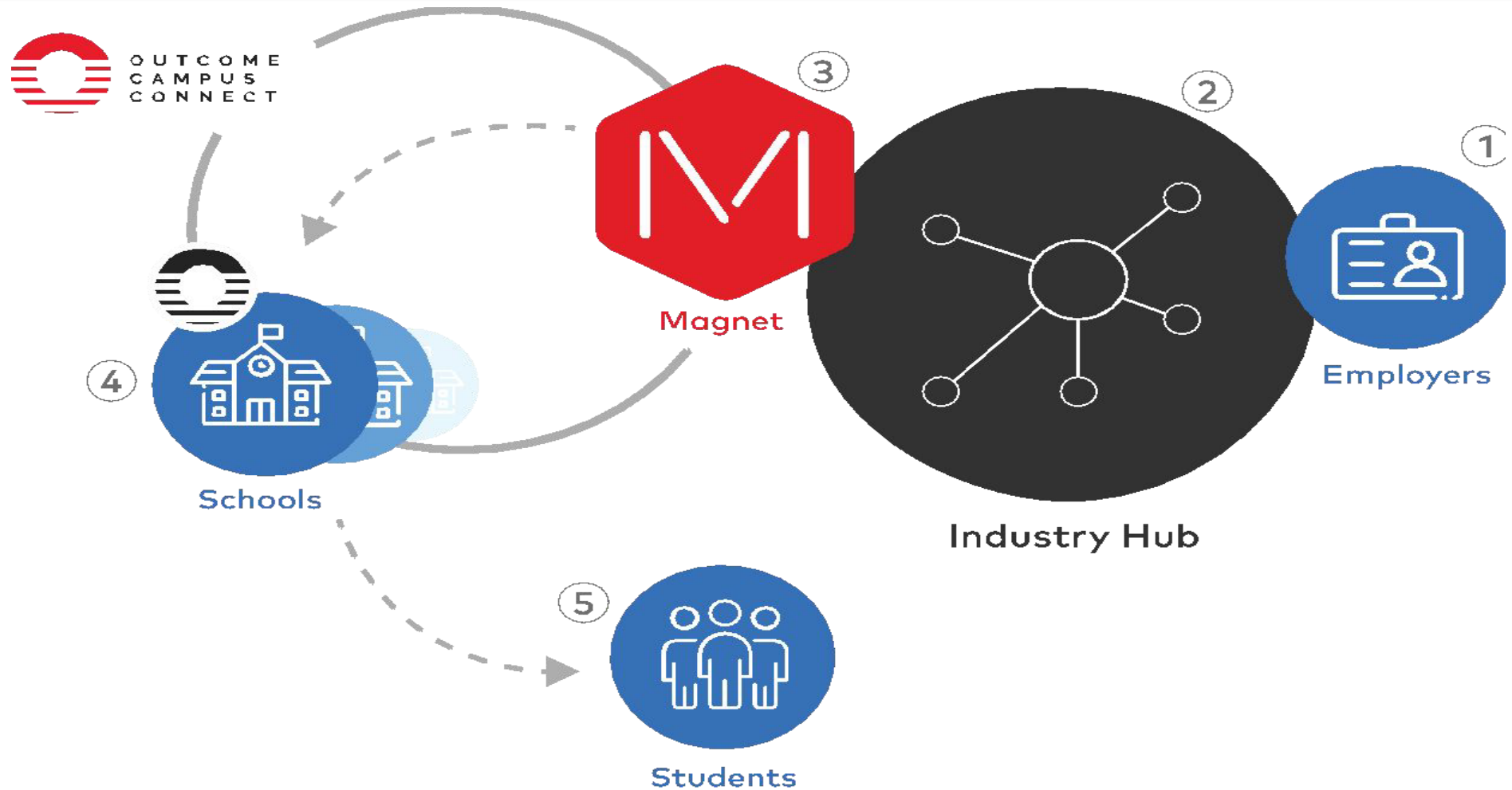
Recruitment/
Matching

Employment and
Wrap Around
Supports

Evaluation



SKILLS AND EMPLOYMENT ECOSYSTEM



Pathways to Employment

- Complement work of WUSC and SARS and SAHs and others
- Advocacy re definitions and pathways
 - Address Dual Intent for Student Visas
 - Prima Facie Definitions of Refugee
 - Lift caps to facilitate private sponsorship
 - More efficient economic pathways
- Applied Action Oriented Research and Innovation (FSC)
 - Labour market and employer needs
 - Assessments of competencies and “readiness to earn” (pre- and post-arrival)
 - Innovative approaches to ESL,
 - Demand driven employer centered training and micro-credentials (skills for success, digital skills, general labourer)
 - Youth supports (Study Buddy)
 - Wrap around supports – mental health, language, mentoring, childcare, housing, transportation
 - Magnet job matching
 - Foreign credential recognition and pathways
- Community and employer engagement

 hireimmigrants.ca



Inclusive “Career Pathing”

The end-to-end reskilling journey

Encouraging user entry



Users need an entryway into the lifelong learning ecosystem,

Building self-efficacy



a belief they can succeed throughout the journey,

Navigating careers and systems



a clear view of the pathways to success,

Assisting with economic and social barriers



help managing barriers like childcare and financial insecurity,

Providing good content and good teaching



scaffolded, engaging, and positively affirming content,

Sustaining support



and continued support for on-the-job success and lifelong learning.

NEW NARRATIVES: “BRAND CANADA”



Tareq Hadhad celebrated the expansion of Peace By Chocolate in September, 2017. The business is now hiring 25 more people. (Emma Davie/CBC)

**WE DON'T CARE
WHAT'S ON
YOUR HEAD.**

WE CARE WHAT'S IN IT.

We're Lakeridge Health, a leading hospital in the Greater Toronto Area. Our focus is on safety and quality, and we're looking for people like you to join our team of health professionals. Check us out: www.lakeridgehealth.on.ca

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Lakeridge Health

THANK YOU

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