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26TH METROPOLIS CANADA CONFERENCE

OUR IMMIGRATION SYSTEM: THE WAY FORWARD

26E CONGRÈS METROPOLIS CANADA

NOTRE SYSTÈME D'IMMIGRATION : LA VOIE À SUIVRE

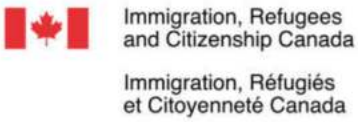


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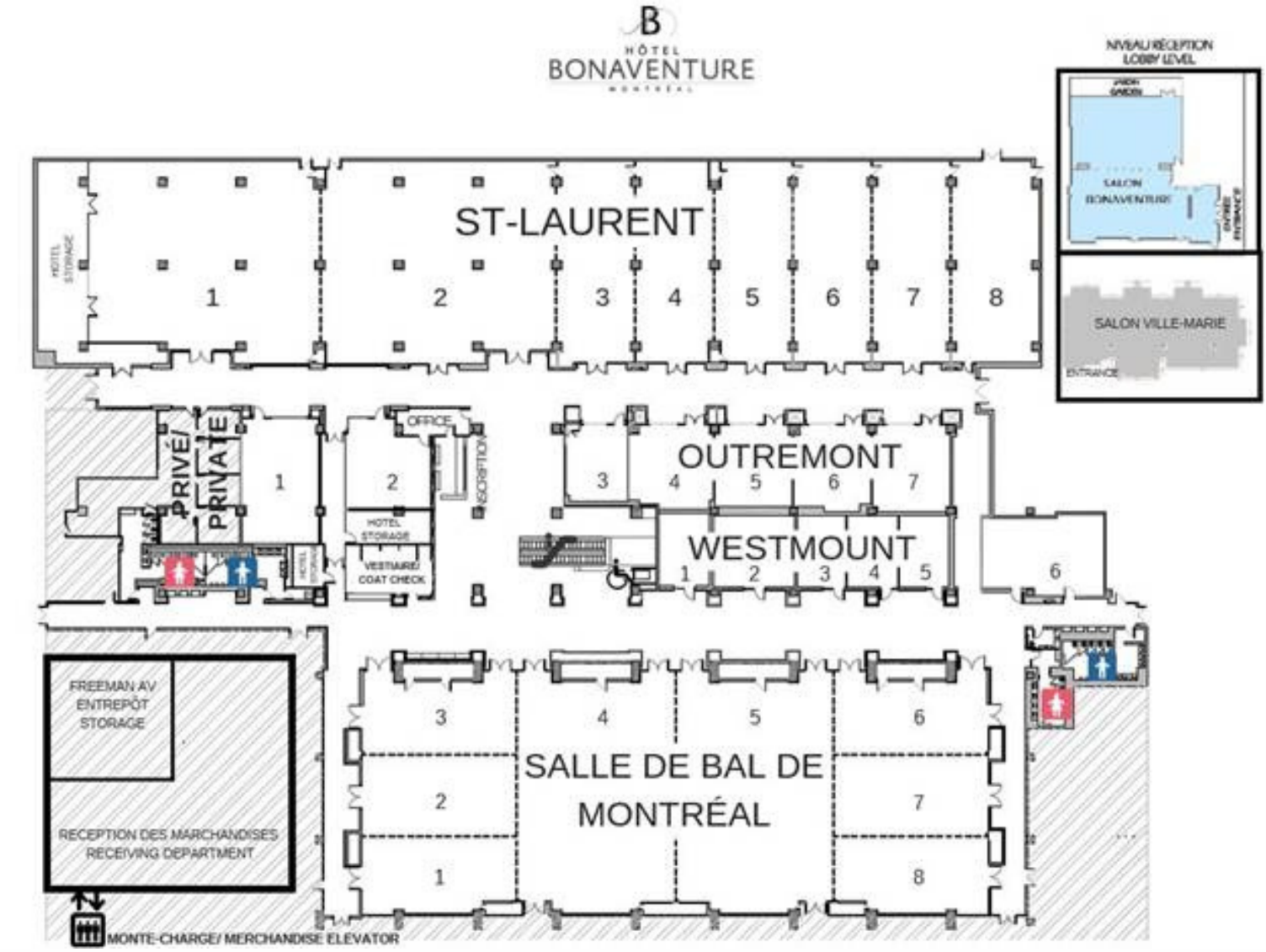







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Leger | LÉO

Our new study, **Cracking the Newcomer Code**, a comprehensive study of newcomers to Canada, is **now available**!

Notre nouvelle étude, **Le Code des nouveaux arrivants**, une étude compréhensive sur les nouveaux arrivants au Canada, est **maintenant disponible**!



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Ensemble nous pouvons faire une différence.

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Les nouveaux arrivants sont essentiels à ce que le Canada est aujourd'hui.

With a better understanding of newcomers' perspectives, businesses and organizations can:

Avec une meilleure compréhension des perspectives des nouveaux arrivants, les entreprises et organizations peuvent...

Make a positive impact on newcomers' early experiences
Avoir un impact positif sur les premières expériences des nouveaux arrivants.

Support their transition into Canadian society
Avoir un impact positif sur les premières expériences des nouveaux arrivants.

Improve the products and services offered to the newcomer community
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Our study contains newcomers' points of view on:

- Arriving in Canada
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- and more

Notre étude inclut les points de vue des nouveaux arrivants sur:

- L'arrivée au Canada
- La qualité de vie au Canada
- L'autonomie finaicière
- et encore plus

Scan the QR code to learn more on how you can make an impact and improve our newcomer knowledge.

Scannez le code QR pour en apprendre plus sur comment vous pouvez avoir un impact et améliorer nos connaissances sur les nouveaux arrivants.

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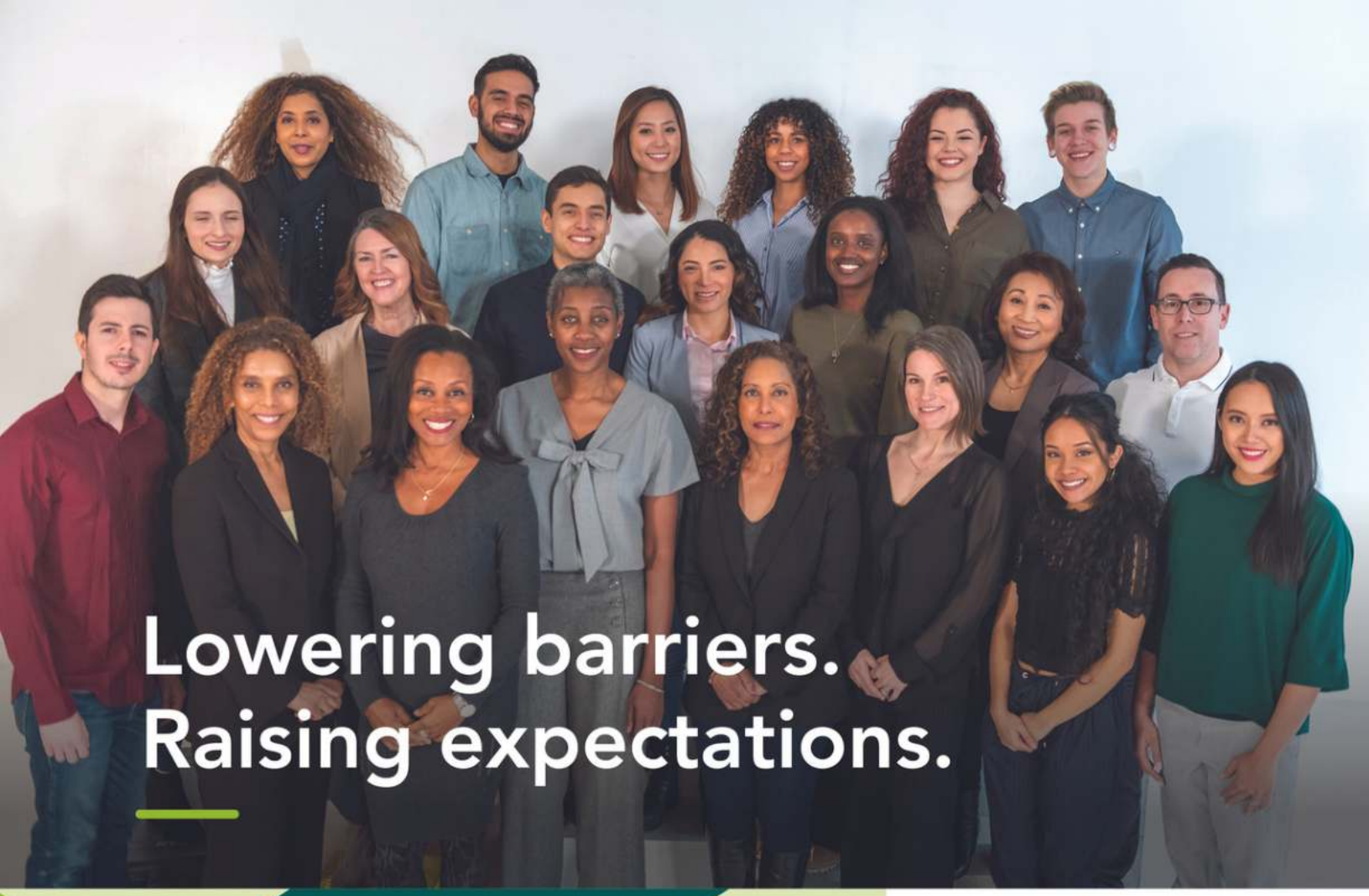
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COSTI

Message from the Conference Co-chairs
Mot des coprésidents du Congrès



His Excellency **Robert Rae**
Ambassador and Permanent Representative of Canada to the United Nations in New York
Ambassadeur et représentant permanent du Canada auprès des Nations unies à New York

On behalf of the conference organizing committee, it is with great pleasure that I extend a warm welcome to delegates of the 26th Metropolis Canada Conference—Our Immigration System: The Way Forward. It is an honour to host this year's conference in Montreal, a city rich in history and culture. We are grateful to gather on the traditional territories of the Kanien'kehà:ka, who have been stewards of this land for thousands of years. The Metropolis Canada Conference continues to be a key forum to discuss the issues and challenges facing immigration in Canada. As the world faces unprecedented numbers of people on the move, these positive discussions are critical to building strong social bonds and safeguarding community well-being. I am certain this year's conference will continue this legacy and help us improve immigration in our country. I wish all participants a rewarding and thought-provoking experience. Thank you for your continued efforts in the immigration field.

Au nom du comité organisateur de la conférence, c'est avec grand plaisir que je souhaite la bienvenue aux délégués du 26e congrès de Metropolis Canada - Notre système d'immigration : La voie à suivre. C'est un honneur d'accueillir la conférence de cette année à Montréal, une ville riche en histoire et en culture. Nous sommes reconnaissants de nous réunir sur les territoires traditionnels des Kanien'kehà:ka, qui sont les gardiens de cette terre depuis des milliers d'années. Le congrès de Metropolis Canada continue d'être un forum important pour discuter des questions et des défis auxquels est confrontée l'immigration au Canada. Alors que le monde est confronté à un nombre sans précédent de personnes en mouvement, ces discussions positives sont essentielles pour tisser des liens sociaux solides et préserver le bien-être des communautés. Je suis certain que la conférence de cette année perpétuera cet héritage et nous aidera à améliorer l'immigration dans notre pays. Je souhaite à tous les participants une expérience enrichissante et stimulante. Je vous remercie pour vos efforts continus dans le domaine de l'immigration.

Message from the Conference Co-chairs
Mot des coprésidents du Congrès



Yolande James
Managing Director and Head of Strategic Communications and Global Government Affairs, PSP Investments, Montréal, Québec, Minister of Immigration and Cultural Communities, Government of Quebec, 2007-2010

Directrice générale et responsable de la communication stratégique et des affaires gouvernementales mondiales, Investissements PSP, Montréal, Québec, Ancienne députée de l'Assemblée nationale du Québec, Ministre de l'Immigration et des Communautés culturelles, Gouvernement du Québec, 2007-2010

I warmly welcome you all to the 26th Metropolis Canada Conference – Our Immigration System: The Way Forward here in the vibrant city of Montreal. A city that has long been forged by immigrant voices coming from around the globe in search of stability and new opportunities and making significant contributions to the economic and social fabric of Montreal.

As we gather over the next few days, migration remains a pressing issue on the global stage. Amid these growing challenges, it is important that we manage these difficult conversations in a collaborative and constructive manner.

Driven by a common purpose, the conference continues to be a pivotal platform for tackling emerging immigration issues within Canada. These dialogues are essential to shaping a more inclusive and welcoming country for all.

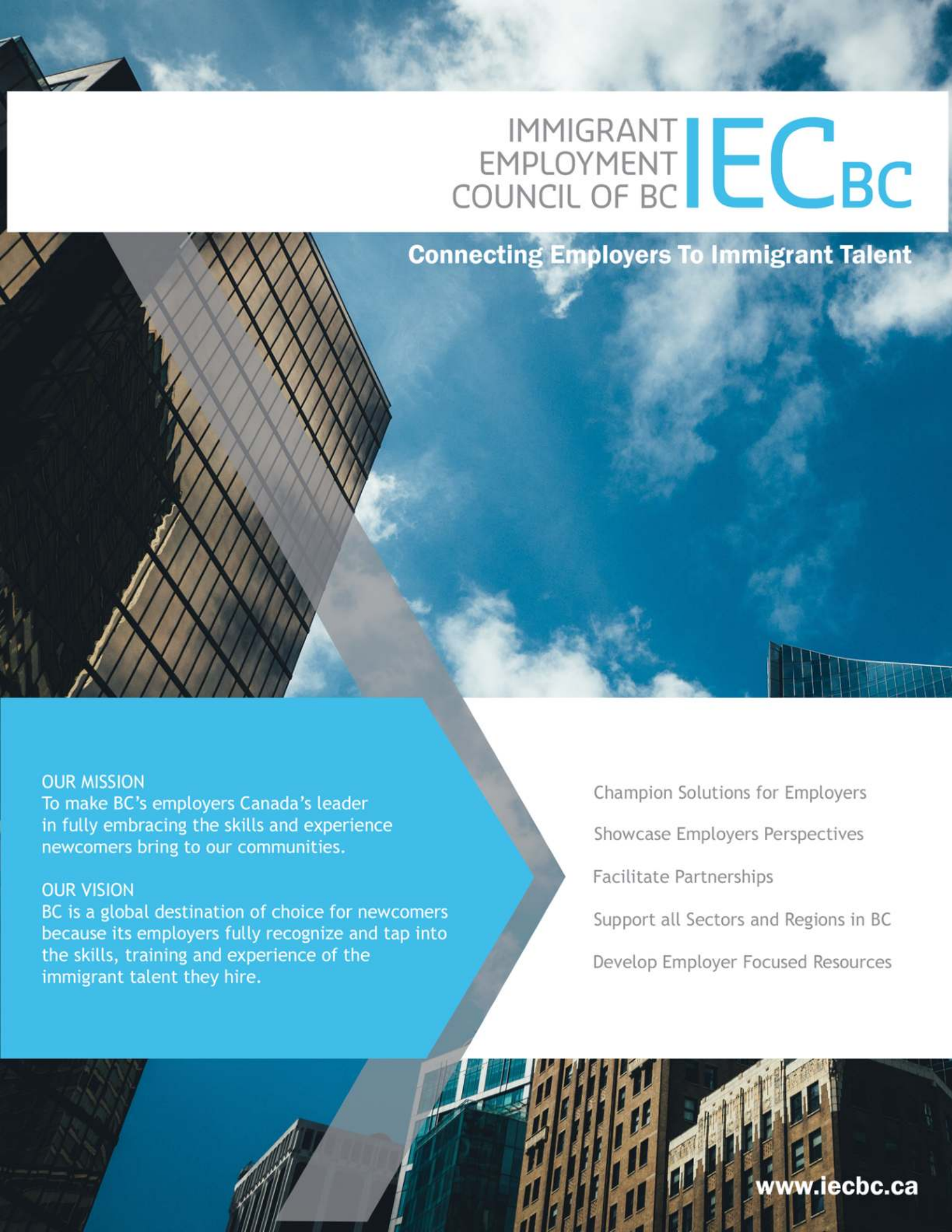
I wish all participants an insightful and engaging experience. Thank you for your continuous effort to improve immigration in our country.

C'est avec grand plaisir que je vous souhaite la bienvenue au 26e congrès de Metropolis Canada - Notre système d'immigration : La voie à suivre, ici, dans la ville dynamique de Montréal. Une ville qui a longtemps été forgée par les voix d'immigrants venus du monde entier à la recherche de stabilité et de nouvelles opportunités et qui ont grandement contribué au tissu économique et social de Montréal.

Alors que nous nous réunissons au cours des prochains jours, la migration demeure une question pressante sur la scène mondiale. Face à ces défis croissants, il est important que nous entretenions ces conversations difficiles de manière collaborative et constructive.

Animé par un objectif commun, le congrès continue d'être une plateforme incontournable pour aborder les questions émergentes en matière d'immigration au sein de notre pays. Ces dialogues sont essentiels pour façonner un pays plus inclusif et plus accueillant pour tous.

Je souhaite à tous les participants une expérience enrichissante et engageante. Je vous remercie de vos efforts constants pour améliorer la situation de l'immigration dans notre pays.



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Welcome Message
Mot de Bienvenue



The Honourable **Marc Miller**
Minister of Immigration, Refugees and Citizenship, Member of Parliament for Ville-Marie—Le Sud-Ouest—Île-des-Soeurs

Ministre de l'Immigration, des Réfugiés et de la Citoyenneté, Député de Ville-Marie-Le Sud-Ouest-Île-des-Soeurs

On behalf of the Government of Canada, I extend my warmest greetings to everyone participating in this year's National Metropolis Conference. This is the 26th anniversary of this national conference, and that is clearly a milestone worth celebrating.

For more than a quarter century now, this conference has given us the chance to explore the issues and opportunities facing immigration in Canada.

The title of this year's conference, "Our Immigration System: The Way Forward", is very much aligned with the engagement IRCC undertook last year as part of its Strategic Immigration Review. That resulted in the public report, "An Immigration System for Canada's Future".

The themes set out in that report—creating a more welcoming experience for newcomers, aligning immigration with labour market needs, and developing a comprehensive and coordinated growth plan—resonate broadly and give us all a sense of direction for the future.

Our world-class immigration system must continue to modernize as we seek to best serve Canadians and newcomers.

We now have the opportunity to develop innovative solutions that include a commitment to diversity, inclusivity, anti-racism and equity.

This conference has established a tradition of comprehensive discussion and innovative ideas about some of the most significant and pressing issues facing our nation.

You draw together experts from all across the country, who work hard to understand the trends and issues that can inform public policies and programs.

We are pleased to be part of this conference, and we wish all participants a rewarding and thought-provoking experience. Thank you for your hard work and continued efforts in the immigration field.

Welcome Message
Mot de Bienvenue



The Honourable Marc Miller
Minister of Immigration, Refugees and Citizenship, Member of Parliament for Ville-Marie—Le Sud-Ouest—Île-des-Soeurs

Ministre de l'Immigration, des Réfugiés et de la Citoyenneté, Député de Ville-Marie-Le Sud-Ouest-Île-des-Soeurs

Au nom du gouvernement du Canada, je salue chaleureusement tous les participants à la Conférence nationale Metropolis de cette année. Il s'agit du 26e anniversaire de cette conférence nationale, et c'est manifestement une étape qui mérite d'être célébrée.

Depuis plus d'un quart de siècle, cette conférence nous donne la chance d'étudier les enjeux et les occasions en matière d'immigration au Canada.

L'immigration remonte loin dans l'histoire du Canada, et les Canadiens sont clairement favorables à l'accueil des nouveaux arrivants qui contribueront à construire notre avenir commun.

Le titre de la conférence de cette année, « Notre système d'immigration : La voie à suivre », est tout à fait conforme à l'engagement pris par IRCC l'année dernière dans le cadre de son Examen stratégique de l'immigration. Cet examen a débouché sur notre rapport public intitulé « Un système d'immigration pour l'avenir du Canada ».

Les thèmes exposés dans ce rapport – c'est-à-dire créer une expérience plus accueillante pour les nouveaux arrivants, aligner l'immigration sur les besoins du marché du travail, et élaborer un plan de croissance global et coordonné – trouvent un large écho et nous donnent à tous un sens de l'orientation pour l'avenir.

Notre système d'immigration de renommée mondiale doit continuer à se moderniser pour mieux servir les Canadiens et les nouveaux arrivants.

Nous avons maintenant l'occasion de développer des solutions innovantes qui comprennent un engagement en faveur de la diversité, de l'inclusion, de la lutte contre le racisme et de l'équité.

Cette conférence a établi une tradition de discussions approfondies et d'idées novatrices sur certains des enjeux les plus importants et les plus pressants auxquels notre pays est confronté.

Vous rassemblez des experts de tout le pays, qui travaillent avec acharnement pour comprendre les tendances et les enjeux qui peuvent éclairer les politiques d'intérêt public et les programmes.

Le gouvernement du Canada est heureux de participer à cette conférence, et nous souhaitons de tout cœur à tous les participants une expérience enrichissante et stimulante. Nous vous remercions pour votre excellent travail et vos efforts continus dans le domaine de l'immigration.

Welcome Message
Mot de Bienvenue



Valérie Plante
Mairesse de Montréal
Mayor of Montreal

Chaque année, une grande majorité des personnes qui immigrent au Québec choisissent de s'établir à Montréal et contribuent à façonner le caractère unique et diversifié de notre ville.
Pour la Ville de Montréal, il est primordial d'offrir aux nouveaux arrivants, comme à l'ensemble de la population, des services et des possibilités équitables. Nous y œuvrons sans cesse, notamment au sein du Bureau d'intégration des nouveaux arrivants à Montréal (BINAM).
Nous soutenons également des organismes qui ont pour mission l'accueil des nouveaux arrivants et nous avons à cœur la participation pleine et entière des citoyennes et des citoyens à toutes les sphères de la vie montréalaise.
La Ville de Montréal travaille au quotidien à refléter la diversité de la population au sein de son personnel et à lutter contre le racisme et les discriminations systémiques. Nous nous sommes ainsi engagés à accroître la représentativité et à faciliter l'accès des nouveaux arrivants à tous les types de postes au sein de notre organisation.
Montréal est une ville solidaire, égalitaire et inclusive. Nous continuerons de travailler sans relâche pour que chacune et chacun puisse évoluer, s'épanouir et travailler dans la dignité.

Je félicite et je remercie l'équipe organisatrice de cet important événement.

Je vous souhaite de belles rencontres et des échanges fructueux.

Every year, a large majority of people who immigrate to Quebec choose to settle in Montréal, helping to shape the unique and diverse character of our city.
For the city of Montréal, it's essential to offer newcomers, like the general population, equitable services and opportunities. We are constantly striving to achieve this, notably through the Bureau d'intégration des nouveaux arrivants à Montréal (BINAM).
We also support organizations whose mission is to welcome newcomers, and we are committed to the full participation of citizens in all spheres of Montréal life.
The city of Montréal works daily to reflect the diversity of the population within its workforce and to fight against racism and systemic discrimination. We are thus committed to increasing representativeness and facilitating access for newcomers to all types of positions within our organization.
Montréal is a city of solidarity, equality and inclusion. We will continue to work tirelessly to ensure that everyone can grow, develop and work in dignity.

I congratulate and thank the organizing team of this important event.

I wish you all the best in your meetings and fruitful exchanges.

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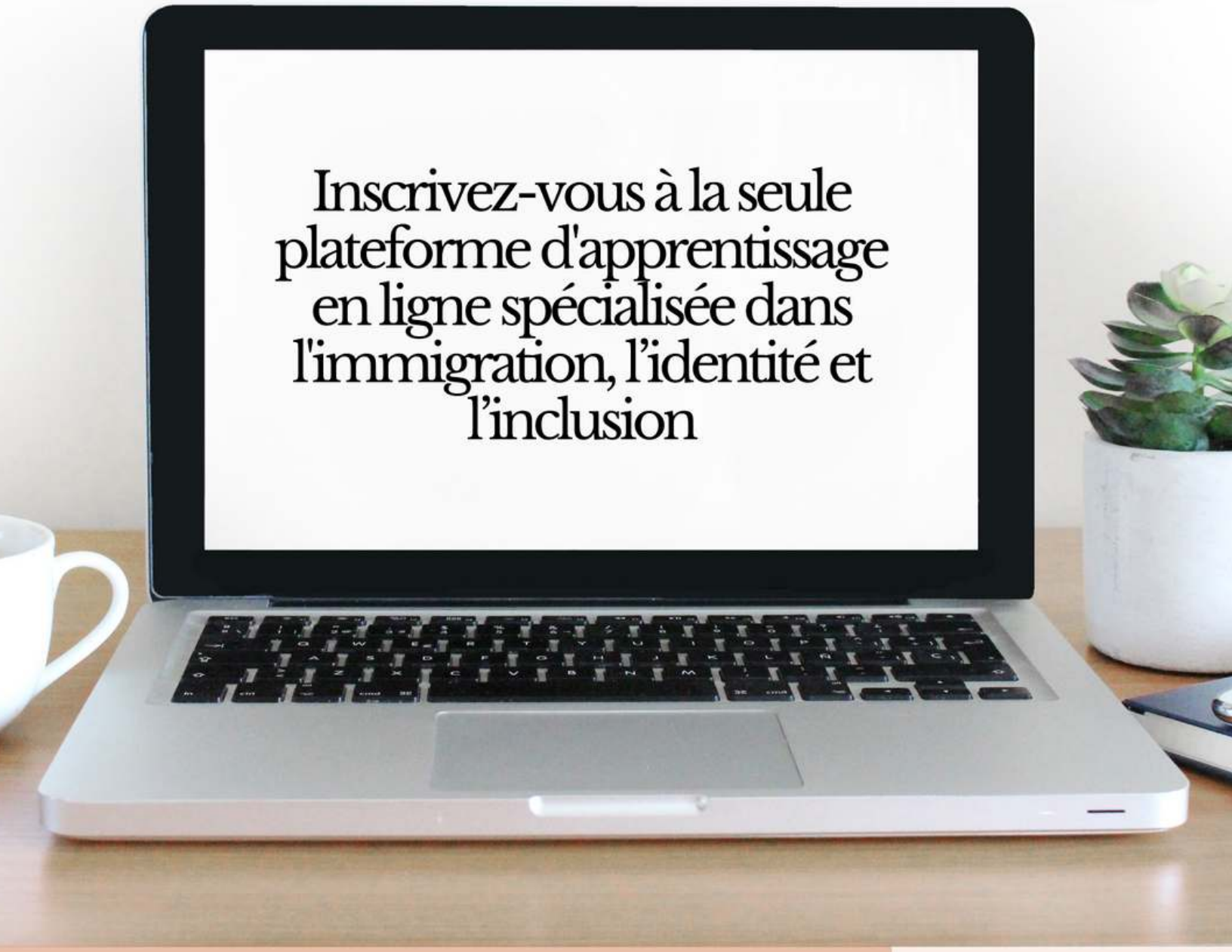


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Welcome Message
Mot de Bienvenue



Jack Jedwab
CEO and Director, ACS-Metropolis
PDG et Directeur, AEC-Metropolis

Esteemed colleagues,

As we gather here in Montreal for the 26th Metropolis Canada Conference, the question on many minds is: What is the way forward for Canada's immigration system?

Just over a year ago, the November 2022 multiyear federal Government plan called for increased immigration levels, buoyed by sufficient public support. However, recent surveys have revealed a significant shift in opinion, with most Canadians now expressing concerns about the influx of immigrants into the country. These concerns range from heightened living costs and housing affordability to global instability and media portrayals of migrants seeking entry into our Southern neighbor's borders. Canada is not alone in grappling with these challenges; other immigrant-receiving countries are also reflecting on their paths forward in these challenging times.

This year's Metropolis Canada conference offers us a platform to delve into these issues deeply. Through workshops, round tables, and posters, we aim to gain insight into the most effective ways to navigate the future. Our plenary program will feature leading experts discussing the impact of immigration on our demographic future, the influence of technology on immigration systems, and the analysis of global migration challenges. Moreover, the Metropolis Institute will be convening migration experts across French-speaking countries via Metropolis Francophonie Mondiale in the days leading up to the conference.
The Metropolis Canada Conference has become the largest annual gathering for the settlement sector. Our sector serves as a crucial barometer for decision-makers and the public about the requirements for successful migration integration and settlement. It remains pivotal in advocating for the concerns and needs of migrants nationwide. Let us pledge our support to this sector through knowledge sharing, networking, innovation, and advocacy as we collectively reflect on the changes necessary to chart our course forward.

I extend my gratitude to our co-chairs, the Honorable Robert Rae and Yolande James, as well as our numerous partners and sponsors, particularly Immigration, Refugees and Citizenship Canada. Special thanks go to our exceptional conference organizing team at ACS-Metropolis, led by James Ondrick and supported by Emma Proux, Shania Bramble, Raissa Sintcheu, and my esteemed colleague Caroline Guimond.

Let us engage in meaningful dialogue and collaborative efforts to shape a more inclusive and sustainable immigration system for Canada's future.

Thank you.

Welcome Message
Mot de Bienvenue



Jack Jedwab
CEO and Director, ACS-Metropolis
PDG et Directeur, AEC-Metropolis

Chers collègues,

Alors que nous nous réunissons ici à Montréal pour la 26e conférence de Metropolis Canada, la question qui préoccupe de nombreux esprits est la suivante : quelle est la voie à suivre pour le système d'immigration du Canada ? Quelle est la voie à suivre pour le système d'immigration du Canada ?

Il y a un peu plus d'un an, le plan pluriannuel du gouvernement fédéral de novembre 2022 prévoyait une augmentation des niveaux d'immigration, avec un soutien suffisant de l'opinion publique. Toutefois, des enquêtes récentes ont révélé un changement d'opinion significatif, la plupart des Canadiens exprimant désormais des inquiétudes quant à l'afflux d'immigrants dans le pays. Ces préoccupations vont de l'augmentation du coût de la vie et de l'accessibilité des logements à l'instabilité mondiale, en passant par l'image que donnent les médias des migrants cherchant à franchir les frontières de nos voisins du Sud. Le Canada n'est pas le seul à être confronté à ces défis ; d'autres pays qui accueillent des immigrants réfléchissent également à la voie à suivre en ces temps difficiles.

La conférence de Metropolis Canada de cette année nous offre une plateforme pour approfondir ces questions. Par le biais d'ateliers, de tables rondes et d'affiches, nous visons à mieux comprendre les façons les plus efficaces de naviguer dans l'avenir. Notre programme de séances plénières réunira d'éminents experts qui discuteront de l'impact de l'immigration sur notre avenir démographique, de l'influence de la technologie sur les systèmes d'immigration et de l'analyse des défis mondiaux en matière de migration. En outre, l'Institut Metropolis réunira des experts en migration des pays francophones dans le cadre de Metropolis Francophonie Mondiale dans les jours précédant la conférence.

La conférence de Metropolis Canada est devenue le plus grand rassemblement annuel du secteur de l'établissement. Notre secteur est un baromètre essentiel pour les décideurs et le public en ce qui concerne les conditions d'une intégration et d'un établissement réussis des migrants. Il joue un rôle essentiel dans la défense des préoccupations et des besoins des migrants à l'échelle nationale. Engageons-nous à soutenir ce secteur par le biais du partage des connaissances, de la mise en réseau, de l'innovation et de la défense des intérêts, alors que nous réfléchissons collectivement aux changements nécessaires pour tracer notre voie vers l'avenir.

Je tiens à exprimer ma gratitude à nos coprésidents, l'honorable Robert Rae et Yolande James, ainsi qu'à nos nombreux partenaires et sponsors, en particulier Immigration, Réfugiés et Citoyenneté Canada. Je remercie tout particulièrement l'exceptionnelle équipe d'organisation de la conférence à l'AEC-Métropolis, dirigée par James Ondrick et soutenue par Emma Proux, Shania Bramble, Raissa Sintcheu et mon estimée collègue Caroline Guimond.

Engageons un dialogue constructif et des efforts de collaboration afin de façonner un système d'immigration plus inclusif et plus durable pour l'avenir du Canada.

Je vous remercie de votre attention.



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- Immigrant Employment Council of BC (IEC bc)
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- The Diversity Institute / The Future Skills Centre
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Download the latest CPRNW reports at
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For further information, reach out to Taylor Hui via email at swhui@srdc.org

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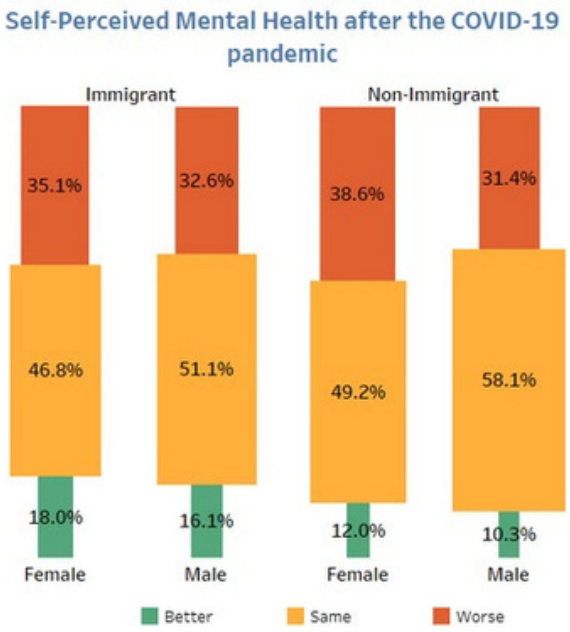
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- The Diversity Institute / The Future Skills Centre
- uMetropolis
- Baycrest Academy for Research and Education
- Language Line Solutions
- The Global Center for Pluralism / Centre mondial du pluralisme
- Refugee 613
- Calgary Catholic Immigration Society (CCIS)
- Immigrant Employment Council of BC (IEC bc)
- BioTalent Canada
- PeaceGeeks
- The YMCA of Greater Toronto
- Metropolis Francophonie Mondiale
- DEVANT
- AWES (Alberta Workforce Essential Skills)
- COSTI Immigrant Services
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- Action, Chinese Canadians Together (ACCT) Foundation
- The Immigrant Education Society
- The Communicator
- Newcomer Women's Services Toronto (NEW)
- UBC Press
- Gender-Based Violence Strategy for Agencies Serving Immigrants - YMCA Immigrant Services Halifax
- Immigration, Refugees and Citizenship Canada / Immigration, Réfugiés et Citoyenneté Canada (IRCC)

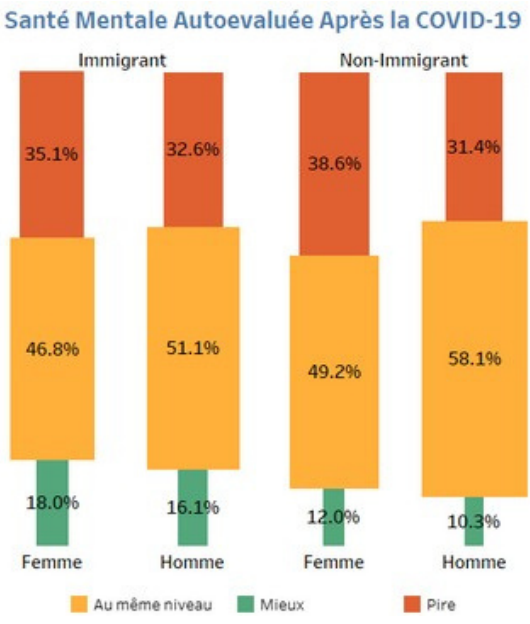
Canadian Index for Measuring Integration and Inclusion



Dive into the world of data with the upgraded CIMII website! Discover our all-new, easy-to-navigate Tableau dashboards that unveil CIMII rankings for provinces and CMAs. Immerse yourself in interactive maps, graphs, and charts, gaining a clear view of how Canadian provinces and CMAs perform across the four dimensions of CIMII: Economic, Social, Civic & Democratic Participation, and Health. Uncover insights and explore the updated CIMII website today!

integrationindex.ca

Indice canadien de mesure de l'intégration et inclusion



Plongez dans le monde des données avec le nouveau site Web de l'IICM ! Découvrez nos tout nouveaux tableaux de bord Tableau, faciles à consulter, qui dévoilent les classements de l'ICMII pour les provinces et les RMR. Plongez dans des cartes, des graphiques et des tableaux interactifs et obtenez une vue claire de la performance des provinces et des RMR canadiennes dans les quatre dimensions de l'IICM : économique, sociale, participation civique et démocratique, et santé. Découvrez des informations et explorez le nouveau site web de l'ICMII dès aujourd'hui !

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ET VISITE DU MUSÉE POINTE-À-CALLIÈRE

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2024 Metropolis Awards Of Excellence
Prix d'excellence Metropolis 2024

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 years winners are:
Cette année les lauréats sont:

Metropolis Service Provider Award Recipient
Lauréat du Prix Metropolis pour les prestataires de services



Chris Friesen
Chief Operating Officer, Immigrant Services Society of BC

Metropolis Researcher Award Recipient
Lauréat du Prix Metropolis pour les chercheurs



Yoko Yoshida
PhD, Sociology, McGill University

Metropolis Policy Maker Award Recipient
Lauréat du Prix Metropolis pour les décideurs politiques



Mohammed Hashim
Executive Director, Canadian Race Relations Foundation

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The Diversity Institute's action-oriented research is bridging the skills and training gap, building inclusive workplaces and supporting newcomers, all toward driving Canada's economic growth.

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World Education Services

is excited to join the Metropolis Canada conversation about the way forward for Canada's immigration system.

- **WEDNESDAY, MARCH 13, 9:00 – 10:30 A.M.**

  Join WES CEO Esther T. Benjamin as she chairs a dynamic discussion on the challenges of global migration in this moment and ways that Canada and other countries can respond effectively and responsibly.

- **WEDNESDAY, MARCH 13, 11:00 A.M. – 12:15 P.M.**

  Join Sifat Yusuf, Program Manager, WES Mariam Assefa Fund, for "Invisible Refugees: Lessons Learnt from Serving Asylum Seekers in Canada and Ideas to Spark Systems Change," a roundtable discussion with Fund grantee partners and co-funders.

- **WEDNESDAY, MARCH 13, 3:30 – 4:45 P.M.**

  Join Ousama Alkhatib, Manager, Youth Initiatives, for "Youth in Design: Co-Design and Equitable Partnership in Refugee Youth Settlement," a roundtable discussion on WES' experience partnering with refugee youth and service provider organizations that work with young refugees.

- **THURSDAY, MARCH 14, 1:45 – 3:00 P.M.**

  Join Beatrice Kohlenberg, Associate Director, Program Delivery and Integration, to learn about the findings of a comprehensive evaluation of the WES Gateway Program. Through the WES Gateway Program more than 10,000 forcibly displaced individuals have received credential assessments.

At WES, our vision is that everyone is able to put their education, experience, and skills to work anywhere in the world.

Our mission is to help people learn, work, and thrive in new places. We help society recognize the value of people's education and experience.

ABOUT WES Founded in 1974, WES is a non-profit social enterprise that supports the educational, economic, and social inclusion of immigrants, refugees, and international students.

WES WORLD EDUCATION SERVICES

Our Expertise. Your Success.

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

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.

Canadian Race Relations Foundation
Fondation canadienne des relations raciales

WHO WE ARE / CE QUE NOUS SOMMES

The Canadian Race Relations Foundation is a Crown Corporation committed to fighting racism in Canada. We work to strengthen the social fabric of our society by supporting, enabling and convening community groups and organizations through our grants, services and network of public, research and community partners.

La Fondation canadienne des relations raciales est une société d'État qui s'est engagée à lutter contre le racisme au Canada. Nous travaillons à renforcer le tissu social au Canada en aidant, habilitant et rassemblant les groupes et les organismes communautaires grâce à des subventions, des services et un réseau de partenaires dans le milieu de la recherche et dans les secteurs privé et communautaire.

WHAT WE DO / CE QUE NOUS FAISONS

- We support communities through funding anti-racism projects and events
- We elevate public discourse on anti-racism through partnerships and education
- We move public policy related to systemic anti-racism and hate
- We help municipalities develop anti-racism programs

- Nous aidons les communautés en finançant des projets et des événements de lutte contre le racisme
- Nous élevons le discours public sur la lutte contre le racisme par le biais de partenariats et de l'éducation
- Nous faisons avancer les politiques gouvernementales liées à la lutte systémique contre le racisme et la haine
- Nous aidons les municipalités à développer des programmes de lutte contre le racisme

Learn more about our work and how we can weave a strong, equitable Canada together

Pour en savoir plus sur notre travail et sur la façon de bâtir ensemble un Canada plus fort et équitable

13
March - mars

Plenary session 1
Séance plénière 1

As of / À partir de 7:30 am
Registration / Visit the Exhibitors and Poster Presentations
Inscriptions / Visite des Kiosques des exposants et des Présentations d'affiches

Common area, lower level
Espace commun, niveau inférieur

8:30 - 9:00 am
Opening Remarks / Remarques Préliminaires

Ballroom / la salle de bal

Welcoming Address / Mot de bienvenue

- **Yolande James**, Managing Director and Head of Strategic Communications and Global Government Affairs, PSP Investments, Montréal,ébec / Directrice générale et responsable de la communication stratégique et des affaires gouvernementales mondiales, Investissements PSP, Montréal, Québec
- **His Excellency Robert Rae**, Ambassador and Permanent Representative of Canada to the United Nations in New York / Ambassadeur et représentant permanent du Canada auprès des Nations unies à New York

Opening remarks / Remarques d'ouverture

- **The Honourable Marc Miller**, Member of Parliament, Minister of Immigration, Refugees and Citizenship / Député, Ministre de l'Immigration, des Réfugiés et de la Citoyenneté

9:00 - 10:30 am
Plenary Session 1 / Séance plénière 1

Ballroom / la salle de bal

Explaining the Global Migration Challenge
Around the globe, rising political, economic, and social instability has seen increasing numbers of refugees and other migrants, often desperately in search of a new home. The continuing flow of migrants constitutes one of the most important challenges facing the world. Immigrant-receiving countries seem either unable and/or unwilling to effectively respond to the many dire situations that migrants encounter. What should Canada and other immigrant-receiving countries do to address the situation? Plenary speakers will discuss strategies aimed at addressing the crisis and how Canada can best contribute to its resolution.

- Session Chair **: Esther Benjamin**, CEO and Executive Director, World Education Services (WES)
- **Jean-Christophe Dumont**, Head of the International Migration Division, Direction for Employment, Labour and Social Affairs, Organisation for Economic Co-operation and Development (OECD), Paris, France
- **Adam Hunter**, Deputy Assistant Secretary for Immigration Policy at U.S. Department of Homeland Security, Washington, DC, USA
- **Dr. Harpreet S. Kochhar**, Deputy Minister, Immigration, Refugees and Citizenship Canada
- **Mayu Avila**, Co-Chair of Metropolis Americas and former Foreign Affairs Minister, El Salvador

Plenary session 1
Séance plénière 1

Expliquer le défi mondial de la migration
Partout dans le monde, l'instabilité politique, économique et sociale croissante a entraîné une augmentation du nombre de réfugiés et de migrants, souvent à la recherche désespérée d'une nouvelle patrie. Le flux continu de migrants constitue l'un des défis les plus importants auxquels le monde est confronté. Les pays d'accueil semblent incapables et/ou peu désireux de répondre efficacement aux nombreuses situations désastreuses que rencontrent les migrants. Que devraient faire le Canada et les autres pays d'accueil pour remédier à cette situation ? Les intervenants de cette séance plénière discuteront des stratégies visant à résoudre la crise et de la manière dont le Canada peut contribuer au mieux à sa résolution.

- Modératrice de la séance : **Esther Benjamin**, PDG et directrice exécutive, World Education Services (WES)
- **Jean-Christophe Dumont**, Chef de la Division des migrations internationales, Direction de l'emploi, du travail et des affaires sociales, OCDE
- **Adam Hunter,** Secrétaire adjoint à la politique d'immigration au ministère américain de la sécurité intérieure
- **Dr Harpreet S. Kochhar**, ministre adjoint, Immigration, Réfugiés et Citoyenneté Canada
- **Mayu Avila**, Coprésidente de Metropolis Americas et ancienne ministre des affaires étrangères du Salvador

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10:30 am – 11:00 am
Break / Visit the Exhibitors and Poster Presentations
Pause / Visite des Kiosques des exposants et des Présentations d’affiches

Common area, lower level
Espace commun, niveau inférieur

11:00 am – 12:15 pm
Block A of concurrent sessions (workshops and roundtables)
Bloc A des séances simultanées (ateliers et tables rondes)

Block A / Bloc A
A1 - Workshop - Panel Presentation / Atelier - Présentation en panel

St-Laurent 3

Resettling Realities: Navigating Challenges and Building Bridges for Migrant and Refugee Reintegration
This workshop is for a diverse audience, catering to the needs of various professionals invested in immigrants and refugee welfare. With combined personal and professional experiences as immigrants, trauma therapists, business owners and researchers, the presenters provide a unique perspective on the importance of trauma informed services and implementation in both the social services and private sectors. This presentation will address the different stages of the resettlement of new migrants and refugees and associated challenges. A blueprint of the resettlement needs in each stage and creative therapeutic techniques will be provided, so participants have practical tools and next steps

- **Wala'a Farahat**, Rubiks Counselling Services1 Inc., Trauma-Informed Resettlement: Guiding Workers in Supporting Immigrants and Refugees
- **Samoon Tasmim,** Saint Paul University and Hosa Counselling and Research, Unveiling the Journey: Navigating the Stages of Resettlement for Immigrants and Refugees
- **Samiyah Zawawii,** Counselling Services Inc., Creative Arts Therapy: Containers of Cultural Identities and Bridge to Integration in the New Society

Block A / Bloc A
A2 - Workshop - Panel Presentation / Atelier - Présentation en panel

St-Laurent 4

Digital Inclusion and its Importance in the Settlement Sector
Join us for an enlightening, fun, and interactive 70-minute session where we will delve into the concept of digital inclusion and its implications for organizations, individuals, and the communities you serve. During this workshop, we will explore the meaning of digital inclusion and its importance in the settlement sector with a focus on specific barriers faced by newcomers when accessing the digital world. Discover strategies to eliminate those barriers and learn how you can contribute to creating a more inclusive digital environment for everyone. We will also provide you with information on how you can access free digital inclusion training through our Digital Champions training.
(La version en français de cette séance est D2)

- **Kamal Kaur,** Digital Inclusion Facilitators, GEO Nova Scotia
- **Brenda Lavandier,** Digital Inclusion Facilitators, GEO Nova Scotia

Block A / Bloc A
A3 - Workshop - Panel Presentation / Atelier - Présentation en panel

St-Laurent 5

A multifaceted approach to successfully integrate newcomers to the labour market, Saint John, New Brunswick

The Saint John Region has seized the growth opportunities presented in the 2020s to tackle the challenges of integrating newcomers into a rapidly changing labour market. Various workforce development stakeholders have joined forces to create a comprehensive approach to successfully assimilate newcomers and assist employers in creating a secure and hospitable work environment. This workshop will feature three agents who have worked towards this objective. They have developed initiatives targeting new residents, international students, and employers.

- *Session Chair:* **Samah El Maghlawy,** YMCA of Greater Saint John
- **Daniel Rito, Envision Saint John,** Convening: The importance of having an accountable convener in the community
- **Mel Burns, YMCA of Greater Saint John,** Newcomer Employment Champions: A Workplace Inclusion Initiative
- **Mohamed Bagha,** Saint John Newcomers Centre, Bridging International student to the Labour market

Block A / Bloc A
A4 - Workshop - Panel Presentation / Atelier - Présentation en panel

Bonaventure

The Lived Experiences of Immigrants in Small and Mid-Sized Cities

Immigrants to Canada are increasingly moving beyond the metropolis to small and mid-sized cities. In many cases these cities are more affordable and can offer a better quality of life than larger urban centres. At the same time, it may be challenging to provide the infrastructure, employment opportunities, and social and cultural life that immigrants need or desire. This session foregrounds the lived experiences of immigrants settling in small and mid-sized cities across Canada. Together the presentations highlight key considerations for better supporting immigrants settling in non-metropolitan destinations.

- **Julie Drolet,** University of Calgary, Immigrant settlement experiences in small cities: Findings from Medicine Hat and Red Deer, Alberta
- **Jennifer Mah,** Medicine Hat Local Immigration Partnership, Immigrant settlement experiences in small cities: Findings from Medicine Hat and Red Deer, Alberta
- **Tolulope Akerele,** Memorial University, Building inclusive cities and mobility systems for immigrants in Atlantic Canada
- **Morgan Manuel,** Memorial University, Intersecting challenges: Affordable housing, immigration, and labour in Whitehorse
- **Melissa Kelly,** Toronto Metropolitan University, Chain migration to the north: Understanding the social and cultural worlds of immigrants to Thunder Bay, Ontario
- **Tejraj Shah,** NWO Local Immigration Partnership, Chain migration to the north: Understanding the social and cultural worlds of immigrants to Thunder Bay, Ontario

Block A / Bloc A
A6 - Workshop - Panel Presentation / Atelier - Présentation en panel

St-Laurent 7

Invisible Refugees: Lessons Learnt from Serving Asylum Seekers in Canada and Ideas to Spark Systems Change

Over the last few years, WES's philanthropic arm, Mariam Assefa Fund, has been supporting organizations across Canada focused on asylum seekers in terms of basic services, legal support, and changing perspectives to shift narratives and advance systems change. Recently, there has been significant increase in asylum seekers coming to Canada, as well as some policy changes, that have impacted the flow of asylum seekers and availability of supports.

WES Mariam Assefa Fund's grantee partners will discuss their experience in supporting asylum seekers, focusing on promising practices around support service provision, implications of recent policy changes, and approaches to reducing systematic barriers facing asylum seekers in Canada.

- **Sifat Yusuf**, Mariam Assefa Fund
- **Jawad Shahabi**, Program Manager: Mariam Assefa Fund, World Education Services (Co-Facilitator)
- **Abdulla Daoud**, Executive Director: Le Centre des réfugiés - The Refugee Centre (Roundtable Participant)
- **Mohammed Zaqout**, Achieving Financial Mobility Project Coordinator - Kinbrace (Roundtable Participant)
- **Vira Kovalova**, Advisor for Community Partnerships - Foundation du Grand Montreal - Foundation of Greater Montreal (Roundtable Participant)
- **Jenny Jeanes**, Detention Program Coordinator - Action Refugies Montrea

Block A / Bloc A
A7 - Workshop - Panel Presentation / Atelier - Présentation en panel

Westmount 6

Homelessness, housing, and precarious migration: new challenges

IWe have seen over the past year a rise in homelessness for asylum seekers, non-status, and precarious migrants living in Montreal and Toronto. In the context of inflation and a housing crisis in both cities, this rise is a consequence of Canadian migration policies that fabricate precarity. This situation creates new challenges for a social service sector that is ill-equipped to help this clientele and is transferring the burden of responsibility onto community services. This roundtable assembles community service providers and a researcher who will shed light on public policies. The roundtable will generate an exchange of information about lessons learned and advocacy strategies.

- *Session Chair:* **Karine Côté-Boucher,** Université de Montréal
- **Christina Clark-Kazak,** University of Ottawa, Overview: Housing and immigration public policy intersections
- **Eva Gracia-Turgeon,** Foyer du Monde, The situation in Montreal (migrant precarity)
- **Wayra Pasquis,** Doctorsof the World, The situation in Montreal (homelessness)
- **Loly Rico,** FCJ Refugee Centre, The situation in Toronto (migrant precarity)
- **Diane Walter,** Margarets Housing and Community Services, The situation in Toronto (homelessness)

Block A / Bloc A
A8 - Workshop - Panel Presentation / Atelier - Présentation en panel

Westmount 2

Wraparound case management outcomes: Enhancing Quality of life by Empowering Survivors and upholding their dignity

The presentation tackles two vital issues. Firstly, it addresses the pressing matter of gender-based violence (GBV) with a focus on a comprehensive strategy for supporting traumatized women on their path to recovery. Insights are shared from hands-on experience in aiding GBV survivors, discussing empowering interventions, the multifaceted impact of GBV on mental health, trauma-informed approaches, and community-based initiatives fostering resilience.

Secondly, the presentation delves into the critical need for tailored wraparound case management strategies for seniors with disabilities. Emphasizing collaboration among professionals, caregivers, and community stakeholders, the goal is to create a platform for sharing insights, best practices, and innovative approaches to enhance the overall well-being of seniors. Exploration of effective wraparound case management modes, success stories, challenges, and interdisciplinary collaboration among healthcare providers, social workers, and community organizations is highlighted, aiming to advance the field of senior care for better quality support.

- **Shamaila Akram,** Centre for Newcomers
- **Bahnaz Hakimzada,** Centre for Newcomers
- **Chris Vitale,** CFN

Block A / Bloc A
A9 - Workshop - Panel Presentation / Atelier - Présentation en panel

Outremont 1

CARES: Co-designing for Anti-racism and Equity in Settlement

Settlement services help newcomers integrate into their new communities. Not all services are designed with their diverse needs in mind, and may even perpetuate systemic racism and discrimination either intentionally or unintentionally. CARES is a research project that re-imagines and co-designs settlement services with newcomers and practitioners. It aims to create settlement services that are anti-racist, equitable, and empowering for newcomers. This presentation will share the insights, learnings and co-design solutions that emerged, and recommendations by and for the settlement sector. The presentation will show how co-design can transform settlement services to be more inclusive, responsive, and respectful for newcomers.

- *Session Chair:* **Susanna Gurr,** Social Research and Demonstration Corporation (SRDC)
- **Julie Rodier,** Social Research and Demonstration Corporation (SRDC)
- **Kim Lehrer,** Social Research and Demonstration Corporation (SRDC)
- **Sol Park,** Social Research and Demonstration Corporation (SRDC)

Block A / Bloc A
A10 - Workshop - Panel Presentation / Atelier - Présentation en panel

Ville Marie

Promising Practices & Lessons Learned: Integrated Community Services for Seniors Project
Integrated Community Services for Seniors Project (ICSS) aims to increase awareness and usage of health and social services among immigrant seniors and their caregivers, to support healthy and safe ageing at home. The lack of a regular healthcare provider creates gaps in accessing services for immigrant seniors and increases their risk of social isolation and poor health outcomes. This workshop shares how ICSS effectively bridged gaps in access to services among Chinese-speaking seniors in Richmond, BC, with 77% of seniors receiving daily support needs. The project shares lessons and promising practices in fostering collaboration between healthcare, seniors' services and immigrant communities to impact immigrant seniors' health outcomes.

- **Queenie Choo**, S.U.C.C.E.S.S.

French Session | Séance en français

Block A / Bloc A
A11 - Workshop - Panel Presentation / Atelier - Présentation en panel

Outremont 4

Migration et identités
Cet atelier réunit trois fournisseurs de services francophones de Calgary pour partager leurs expériences de collaboration en vue de faciliter l'accès à des services d'établissement de qualité et en français pour les nouveaux immigrants francophones. En mettant l'accent sur leur rôle dans le cadre du soutien continu, l'intégration harmonieuse et l'inclusion des familles immigrantes, les partenaires échangeront sur les bonnes pratiques développées et les défis rencontrés par les organisations francophones hors Québec et formuleront une série de recommandations pour promouvoir les services en personne et à distance dans le but de renforcer leur impact dans ces communautés francophones.

- **Evelyne Kemadjou**, Portail de l'immigrant Association (PIA)
- **Zahart El islam Tebbal**, Portail de l'immigrant Association (PIA)
- **Karim Mennas**, CANAF
- **Evangelia (Liana) Kalognomou**, Cité des Rocheuses
- **Valérie Jamga Tchatchoua**, Portail de l'immigrant Association (PIA)

Block A / Bloc A
A12 - Workshop - Panel Presentation / Atelier - Présentation en panel

St-Laurent 1

Diversity and Inclusion in Cities: An Action-Research Project
Cities have become key players in the fields of diversity and inclusion. In September 2022, the Quebec office of the Canadian Race Relations Foundation set up a network for municipal employees involved in the fight against discrimination in municipalities across the province. As a first action, the network carried out an action-research study aimed at answering the following questions: How can we promote inclusion in a context of rapid diversification and social polarization? What are municipalities doing to make cities more inclusive?.

- *Session Chair*: **Neal Santamaria,** Canadian Race Relations Foundation
- **Jorge FROZZINI**, Université du Québec à Chicoutimi, Key themes and issues
- **Marie Angeline DESCADRES**, Ville de Repentigny, Anchoring Inclusion Policy in Cities
- **Iréna Florence Harris**, Ville de Québec, Decentralization and Transversality
- **Bochra MANAÏ**, Villle de Montréal, The Fight Against Discrimination

Block A / Bloc A
A13 - Workshop - Panel Presentation / Atelier - Présentation en panel

Outremont 5

Enhancing Access to Legal Services for Migrant Agricultural Workers: Bringing Legal Services to Workers Through Creative Approaches
Our session will explore and discover new ways to help migrant workers. We will examine current services and legislation to find out how we can better assist Migrant Agricultural Workers, especially focusing on how we can improve access to legal services in ways that are engaging and readily accessible to workers in more remote locations.

- *Session Chair*: **Esel Panlaqui,** TNO-The Neighbourhood Organization
- **Nicole Guthrie,** Black Legal Action Centre
- **Mandip Grewal,** Niagara Community Legal Clinic
- **Jennifer Dagsvik,** Newcomer Legal Clinic
- **Jennifer Rajasekar,** TNO-The Neighbourhood Organization
- **Gabriel Allahdua,** TNO-The Neighbourhood Organization , Workers' Support Services.

Block A / Bloc A
A14 - Workshop - Panel Presentation / Atelier - Présentation en panel

Outremont 6

Barriers and Solutions to the Labour Market Integration of Internationally Educated Healthcare Professionals

The National Newcomer Navigation Network (N4) convened stakeholders to identify and address barriers to Internationally Educated Healthcare Professional's (IEHP)optimal employment. This workshop will identify recommendations and actioned deliverables including: advocacy efforts, an IEHP training program, visual pathways, employer toolkit, and regulatory briefing notes.

- **Sahar Zohni**, National Newcomer Navigation Network

Block A / Bloc A
A15 - Workshop - Panel Presentation / Atelier - Présentation en panel

St-Laurent 8

Building the capacity of leaders and boards to support immigrant and refugee mental health, through a health equity lens.

The Immigrant and Refugee Mental Health Project (IRMHP) is a national initiative funded by IRCC that builds the capacity of healthcare, settlement and social service providers to improve mental health support for immigrants and refugees. IRMHP recently developed a Leadership Course for leaders, board members and managers. This online, capacity-building tool demonstrates how leaders can address equity at the organization, staff, and service level and provides resources to promote newcomers' mental health needs. This workshop will facilitate information sharing and discussions on how this course can support leadership and staff at service provider organizations, then, share promising practices from the field.

- **Aamna Ashraf**, Centre for Addiction and Mental Health (CAMH)
- **Paulysha De Gannes,** Centre for Addiction and Mental Health (CAMH)
- **Sue Sadler,** ACCES Employment
- **Axelle Janczur,** Access Alliance Multicultural Health & Community Services

Block A / Bloc A
A16 - Workshop - Panel Presentation / Atelier - Présentation en panel

Outremont 6

Empowering Diversity in Manufacturing: The YWCA Skills for Success Program
Join us for a showcase of the YWCA Skills for Success Program—a collaborative initiative involving YWCA Metro Vancouver, Douglas College, and NorthWest Skills Institute. This program targets racialized individuals in the manufacturing industry, providing specialized training and transformative job placements. Focused on Skills for Success and Manufacturing, it addresses underrepresentation, promoting diversity and inclusion. Impressively, 50% of self-identified women applicants exceeded our 30% goal, illustrating that nurturing Skills for Success is vital for unlocking diversity in manufacturing. Don't miss this exclusive insight into the program's ground-breaking success.

- *Session Chair*: **Etab Saad,** YWCA Metro Vancouver
- **Cormac O'Reilly,** NorthWest Skills Institute
- **Julia Lewis,** Douglas College
- **Adel Ghaly,** YWCA Metro Vancouver

French Session | Séance en français

Block A / Bloc A
A17 - Workshop - Panel Presentation / Atelier - Présentation en panel

Westmount 1

Expérience des personnes immigrantes francophones originaires de l'Afrique subsaharienne dans le secteur de l'enseignement et de la santé
Cet atelier vise à exposer le vécu, l'expérience des personnes immigrantes francophones originaires de l'Afrique subsaharienne dans leur milieu de travail dans les secteurs de l'enseignement et de la santé notamment pour les préposées aux services. Dans les communautés francophones minorisées, ces deux secteurs sont fortement en demande de personnel. Par ailleurs, les personnes immigrantes francophones originaires de l'Afrique subsaharienne y sont largement concentrées. Rejoignez-nous pour partager nos données de recherche, discuter de leur expérience d'intégration professionnelle et explorer des solutions potentielles qui permettront de miser sur des actions et mesures d'inclusion, d'équité et de diversité.

- **Loan Nguyen,** RIFCSO
- **Jean Claude N'da,** RESÉAU EN IMMIGRATION FRANCOPHONE CSO

12:15 - 1:45 pm
Lunch / Diner

Ballroom / la salle de bal

1:45 am – 3:00 pm
Block B of concurrent sessions (workshops and roundtables)
Bloc B des séances simultanées (ateliers et tables rondes)

Block B / Bloc B
B1 - *Workshop - Panel Presentation / Atelier - Présentation en panel*

Ville Marie

Re-imagining Newcomer Journeys: Envisioning a seamless user experience from IRCC's Client Experience Platform (CXP) to the sector's services
We are at an exciting moment. The settlement sector has years of experience and knowledge of what works, and what doesn't, at a time when both the tools and vision exist to create a better settlement experience. IRCC is currently building a new Client Experience Platform (CXP), which will provide clients with a more user-friendly interface to access IRCC programs and services. SPOs across the country have proposed, and will soon be negotiating, the settlement programs that newcomers will access for the next 5 years. This panel brings together insight into the CXP, a demo of an enterprise solution that leverages responsible AI and labour market integration, and asks: what becomes possible when we begin to build a seamless experience for newcomers from the CXP to the online and offline services and programs you offer?

- **Jennifer Freeman**, CEO PeaceGeeks
- **Mark Patterson**, Magnet
- **Brendan Timmins**, Managing Director, Public Sector, Accenture Canada

Block B / Bloc B
B1 - *Workshop - Panel Presentation / Atelier - Présentation en panel*

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- **Jennifer Freeman**, CEO PeaceGeeks
- **Mark Patterson**, Magnet
- **Anthony Boonstra,** Senior Director, Projects & Digital Strategy, IRCC
- **Victoria Sinko,** Group Design Director, Accenture Song
- **Todd Lesser,** Vice President, Public Sector Solution Engineering, Salesforce

Block B / Bloc B
B2 - *Workshop - Panel Presentation / Atelier - Présentation en panel*

Bonaventure

Social Inclusion and Civic Participation Among Immigrants in Canada

Join us for a focused presentation on the Canadian Index for Measuring Integration and Inclusion (CIMII), where we'll explore its social and civic dimensions. Discover how immigrants' social networks, sense of belonging, and experiences of discrimination intersect with their civic participation in Canadian society. Gain insights into questions such as: Does volunteerism and organizational involvement strengthen immigrants' social ties and community belonging? How does discrimination impact immigrant voter turnout? Don't miss this opportunity to uncover these findings and more.

- **Paul Holley**, ACS-Metropolis
- **Ravindra Shrestha**, ACS-Metropolis
- **Michele Vitale**, ACS-Metropolis

Block B / Bloc B
B3 - *Workshop - Panel Presentation / Atelier - Présentation en panel*

Outremont 4

An effective analysis tool for determining the feasibility of a new project (Bilingual Session)
How many of those who have been involved in immigration for many years have come up against the obstacles innovative projects? How many have realized after the "Eureka! idea, it was impossible to go ahead with the project? With this in mind, we designed a strategic analysis model, which would eventually enable organizations to weigh up the influence, not only of stakeholders, but also of other external factors such as funding requirements and regulatory frameworks.
The theoretical basis of this tool comes from the analysis of the macro and micro environment analysis, very popular in management, illustrated by the famous PESTEL and SWOT1 models.

Outil d'analyse efficace pour déterminer la faisabilité d'un nouveau projet
Parmi ceux et celles qui œuvrent en immigration francophone depuis de nombreuses années, combien se sont heurtés aux obstacle entourant la réalisation de projets novateurs? Combien, après la phase « Euréka! » se sont rendu compte qu'en dépit d'une idée géniale, bénéfique et salutaire, il était impossible de poursuivre la mise en œuvre du projet? C'est dans ce cadre que nous avons conçu un modèle d'analyse stratégique, qui permettrait éventuellement aux organismes de soupeser en amont l'influence, non seulement des parties prenantes, mais aussi d'autres facteurs externes comme les exigences relatives au financement et aux cadres réglementaires.
La base théorique de cet outil nous vient de l'analyse du macro et du micro environnement, très populaire en management et illustrée par les célèbres modèles PESTEL et SWOT.

- **Mikhaela Sullivan,** Réseau en Immigration Francophone du Centre Sud Ouest
- **Rosa Atmani,** RIFCSO

Block B / Bloc B
B4 - *Workshop - Panel Presentation / Atelier - Présentation en panel*

Outremont 5

Internationally Educated Nurse (IEN) Demographic Characteristics Associated with their Successful Integration into Canadian Healthcare System: Secondary Data Analysis
This secondary analysis explores the influx of internationally educated nurses (IENs) who migrated to Canada in 2015, focusing on their demographic characteristics, and the impact of these characteristics on their success in obtaining registration with the governing board and securing employment within Canadian health institutions. The study draws on various sources to provide an in-depth analysis of the challenges and opportunities for IENs in the Canadian healthcare system. It highlights the importance of addressing demographic disparities to facilitate a smoother transition for internationally educated nurses.

- **Nasrin Alostaz,** McMaster University
- **Mo Jiajie,** McMaster University

Block B / Bloc B
B5 - *Workshop - Panel Presentation / Atelier - Présentation en panel*

Outremont 1

Exploring the Opportunities and Integration Challenges of International Students in Canada's Higher Education Landscape

For the 26th Metropolis Canada Conference, our panelists are thrilled to host an insightful session dedicated to discussing and analyzing the immigration challenges and integration done by international students through Canada's higher education sector. Combining lived experiences and mixed-methods research, our presenters will discuss issues considered vital in creating an inclusive educational environment that enriches both domestic and international students. The aim of our panel is to advocate, promote, and celebrate diversity while creating a space where international students can thrive within the Canadian educational landscape. We encourage innovative insights, collaboration, and discussions to provide viable solutions. All are welcome to take part in this enriching session and contribute towards a more inclusive educational future.

- *Session Chair:* **Dr. Sandra Song,** Chair, Public Policy & Administration Programs, Adler University , "Situating the Context and Concerns of International Students in Canada's Higher Education Landscape: Notes from an Academic Chair"
- **Tanveen Kaur,** PhD and MPPA Candidate, Adler University, "Factors Affecting the Choice of Higher Education Institute in Canada: A Perspective of South Asian Students"
- **Sofio Fotskhverashvili**, MPPA, Adjunct Faculty, Adler University, "Building a Socially Responsible Practice Training Program Geared to Preparing International Graduate Students for Externships in Community"

Block B / Bloc B
B6 - *Workshop - Panel Presentation / Atelier - Présentation en panel*

St-Laurent 3

Engaging Communities, Retaining Newcomers: Creating a welcoming community through Intentional Networking

Immigration is multi-faceted. It's used to fill labour gaps, diversify communities, and strengthen Canada. Retention, however, is often overlooked. How do we create welcoming, engaging, communities focused on integrating newcomers into the fabric of communities, both urban and rural, large and small, so they develop networks and stay? The Connector Program helps newcomers build professional networks, and established professionals learn about the skills and experience newcomers bring to the community. This session will showcase six Connector Programs from across the country, and how they each work to create a truly connected community for newcomers and established community members alike.

- *Session Chair:* **Alida Campbell,** Halifax partnership
- **Aman Chawla,** Ignite, Ignite's model for newcomer retention
- **Layla Harrison,** ACCESS Toronto, Retaining Newcomers in communities: a case study of ACCES Employment
- **Enver Naidoo**, Westman Immigrant Services, Deploying the Connector Program across Rural Manitoba: A Case Study of the Rural Manitoba Immigrant Employment Council
- **Siriki Diabagat**, Conseil Economique et Cooperatif de la Saskatchewan, Rural Job Fairs: Connecting Communities with Talent
- **Ocean Le,** Cape Breton Partnership, Rural Retention and Engagement: An Island Case Study
- **Krista Mallory**, Central Okanagan Economic Development Corporation. Connector at the COEDEC: Using the Connector Program to retain talent in the Central Okanagan

Block B / Bloc B
B7 - *Workshop - Panel Presentation / Atelier - Présentation en panel*

Westmount 2

Improving Settlement Outcomes through Digital Transformation

In a collaborative initiative, Immigrant Services Calgary, YMCA of Southwestern Ontario, and Archway Community Services explored the scalability of digital transformation to improve settlement outcomes. A review of digital solutions was conducted to assess their compatibility with client needs, considering administrative data, client surveys, and solution labs at the partner sites. This workshop sheds light on the potential to enhance client satisfaction, service access, and coordination while addressing challenges within existing digital solutions. Initial findings into technology adoption challenges and opportunities, the significance of a person-centered approach, and available digital solutions in the settlement sector will be shared.

- **Mirela Gigovic**, Archway Community Services
- **Vibha Kaushik**, Immigrant Services Calgary
- **Matthew Dunlop,** YMCA of Southwestern Ontario

Block B / Bloc B
B8 - *Workshop - Panel Presentation / Atelier - Présentation en panel*

St-Laurent 7

Are we asking the right questions about immigration in Canada?
IRCC conducts research to enhance understanding of Canadian attitudes toward the issues surrounding citizenship and immigration. To that end, since 1996 it has undertaken annual tracking surveys to offer comparable data on immigration and related matters to help inform policies, programs, and services. Non-governmental organizations and academic researchers have also done considerable work on attitudes towards immigration. Over time, there have been changes to the questions being asked as well as an evolving focus on the demographic groups that are the object of attention when attempting to explain the factors influencing opinion on immigration. Are the questions that are regularly asked sufficient to help explain changing public views on immigration? Are there new questions that need to be considered for inclusion in surveys so as to help improve understanding? This workshop will bring together policy-makers and researchers to reflect on ideas for future surveys on immigration.

- **Jack Jedwab**, President and Director, ACS-Metropolis
- **Christian Bourque**, Executive Vice-President and Senior Partner at Leger
- **Line Patry**, Director, Marketing, Consultations and Public Opinion Research/Directrice,, Immigration, Refugees and Citizenship Canada / Government of Canada

Block B / Bloc B
B9 - *Workshop - Panel Presentation / Atelier - Présentation en panel*

Outremont 6

Bridging Newcomer Support through University and Newcomer Settlement Agency Partnerships: An Art-Based Study on Places, Spaces, and Resilience
This presentation showcases a partnership between a Canadian Prairie University and a Newcomer Settlement Agency to understand the diverse needs of newcomers who are finding their own spaces in adopted lands. The increased influx of newcomers worldwide has urged communities to reconsider resettlement contexts. That said, the multimodal collection of newcomer stories we compiled through artwork, written, and spoken reflections echo the complexity of layers and individualities of newcomers' relationality with/in spaces and places. The arts contribute to creatively center newcomers' voices and personal experiences that can address the multifaceted challenges that newcomers often face in Canada.

- **Gustavo Moura,** University of Calgary
- **Peeyush Agnihotr**, Centre for Newcomers – Calgary

Block B / Bloc B
B10 - Workshop - Panel Presentation / Atelier - Présentation en panel

Westmount 6

Inclusive Healing: Addressing Specialized Services for Immigrant, Refugee and Newcomer Women Survivors of Violence

Immigrant women face formidable barriers in accessing essential services, compounded by the trauma of violence. These challenges, spanning human rights, employment, housing, and overall well-being, create complex hurdles in justice, economic stability, and individual or family needs. Barriers encompass isolation, economic instability, employment obstacles, silencing, and reluctance to seek help. Language barriers, low English proficiency, different cultural norms, and the fear of discrimination further isolate them from services. This panel will address the pivotal role of collaborative community services, delve into unique challenges, and propose solutions for tailored, specialized support for Immigrant Women Survivors of Violence.

- **Neena Randhawa,** PICS Harmony House
- Sessions Chair: Titi Adebanjo, YWCA Metro Vancouver
- **Nicolas Tellez-España,** DiverseCity
- **Ashlin Zargar,** MOSAIC
- **Devi Sharma,** YWCA Metro Vancouver
- **Neena Randhawa,** PICS Harmony House

Block B / Bloc B
B11 - Workshop - Panel Presentation / Atelier - Présentation en panel

St-Laurent 8

Pathways to High-Skilled International Talent

The diversification of Alberta's economic sectors calls for an increasing need for highly skilled professionals from various parts of the world. In this session, you are invited to come and learn more about the pathways to international talent attraction and retention. The workshop, hosted by Calgary Economic Development (CED), will include a presentation from Immigration Refugee Citizenship Canada's (IRCC) dedicated service channel highlighting the range of services available to companies established in Canada. Success stories will also be shared, illustrating the impact of these pathways. Additionally, the workshop will focus on Alberta's tech talent pathway, offering expedited processing for foreign workers currently employed by or holding a job offer from an Alberta-based tech industry employer in an eligible tech occupation. Mphasis, a multinational tech company will share their experience leveraging talent pathways while investing in Calgary, as well as their growth plans.

- **Antoine Hamel,** Immigration, Refugees and Citizenship Canada
- **Tim Toderovich,** Director at Alberta Advantage Immigration Program, Government of Alberta
- Leslie Shier, Calgary Economic Development
- **Nitin Sathawane,** Head of Operations, MPhasis

Block B / Bloc B
B12 - *Workshop - Panel Presentation / Atelier - Présentation en panel*

St-Laurent 4

Exploring Inter-Ethnic Relationships in the Settlement Sector in Canada
This panel presents preliminary findings of a study on inter-ethnic group dynamics in Canada (Montreal, Sudbury, and Toronto). The study is conceptualized with a critical interrogation of the traditional assumption that newcomers to Canada are adapting to a Euro-American mainstream. Newcomers are interfacing with an ethno-culturally diverse reality, while indigenous communities and their lived realities have traditionally been ignored in immigration research. Our preliminary findings are based on data collected within the settlement services and our outreach to indigenous communities. These engagements and outreach have tremendous implications for the nation-building of the immigration agenda in Canada.

Exploring Inter-Ethnic Relationships in the Settlement Sector Toronto (Data Analysis Process)
- **Jemina Utami,** University of Toronto
- **Ibnat Islam,** University of Toronto

Indigenous tourism for climate change imitation: an inter-group relationship perspective
- **Ho Hon Leung**, State University of New York College at Oneonta
- **Konstantinos Dikas**, State University of New York College at Oneonta
- **Jada Rosas**, State University of New York College at Oneonta
- **Robert Gronenthal**, State University of New York College at Oneonta
- **Willian Morin**, Laurentian University
- **Artie Ng**, International Business University

Beyond Borders: Navigating Inter-Ethnic Relations in Canadian Settlement Services with a Quebecois Lens
- **Erfaneh Razavipour**, McGill University
- **Jill Hanley**, McGill University

Block B / Bloc B
B13 - Workshop - Panel Presentation / Atelier - Présentation en panel

St-Laurent 5

Engaging SMEs: National Business Networks and Local Design Perspectives
This panel discussion unveils insights and lessons derived from a nationwide SDI project addressing the underrepresentation of Small and Medium Enterprises in settlement and employment services programs. Six strategic partners collaborated across Canada with a goal to involve SMEs through participatory Design Labs fostering the co-creation and testing of effective engagement solutions. This initiative resulted in innovative prototypes aiming to advance talent acquisition and retention strategies within SMEs.
Panel speakers will share the local insights and key learnings working with SMEs and their distinctive challenges, needs, and barriers in accessing, hiring and retaining newcomer immigrant talent within their respective regions.

- **Magdalene Cooman**, CBoC
- **Rania Younes**, IEC-BC
- **Marion Rey**, NBMC
- **Vivian Kinnaird**, WC
- **Nathan Laird**, HP

Block B / Bloc B
B14 - Workshop - Panel Presentation / Atelier - Présentation en panel

Outremont 7

Client Empowerment and Employment Support in a Competitive Labour Market
In today's fierce labour market competition, the nexus between client empowerment and employment support emerges as a pivotal force. Our presentation delves into the dynamic strategies employed to empower newcomer clients, equipping them with the skills and confidence needed to navigate the competitive job landscape. By examining innovative approaches in employment support, the narrative explores the relationship between client empowerment and successful workforce integration. Through personalized coaching, skills enhancement, and tailored support systems, individuals are not merely job seekers but architects of their professional destinies. This discussion/workshop navigates the intersection where empowerment meets employment.

- *Session Chair:* **Nina Condo**, Elmwood Community Resource Centre
- **Daniel Grave**l, Elmwood Community Resource Centre
- **Carolina Borel**, Elmwood Community Resource Centre

Block B / Bloc B
B15 - *Workshop - Panel Presentation / Atelier - Présentation en panel*

St-Laurent 6

Inclusive Innovation of Immigrant Entrepreneurship
Immigrants contribute majorly to the Canadian economy. In the entrepreneurial context, immigrants in Canada account for 33% of all business owners with paid staff, in all sectors in Canada. There are over 600,000 self-employed immigrants across the country, and over 260,000 of them have paid employees (Government of Canada, 2022). Despite their contributions, immigrant entrepreneurs face institutional barriers, such as difficulties in accessing financial capital, as well as compounded barriers due to their intersecting social categories. Looking at barriers and enablers in place, this workshop discusses how to promote inclusive innovation in the ecosystem to support immigrant entrepreneurs.

- *Session Chair:* **Guang Ying Mo**, Diversity Institute, TRSM, Toronto Metropolitan University,
- **Tania Saba**, université de Montréal, Immigrant entrepreneurship in Quebec
- **Mimosa Zhao**, The Evidence Network, Using program evaluation as a tool to improve support for immigrant entrepreneurs
- **Manal Khadar**, Diversity Institute, TRSM, Toronto Metropolitan University, Newcomer Entrepreneurship Hub (NEH)

Block B / Bloc B
B16 - *Workshop - Panel Presentation / Atelier - Présentation en panel*

St-Laurent 1

Digital Transformation: People, Platforms, and Policies
The last few years have made it very clear that digital transformation in the settlement sector is not optional! This session will offer inspiration and concrete examples to organizations that want to use technology to strategically and sustainably evolve how they operate. Learn about the innovative staff roles that are building internal capacity and driving positive change. Get first-hand examples of emerging technologies that reduce manual effort and give frontline staff more time to engage with their clients. Hear how organizations have successfully woven these tools into program delivery. Join the discussion about how to fund digital transformation and the very real costs of not doing so.

- **Aimee Holmes** , VP, Data Strategy & Digital Solutions, ACCES Employment
- **Sue Sadler,** SVP, Services & Program Innovation, ACCES Employment
- **Robert Tortian**, Director, Bridging Services, ACCES Employment
- **Nick Ebling**, Account Manager, JobScan
- **Justin Burchart**, Digital Success Manager & Industrial Participation Program Office, IBM Canada Ltd.

French Session | Séance en français

Block B / Bloc B
B17 - Workshop - Panel Presentation / Atelier - Présentation en panel

Westmount 1

Barrières et transformation de l'accès aux services sociaux et de santé pour les personnes migrantes sans assurance médicale au Québec
Depuis plus de 20 ans, des organismes communautaires, chercheur.se.s et clinicien.ne.s collaborent afin d'élargir l'accès aux soins pour les personnes migrantes sans assurance médicale (MSAM). Au cours des dernières années, des efforts collectifs de plaidoyer ont mené à un élargissement partiel de l'accès aux soins pour les personnes MSAM au Québec. Cet atelier présentera l'historique de ces efforts, les avancées et les défis actuels d'application des politiques d'accès sur le terrain. Finalement, les barrières d'accès aux soins qui perdurent malgré les transformations positives des dernières années seront illustrées, notamment en ce qui concerne les enfants et les femmes enceintes.

- *Modératrice et co-autrice* avec Andréanne Dufour : **Janet Cleveland**, IU SHERPA
- **Andréanne Dufour**, IU SHERPA, Expressions des barrières d'accès et application des politiques par le réseau de la santé et des services sociaux
- **Pénélope Boudreault**, Médecins du Monde – Montréal, Répondre aux besoins autrement: plaidoyer et travail de terrain auprès des personnes migrantes sans assurance médicale
- **Annie Liv**, CHU Sainte-Justine - Université de Montréal, Projet de loi 83 relatif à l'admissibilité des enfants migrants au Régime d'assurance maladie du Québec : avancées et défis d'application
- **Zoé Brabant**, DRSP de Montréal, Être enceinte et accoucher au Québec sans assurance médicale: enjeux et défis spécifiques à cette situation, et avancées

3:00 – 3:30 pm
Break / Visit the Exhibitors and Poster Presentations
Pause / Visite des Kiosques des exposants et des Présentations d'affiches

Common area, lower level
Espace commun, niveau inférieur

3:30 – 4:45 pm
Block C of concurrent sessions (workshops and roundtables)
Bloc C des séances simultanées (ateliers et tables rondes)

Block C / Bloc C
C2 - Workshop - Panel Presentation / Atelier - Présentation en panel

St-Laurent 3

A Meaningful Employment First Model for Marginalized Communities
This panel focuses on effective employment pathways for marginalized immigrant and refugee communities to help address chronic unemployment and under-employment for women and racialized communities. The panel takes a whole society approach – examining how community partners, employers, and credentialing bodies can come together to create meaningful employment pathways and longer-term economic security for newcomers.

- **Samina Sami,** Chief Executive Officer, COSTI
- **TBC**

Block C / Bloc C
C3 - Workshop - Panel Presentation / Atelier - Présentation en panel

St-Laurent 1

Understanding health impacts of the COVID-19 pandemic on immigrants and refugees using linked immigration and health data in British Columbia and Ontario
Immigration is a social and structural determinant of health. Immigrants and refugees in many high income countries experienced substantially increased risk of COVID-19 severe outcomes while also experiencing barriers to health care. The pandemic drove a rapid and widespread shift to virtual health care which may not have been accessible or appropriate for immigrants and refugees. We used linked immigration and health administrative data in the province of British Columbia to examine COVID-19 testing, primary care use, and mental health service use and in the province of Ontario to examine COVID-19 hospitalization, mortality, pre-mature mortality and COVID-19 vaccine coverage.

- **Susitha Wanigaratne,** Edwin S.H. Leong Centre for Healthy Children, Sick Kids Research Institute, *COVID-19 severe outcomes and vaccine coverage among immigrants and refugees in Ontario, Canada*

Block C / Bloc C
C4 - Workshop - Panel Presentation / Atelier - Présentation en panel

Westmount 6

Voices in the Art (VIA)
The objective of our research is to gain comprehensive insights into the experiences of newcomer 2SLGBTQIA+ youth, particularly in relation to their intersecting identities, as they navigate Canadian society. Using an Arts-Based Engagement Ethnography (ABEE) method this study seeks to delve into several aspects of their lives including their: (1) intersecting identities, (2) integration into Canadian society, (3) social lives and relationships, and (4) experiences with gender-based violence. Through this research we aim to shed light on the multifaceted experiences of newcomer 2SLGBTQIA+ youth in Canada.

- **Gurleen Matharu**, The Immigrant Education Society
- **Katerina Palova**, The Immigrant Education Society
- **Kreisha Hilario,** The Immigrant Education Society
- **Anusha Kassan,** UBC

Block C / Bloc C
C5 - Workshop - Panel Presentation / Atelier - Présentation en panel

Outremont 1

Unlocking Success: Leveraging the Canadian Index for Measuring Integration and Inclusion (CIMII) in Settlement Services
Join us for an insightful workshop on leveraging the Canadian Index for Measuring Integration and Inclusion (CIMII) to enhance research capacity within the settlement sector. Through interactive demonstrations, we'll guide you step-by-step on harnessing the power of this online tool to identify local, provincial, and national needs related to economic integration, social inclusion, civic participation, and healthcare access. Furthermore, this session will offer an exclusive sneak peek into the CIMII's e-learning course, facilitated in collaboration with UMetropolis. Don't miss this opportunity to elevate your skills and expertise in supporting immigrant communities in Canada.

- **Paul Holley**, ACS-Metropolis
- **Ravindra Shrestha**, ACS-Metropolis
- **Michele Vitale,** ACS-Metropolis
- **Christopher Surtees**, ACS-Metropolis

Block C / Bloc C
C6 - Workshop - Panel Presentation / Atelier - Présentation en panel

Outremont 4

Fostering Inclusive Workforce Development: A Showcase of Employer-Engaged Newcomer Integration Programs.

This session delves into the pivotal role of employer engagement in integrating newcomers, focusing on the Canadian context. CCIS will showcase innovative programs and partnerships involving employers in program design and delivery. The session will emphasize the collaborative importance between newcomer-serving agencies and employers for fostering diversity and inclusivity. A partner-employer will detail insights into collaboration with CCIS, highlighting how accessing the newcomers' diverse talent pool enhances productivity and contributes to building a diverse, equitable and inclusive workforce. Additionally, a Newcomer Serving Agency representative in Western Canada will share experience in employers' partnerships to support newcomers.

- Moderator: **Gordana Radan,** CCIS
- **Hasmik Asmaryan,** CCIS, “Building Bridges: Engaging Employers for Successful Integration of Newcomers”
- **Mehrzad Eftekhar,** Program Manager, IT Bridging Program, CCIS, "Effectively Engaging Employers Using Agile Methodology"
- **Joanna Stewart,** Professional Practice Coordinator, ISANS, "Integrating Newcomers: How Employer Engagement, Intercultural Competency Programs, and Pre-Arrival Settlement Supports Assist Nova Scotian Employers Attract & Retain Immigrant Talent"

Effectively Engaging Employers using Agile methodology.

In the rapidly evolving professional landscape, the conventional approach to engaging employers has shifted towards a more dynamic and adaptable methodology. Employing Agile values and principles has emerged as a strategic approach to foster effective employer engagement. Agile, initially developed for software development, has transcended its origins and is now being widely embraced in diverse sectors. Additionally, in collaboration with CCIS' employer partnerships presenting on this topic, this workshop aims to explore how the incorporation of Agile values and principles can enhance the process of engaging employers, facilitating improved collaboration, responsiveness, and sustainable partnerships

- **Mehrzad Eftekhar,** CCIS

Block C / Bloc C
C7 - Workshop - Panel Presentation / Atelier - Présentation en panel

St-Laurent 4

Building Community and Sector Capacity: The Innovating for Impact Project.
Innovating for Impact - Innover pour impacter (I2): it is both name and purpose. An IRCC-funded SDI project, I2 had a two-fold purpose: enhance newcomers' connections to the communities they've made their homes and to increase the capacity of organizations in the settlement sector to plan and execute innovative projects in their communities. We accomplished this through supporting pilot projects in the sector with the same two-fold goal.
In this presentation Project Leads from the I2 projects would like to share with you what we learned about project partnership and management, project ideating and planning, executing and evaluation.

- **Anthony Caldwell**, ARAISA (Atlantic Region Association of Immigrant Serving Agencies), Innovating for Impact - Innover pour impacter
- **Ahmed Taha**, Multicultural Association of Fredericton, The Bubbles Project
- **Kayla Naiman**, Multicultural Association of Fredericton, The Bubbles Project
- **Geoffroy Krajewski**, Conseil pour le développement de l'alphabetisme et compétences des adultes au Nouveau-Brunswick, Acadie Inclusive
- **Stéphanie Leblanc**, Conseil pour le développement de l'alphabetisme et compétences des adultes au Nouveau-Brunswick, Acadie Inclusive

Block C / Bloc C
C8 - Workshop - Panel Presentation / Atelier - Présentation en panel

The National SOGIESC Guidelines Project.
The project is to help organizations with suggested practices regarding LGBTQ+ newcomers services, including directions for settlement organizations to conduct LGBTQ+ inclusion policies and organizational safety audits, positive space training criteria consistent across organizations, core components of training LGBTQ+ sensitivity in a cultural and immigration context and operational guidelines for program specific components of providing services to LGBTQ+ newcomers that a frontline practitioner can follow to create safe and sensitive services for LGBTQ+ newcomers and refugees. The workshop will discuss findings, suggested practices to assist LGBTQ+ newcomers and refugees in settlement, and the feedback from online course testing. Co-authors: Dr. Meredith Maroney and Dr. Kaori Wada

- *Moderator:* **Kelly Ernst**, Centre for Newcomers
- **Gary Wang**, Centre for Newcomers
- **Sulaimon Giwa**, Memorial University, School of Social Work
- **Tonya Callaghan**, University of Calgary
- **Moonkyung Min**, University of Calgary
- **Handan Akyuz**, University of Calgary

Block C / Bloc C
C9 - Workshop - Panel Presentation / Atelier - Présentation en panel

St-Laurent 6

Maximizing Settlement Service Delivery Through the Use of Research
Learn about how program design and service delivery can benefit from learnings from research. This session will highlight program impacts by comparing participant outcomes to what would have happened in the absence of programming. You will hear about the importance of contact points for newcomers and how proactive outreach helps newcomers get the right services earlier. The importance of increasing service up-take will be discussed based on usages and the sustained impacts of newcomer employment services. Finally, we present Gender-based Analysis Plus results from specialized programming for racialized newcomer women and their implications to employment programming to newcomer mothers

- **Iveth Ceron**, S.U.C.C.E.S.S,. Lessons Learned from the Proactive Outreach to Clients Using Technology
- **Xiaoyang Luo**, Social Research and Demonstration Corporation, Lessons Learned from the Proactive Outreach to Clients Using Technology
- **Masashi Miyairi**, Social Research and Demonstration Corporation, Usages and Long-term Impacts of Employment Related Services and Language Training for Employment Purpose
- **Kim Lehrer**, Social Research and Demonstration Corporation (SRDC), Employability and Employment of Racialized Newcomer Mothers in the Career Pathways for Racialized Newcomer Women Pilot Project.

Block C / Bloc C
C10 - Workshop - Panel Presentation / Atelier - Présentation en panel

Outremont 5

Towards Inclusive Social Services: A CBPAR Study with Ontario's Muslim Communities
Canada's rapidly growing Muslim population of 1.8 million (Stats Canada, 2021), highlights the need for culturally sensitive social services. Our community-based participatory action research (CBPAR; Strand et al., 2003) project, in collaboration with mosques and social service organizations, examines the experiences of Muslims accessing social services in Ontario. This roundtable will discuss study findings rooted in intersectionality theory, and explore diverse needs including healthcare in the context of migration and integration. We will showcase immigrant narratives while exploring inclusive, anti-racist approaches to enhance social services for immigrant Muslims.

- Moderator: **Dr. A. Ka Tat Tsang**, University of Toronto
- **Dr. Erfaneh Razavipour**, McGill University
- **Dr. Shaheen Azmi**, Retired Director of Policy, Education, Monitoring and Outreach at the Ontario Human Rights Commission

Block C / Bloc C
C11 - Workshop - Panel Presentation / Atelier - Présentation en panel

Westmount 2

Can You Tell Who I Am?
This roundtable will facilitate a discussion on the power of storytelling in building bridges between Indigenous and Newcomer youth by Highlighting the commonality among youth where they can relate to one another and build a sense of allyship and support among each other and promote the knowledge of anti-racism and advocacy. Drawing on the work of an ongoing project titled Can You Tell Who I Am? by the Ethnocultural Council of Manitoba and Aurora Family Therapy Center. We will discuss existing projects and learn about effective story-catching practices. Participants will have an opportunity to practice storytelling together.

- **Damhat Zagros**, Facilitator at Aurora Family Therapy Centre and Human Rights Student at University of Winnipeg
- **Kathleen Vyrauen**, Project Manager: Immigration Partnership Winnipeg and Ethnocultural Council of Manitoba

Block C / Bloc C
C12 - Workshop - Panel Presentation / Atelier - Présentation en panel

Outremont 7

National Cultural Brokers Project: Connecting Newcomer and Indigenous Stories through Cultural Brokering Practice
In Canada, migrants from across the world arrive on land rich with Indigenous cultural wealth, in a nation working to create equitable systems where all can thrive.
Cultural Brokering is a human-centred practice needed whenever cultural, social, and economic gaps exist. Cultural Brokering bridges gaps in our immigration ecosystem, addressing inequities many newcomers experience. This practice invites us to be in relationship with Indigenous communities and explore the question, How do we live well together on this land?
Join us to discuss and learn about the value of cultural brokering practice and a model for building connections across the nation.

- **Leslee Mackey**, Multicultural Helath Brokers Cooperative
- **Lorne Green**, Samson Cree First Nation
- **Wazhma Wakil,** Umbrella Multicultural Health Coop
- **Mugisho Mulimbwa,** Ottawa Newcomer Health Centre

Block C / Bloc C
C13 - Workshop - Panel Presentation / Atelier - Présentation en panel

St-Laurent 8

Critical Discourse Analysis and Nation Building: Immigrants and Indigenous Peoples as Canadian Identity.
This session will explore how Canadian national identity and the identities of those living in Canada are constructed and represented through discourses. Panelists will share findings from several research studies that use critical discourse analysis to bring together a discussion on how immigrant and indigenous identities are constructed through media, institutional texts, and daily conversation. The session will illuminate the pervasive role that discourse plays in shaping Canadian identity, impacting the experiences of immigrants and indigenous peoples, and contributing to systemic injustices.

- **Marianne Barker**, McGill University
- **Tiffany Campbell**, Dalhousie University
- **Jessica Naidu**, University of Calgary

Block C / Bloc C
C14 - Workshop - Panel Presentation / Atelier - Présentation en panel

St-Laurent 7

NYouth in Design: Co-Design and Equitable Partnership in Refugee Youth Settlement
This session will showcase the Youth in Design initiative, a pilot that used co-design and equitable partnership frameworks to support youth refugee integration in Canada. This program was developed to strengthen youth capacity, enabling them to both understand and gain social capital for the purposes of self-enrichment, inclusion, and employment. Youth and SPO representatives, will discuss their experiences participating in this innovative project. Additionally, members of Blueprint (mission-driven evaluation org), and WES (implementation org) will discuss the evaluation process and its findings, stressing both strengths and challenges of implementation. Themes: refugee settlement; youth; co-Design; equitable partnership; advocacy; inclusion.

- **Maha Alio**, ACCT
- **Bahir Bushra,** Youth
- **Amna Shah,** Youth
- **Ulises Pallares**, Blueprint
- **Ousama Alkhatib**, WES

Block C / Bloc C
C15 - Workshop - Panel Presentation / Atelier - Présentation en panel

Outremont 6

Enhancing National Sector Gender-based Analysis Plus Capacity.
The first of its kind, the Enhancing National Sector Gender-Based Analysis Plus Capacity project assembles a staff team from seven Umbrella organizations across the country. The project seeks to enhance the settlement and integration sector's capacity to mainstream Gender-Based Analysis Plus (GBA Plus) within programs, policies, and procedures through a Collective Impact model. At this session, project staff will provide an overview of the project's structure and main objectives, highlight preliminary findings and next steps, and detail opportunities for collaboration with the sector to support GBA Plus capacity building across the country.

- **Ebony Rosa**, AMSSA
- **Leesha Kanbour**, AMSSA

Block C / Bloc C
C16 - Workshop - Panel Presentation / Atelier - Présentation en panel

Bonaventure

(Re)imagining Racially Just Education: An Assessment of Research, Policy, and Practice
This session critically explores the relationship between educational research, policy, practice, experience, and racial justice by delving into aspects of equity within the educational system; the challenges and complexities of researching racism; as well as responsive initiatives for, by, and with racialized communities. It highlights the importance of interrogating the dominant culturalist paradigm and intends to instigate valuable insights for fostering inclusivity and racial justice in the educational landscape.

- **Lerona Dana Lewis**, University of Ottawa, *Limits of EDI in Quebec*
- **Réginald Fleury,** SDESJ, *Obstacles encountered by Black youth and families in their demands for educational justice*
- **Gina Lafortune**, UQAM, *The Challenges of a Research Study on Racism in the Preschool-Primary Education System of Quebec*
- **Barbara Dejean**, McGill University, *The Challenges of a Research Study on Racism in the Preschool-Primary Education System of Quebec*
- **Marc Donald Jean-Baptiste**, UQAM, *The Challenges of a Research Study on Racism in the Preschool-Primary Education System of Quebec*
- **Tya Collins**, University of Ottawa, *Toward Equitable Schooling at the Intersections of Race, Disability, and Language*
- **Corina Borri-Anadon**, UQTR, *Toward Equitable Schooling at the Intersections of Race, Disability, and Language*
- **William Tcheumtchoua Nzali**, University of Ottawa, *(Re)thinking the professional integration of Black teachers in light of Ubuntu*
-

French Session | Séance en français

Block C / Bloc C
C17 - Workshop - Panel Presentation / Atelier - Présentation en panel

Westmount 1

Application Mauril de CBC/Radio-Canada - la culture et le divertissement au coeur de l'apprentissage des langues officielles.
The first of its kind, the Enhancing National Sector Gender-Based Analysis Plus Capacity project assembles a staff team from seven Umbrella organizations across the country. The project seeks to enhance the settlement and integration sector's capacity to mainstream Gender-Based Analysis Plus (GBA Plus) within programs, policies, and procedures through a Collective Impact model. At this session, project staff will provide an overview of the project's structure and main objectives, highlight preliminary findings and next steps, and detail opportunities for collaboration with the sector to support GBA Plus capacity building across the country.

- **Ebony Rosa**, AMSSA
- **Leesha Kanbour**, AMSSA

CCIS

OUR COMMUNITY. OUR FUTURE.



WHO WE ARE

With a team of over 450+ staff & 1,800 volunteers, speaking over 60 languages, we assist newcomers in their resettlement and integration process by offering over 95 programs & services out of 14 locations throughout Calgary & Southern Alberta. **www.ccisab.ca**

Join our **community** wherever you are!

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@fcisab @bcisab

@ccis_ab

cciswelcomehere.com

Calgary Catholic
Immigration Society

@ccisab

14
March - mars

Plenary 2
Séance plénière 2

As of / À partir de 7:30 am
Registration / Visit the Exhibitors and Poster Presentations
Inscriptions / Visite des Kiosques des exposants et des Présentations d'affiches

Common area, lower level
Espace commun, niveau inférieur

9:00 - 10:30 am
Plenary Session 2 / Séance plénière 2

Ballroom / la salle de bal

Looking Forward: Demographic Future, Evolving Immigrant Numbers and Canadian Opinion
According to Statistics Canada, immigration is projected to remain the main driver of future population growth, a trend that began in the early 1990s. In the first quarter of 2023, 98% of the country's growth was due to permanent and temporary immigration. Our rapid demographic changes will result in an increasingly diverse population in the decades ahead. Yet, surveys indicate rising concerns about the numbers of newcomers and the possible impact for intergroup tension. Plenary speakers will present various demographic forecasts and what it implies for the social and political climate

- Session Chair: **Josée Begin**, Assistant Chief Statistician Social, Health and Labour Statistics Field, Statistics Canada
- **Patrice Dion**, chief of the Population projections program, Centre for Demography, Statistics Canada
- **Christian Bourque**, Léger
- **Frédéric Fleury-Payeur**, demographer (MSc), Institut de la statistique du Québec (ISQ)
- **Yves-Gérard Méhou-Loko**, Secretary General Canadian Commission for UNESCO - Vice President, Fédération des communautés francophones et acadiennes du Canada (FCFA)
- Session commentator: **Jane Badets**, former Assistant Chief Statistician, Social Statistics Sector, Statistics Canada

Regarder vers l'avenir : L'avenir démographique, l'évolution du nombre d'immigrants et l'opinion des Canadiens
Selon Statistique Canada, l'immigration devrait rester le principal moteur de la croissance démographique future, une tendance qui s'est amorcée au début des années 1990. Au cours du premier trimestre 2023, 98 % de la croissance du pays sera due à l'immigration permanente et temporaire. Nos changements démographiques rapides se traduiront par une population de plus en plus diversifiée dans les décennies à venir. Pourtant, les enquêtes révèlent des préoccupations croissantes concernant le nombre de nouveaux arrivants et l'impact possible sur les tensions entre les groupes. Les intervenants en séance plénière présenteront diverses prévisions démographiques et ce qu'elles impliquent pour le climat social et politique.

- Présidente de séance: **Josée Begin**, statisticienne en chef adjointe, domaine des statistiques sociales, de la santé et du travail, Statistique Canada
- **Patrice Dion**, chef du programme des projections démographiques, Centre de démographie, Statistique Canada
- **Christian Bourque**, Léger
- **Frédéric Fleury-Payeur**, démographe (M. Sc.), Institut de la statistique du Québec (ISQ)
- **Yves-Gérard Méhou-Loko,** Secrétaire général Commission canadienne pour l'UNESCO - Vice président, Fédération des communautés francophones et acadiennes du Canada (FCFA)
- Commentatrice de séance: **Jane Badets**, ex-statisticienne en cheffe adjointe, secteur des statistiques sociales, Statistique Canada

10:30 am – 11:00 am
Break / Visit the Exhibitors and Poster Presentations
Pause / Visite des Kiosques des exposants et des Présentations d'affiches

Common area, lower level
Espace commun, niveau inférieur

11:00 am – 12:15 pm
Block A of concurrent sessions (workshops and roundtables)
Bloc A des séances simultanées (ateliers et tables rondes)

Block D/ Bloc D
D1 - *Workshop - Panel Presentation / Atelier - Présentation en panel*

Outremont 6

Settlement Program Outcomes – Insights for the Future of the Settlement Program
This workshop will examine the intended outcomes of IRCC's Settlement Program and reflect on how the Department's robust data collection, measurement, and analysis system allows for monitoring each point along the settlement continuum. Recent findings and results will be presented to highlight how the Program is achieving newcomer settlement and integration outcomes, and a discussion of what's next for the program will follow – including how the Department's results are influencing the future of the Settlement Program.

- Session Chair: **Denise Légaré,** Immigration Refugees and Citizenship Canada (IRCC)
- **Terhas Ghebretecle**, Immigration Refugees and Citizenship Canada (IRCC), *Setting the Stage – Desired Outcomes and Measurement of IRCC's Settlement Program*
- **Dan Wright**, Immigration Refugees and Citizenship Canada (IRCC)*, Where we are going – How Outcomes Analysis has Influenced the Settlement Program*

Block D/ Bloc D
D2 - *Workshop - Panel Presentation / Atelier - Présentation en panel*

St-Laurent 3

Should I Stay Or Should I Go...? Studying Choices Of CUAET Arrivals
Canada has welcomed over 200 000 foreign workers who found themselves one day in a refugee-like situation due to the war in Ukraine. In this workshop we will present the portrait of a CUAET arrival and their pathway of adapting in a new country.
Presenters will explore the results of the survey on CUAET arrivals, questions that were posed to a CUAET arrival through the survey on their motivation, expectations, and actions that were taken to find a refuge in Canada or after their status expires, return back home.

- **Ivanka Tymchuk,** Canadian Ukrainian Immigrant Aid Society (CUIAS Immigrant Services), Toronto, *CUAET Arrival: a Refugee, a Worker, a Visitor?*
- **Andrei Zavialov,** Canadian Ukrainian Social Services (CUSS), Toronto, *Newcomers From Ukraine: Stay In Canada Or Return To Ukraine*

Block D/ Bloc D
D3 - *Workshop - Panel Presentation / Atelier - Présentation en panel*

St-Laurent 4

L'inclusion numérique et son importance dans le secteur de l'établissement.
Rejoignez-nous pour une séance, amusante et interactive de 70 minutes au cours de laquelle nous approfondirons le concept d'inclusion numérique et ses implications pour les organisations, les individus et les communautés que vous servez.
Au cours de cet atelier, nous explorerons la signification de l'inclusion numérique et son importance dans le secteur de l'établissement, en mettant l'accent sur les obstacles spécifiques auxquels sont confrontés les nouveaux arrivants lorsqu'ils accèdent au monde numérique. Découvrez des stratégies pour éliminer ces obstacles et apprenez comment vous pouvez contribuer à la création d'un environnement numérique plus inclusif pour tous. Nous vous fournirons également des informations sur la manière dont vous pouvez accéder à une formation gratuite sur l'inclusion numérique par le biais de la formation des champions numériques.

- **Kamal Kaur**, Digital Inclusion Facilitators, GEO Nova Scotia
- **Brenda Lavandier**, Digital Inclusion Facilitators, GEO Nova Scotia

Block D/ Bloc D
D4 - *Workshop - Panel Presentation / Atelier - Présentation en panel*

Outremont 1

Le point de vue des Québécois sur les migrants du chemin Roxham : données d'un sondage et d'une analyse de presse.
Depuis le début de l'année 2017, de nombreux migrants sont entrés au Canada par le chemin Roxham, une route secondaire entre l'État de New York et le Québec, aujourd'hui fermée. Bien qu'avertis qu'ils seraient arrêtés, une fois sur le sol canadien, ils ont été autorisés à rester et à poursuivre une demande d'asile. Alors que le public québécois semblait initialement peu préoccupé par l'afflux de migrants passant par le chemin Roxham, l'augmentation de leur nombre au fil du temps a eu un impact important sur l'opinion publique Québécoise et a suscité une véritable polémique publique. Cet atelier examinera, les données du projet CSRH (Potvin, 2019-2023) portant sur les discours des québécois lors de grands débats publics, notamment à travers les médias traditionnels et sociaux. Dans une première partie (Potvin et Jedwab), des données d'un vaste sondage sur les attitudes des Québécois à l'égard des migrants du chemin Roxham en 2020-2021 seront présentées. Dans une 2e partie de l'atelier (Le Bourdais, Mekerian et Winter), il se penchera sur une analyse des chroniques d'opinion dans la presse écrite québécoise entre 2019 et 2021 afin d'en faire ressortir les principaux cadrages ou angles d'interprétation à dans les médias au même moment, et de réfléchir à l'influence de la couverture médiatique sur les opinions des citoyens sur des enjeux précis. Les liens entre les deux types de données seront analysés.

- **Maryse Potvin**, Professeure, UQAM, cotitulaire, Chaire de recherche France-Québec sur les enjeux contemporains de la liberté d'expression
- **Jack Jedwab**, President & CEO/Président & directeur général, ACS-Metropolis-AEC
- **Isabelle Le Bourdais**, University of York
- **Aïki Mekerian**, Université d'Ottawa

Block D/ Bloc D
D5 - *Workshop - Panel Presentation / Atelier - Présentation en panel*

Westmount 2

Breaking Barriers: The Untold Stories of International Students with or without Families Coping with their Mental Health and Wellbeing on and off Campus

Voices of post-secondary international students and their dependent family members' access to mental health and well-being needs are becoming critical and deserve urgent attention. At the University of Calgary, our 18-month research endeavour focusing on international students with or without families, through a blend of qualitative and quantitative methodologies, sheds light on their nuanced experiences concerning mental health. Join us in exploring untold stories data-informed insights, and collaboratively addressing one of the burning topics as we collectively strive to create a more supportive and inclusive response to address the needs of international students with families in Canada.

- **Shamsa Mistry**, *University of Calgary*
- **Monica Sesma Vazquez**, *University of Calgary*
- **Karen Lazaruk**, *University of Calgary*

Block D/ Bloc D
D6 - *Workshop - Panel Presentation / Atelier - Présentation en panel*

St-Laurent 5

Comparative perspectives on migrant integration: Case studies from non-traditional gateway cities in Canada and the United States

As two major global migration destinations, Canada and the United States share common tendencies towards the localization of immigration policies and place-based approaches, as evident in the federally funded Local Immigration Partnerships (LIPs) in Canada and the Welcoming America (WA) Cities and Counties initiatives in the US. This panel will draw upon diverse case studies from both countries in relation to the LIPs and WA, presenting a comparative perspective that is crucial for deepening our understanding of how various places, local initiatives, and agencies shape migrants' lived experiences in non-traditional gateway cities, and conversely, how these experiences influence the communities.

- **Zhixi Zhuang**, Toronto Metropolitan University, School of Urban and Regional Planning, Comparative Place-based Approaches in Immigrant Integration: Unveiling Insights from Non-Traditional Gateway Cities in Canada and the US
- **Melissa Kelly**, Toronto Metropolitan University, CERC, Place-Based Welcoming Initiatives in Rural and Remote Communities: Focus on Northern Ontario
- **Tejraj Shah**, NWO Local Immigration Partnership, Place-Based Welcoming Initiatives in Rural and Remote Communities: Focus on Northern Ontario
- **Cathy Yang Liu**, Georgia State University, Andrew Young School of Policy Studies, The Networked Diffusion of Welcoming Initiatives among Local Governments and Nonprofit Organizations
- **Saltanat Liebert**, Virginia Commonwealth University, L. Douglas Wilder School of Government & Public Affairs, Integration of Immigrants in Virginia: Challenges and Opportunities
- **Florita Gunasekara**, Chicago Council on Global Affairs, A Welcoming Midwest: Immigration Policies and Initiatives at the Local Level

Block D/ Bloc D
D7 - *Workshop - Panel Presentation / Atelier - Présentation en panel*

Outremont 4

SWIS Responding to Need: When Numbers of Newcomer Youth Skyrocket
Following on the heels of pandemic restrictions, numbers of newcomer & refugee youth suddenly tripled, quadrupled & continued to grow, quickly overwhelming settlement workers in Calgary schools with requests for support. Working with school board partners, a systems analyst & the diverse, expansive knowledge of Calgary Bridge Foundation for Youth staff, we pivoted & introduced an Integrated Services Delivery Model strategy in less than 6 months, expanding our scope of support through collaboration & innovative thinking. Our ISDM is proving to be an effective SWIS service delivery model, successfully supporting many more immigrant & refugee newcomer youth with inclusive, equitable education resettlement opportunities. Come share the story.

- **Lorraine Kinsman**, The Calgary Bridge Foundation for Youth
- **Cristina Balamban**, The Calgary Bridge Foundation for Youth

Block D/ Bloc D
D8 - *Workshop - Panel Presentation / Atelier - Présentation en panel*

St-Laurent 6

A Collaborative Approach to Building a Data-Skilled Settlement Community
The importance of using data to inform settlement service delivery is growing, especially when considering the diverse emerging needs of newcomers. In recognition of the capacity gap settlement agencies face in leveraging their data, the Data Hub project, championed by the TEQ LIP and led by CCS in partnership with the University of Toronto Scarborough, strives to build the practical capacity of participating agencies to work with and collaborate on data. In this session, the Data Hub and its collaborators will share the project's collective experience and approach to building a data-skilled and data-centric settlement community through practical capacity building.

- **Nadia Singh**, Catholic Crosscultural Services
- **Irmi Hutfless,** Catholic Crosscultural Services
- **Dave Fenton**, University of Toronto Scarborough
- **Tracy Wu**, Centre for Immigrant and Community Services

Block D/ Bloc D
D9 - *Workshop - Panel Presentation / Atelier - Présentation en panel*

Outremont 5

Enhancing Newcomer Economic Integration: An institutional ethnography and data integration project

Immigrant Services Calgary's Newcomer Knowledge Hub conducted an institutional ethnography study investigating newcomers' experiences of pre-migration and post-arrival employment trajectories. Findings informed a dynamic dashboard visualizing (1) data on economic inclusion of newcomers drawing on sector-specific and publicly available data and (2) factors influencing job search and employment stability among newcomers, teasing apart the employment outcomes of different newcomer groups. This workshop will present our ongoing advocacy efforts at the organizational, sector, and policy levels to support newcomers overcome the barriers related to 'Canadian experience' and transition away from 'survival jobs' toward full economic integration.

- **Vibha Kaushik**, Immigrant Services Calgary
- **Zohaib Ajaz Faridi**, Immigrant Services Calgary
- **Jeff Halvorsen**, University of Calgary
- **Ajwang Warria**, University of Calgary

Block D/ Bloc D
D10 - *Workshop - Panel Presentation / Atelier - Présentation en panel*

Outremont 7

A Collaborative Approach to Building a Data-Skilled Settlement Community

Geographic isolation and shortage of specialized services in rural and remote communities affect immigrant and refugee women's ability to access supports around abuse and mental health concerns. This presentation will share insights into women's experiences residing in rural areas in Alberta. It will highlight best practices for home visitation services especially when providing support to women impacted by abuse.

- **Lisa Sauve**, Accredited Supports to the Community
- **Michellen LaRue**, Alberta Home Visitation Network Association
- **Lucy Natana**, Ciwa

Block D/ Bloc D
D11 - *Workshop - Panel Presentation / Atelier - Présentation en panel*

St-Laurent 7

Innovating Supports: Pre and Post-Arrival Programs That Challenge the Status Quo in Supporting Highly Skilled Immigrant Women

Given ambitious new immigration targets, this timely workshop aims to present research highlighting the untapped economic potential of highly skilled immigrant women including what we know about the talent pool they represent & the challenges they face. Learn about innovative strategies from TGC's 2022 pilot program Catalyst used to train immigrant women across Canada in new career advancement approaches that do not rely solely on resumes & job postings and JVS Toronto's research that investigates the triumphs, challenges, and identity struggles of woman-identifying participants of their pre-arrival program.

- **Sharvari Jois**, JVS Toronto, Breaking Barriers & Empowering Change: A Pre-arrival Program Perspective
- **Ligia Chiari,** JVS Toronto, Breaking Barriers & Empowering Change: A Pre-arrival Program Perspective
- **Saadia Muzaffar**, TGC, Alternative Approaches to Labour Market Integration of Highly-Skilled Immigrant Women
- **Syeda Nayab Bukhar**, Alternative Approaches to Labour Market Integration of Highly-Skilled Immigrant Women

Block D/ Bloc D
D12 - *Workshop - Panel Presentation / Atelier - Présentation en panel*

Ville Marie

Unfree Labour: The Low Wage Stream of the Temporary Foreign Worker Program in the Seafood Industry in the Canadian Maritimes

Most migrant workers in Canada are employed through the Seasonal Agricultural Worker Stream (SAWP). Yet in the seafood industry most workers come through the low-wage stream of the Temporary Foreign Workers Program (TFWP). This roundtable discusses emerging and controversial issues related to the low wage stream of the TFWP: the lack of bilateral agreements between Canada and participating countries (i.e., Mexico; Philippines); unregulated and high recruitment fees for the workers; overcrowded accommodations and unfordable rents, as well as precarious occupational conditions and limited access to health care. Canada's Careworker Program is used as a contrasting stream of the TFWP that is both highly feminized and highly racialized.

- **Raluca Bejan**, Dalhousie University, The Low Wage TFWP Program in the Canadian Maritimes
- **Tracy Glynn**, Madhu Verma Migrant Justice Centre, Fredericton New Brunswick, Service Provision for Migrant Workers in New Brunswick
- **Alejandro Estivill Castro**, Consulado General de México en Montréal, Labour Rights for Mexican Migrant Workers in Canada
- **Eliza MacLauchlan**, Cooper Institute, Charlottetown, Prince Edward Island, Access to Permanent Residency for Migrant Workers in PEI
- **Naomi Lightman**, Toronto Metropolitan University, Health and Well-Being of Immigrant Women Care Workers in Canada
- **Connie Sorio**, Bayanihan Center: Windsor-Essex Center for Migrant Worker Support and Empowerment, Ontario, Accountability Issues and other Concerns with the Migrant Worker Support Program

Block D/ Bloc D
D13 - *Workshop - Panel Presentation / Atelier - Présentation en panel*

St-Laurent 8

Moving Forward Gender Based Violence Prevention, Intervention, and Healing Work, from the Grassroots Level

Transformative consciousness towards the prevention of Gender-Based Violence (GBV) pushes service providers and researchers to understand the domains of consciousness, the intersections of identity, and the practice of wraparound support and healing to create innovative and effective change.

Utilizing a Risk Assessment Wheel developed at Elmwood Community Resource Centre, you will have the opportunity to learn about intervention and prevention strategies and their practical application for strength-based and trauma informed approaches while working with individuals who are experiencing or are at risk of experiencing GBV. This presentation will highlight creative and innovative ways to bridge barriers and build connections.

- Session Chair: **Nina Condo**, Elmwood Community Resource Centre
- **Anne Oserin-Pinnock**, University of Manitoba, Transformative Consciousness: Anti-Oppressive Practice in the development and delivery of GBV programming
- **Charlene Conners**, Elmwood Resource Centre, Cultural Risk Assessment: Using practical tools for assessing risk in ethno-culture communities
- **Nina Condo**, Elmwood Community Resource Centre, Practical Interventions on responding and applying early intervention to newcomer gender-based violence

Block D/ Bloc D
D14 - *Workshop - Panel Presentation / Atelier - Présentation en panel*

Bonaventure

Getting Beyond the Myths: Reinventing Strategies to Enhance Newcomers' Employment Journey and Sense of Belonging in Canada

As Canada's immigration targets accelerate, settlement agencies are under increasing pressure to scale their activities to meet newcomer expectations for meaningful employment and work with employers effectively to recruit, hire and retain newcomer talent in our communities. During this interactive session, you will hear the journey of four settlement agencies from across the country as they reinvented their strategies to address these pressures for greater impact. With the support of LIFT through the Strategic Reinvention Initiative, these organizations have creatively re-thought how they meet the needs of both newcomers and employers, including redesigning their programming and partnership approach.

- *Sessions Chair:* **Bruce Dewar**, LIFT Impact Partners
- **Shelly D'Mello**, Intercultural Association of Victoria
- **Enver Naidoo**, WIS
- **Mohamed Bagha**, Saint John Newcomer Centre
- **Ali Abukar,** Saskatoon Open Door Society

Block D/ Bloc D
D15 - *Workshop - Panel Presentation / Atelier - Présentation en panel*

St-Laurent 1

Experiences of accessing services among women impacted by forced migration: Findings and take-aways from a cross-sectoral community-based research project
Women living within intersections including migration, gender, race, and class are disproportionately affected by limited social support, gender-based violence, and racism. However, minimal programming and policies are informed by the experiences of this population. Through shared goals of better understanding lived realities of women impacted by forced migration, we describe our research project that is grounded in a community-academic cross-sectoral partnership between settlement and nursing. Using an intersectionality-framed narrative approach, we critically discuss findings from these women's stories with the intention of highlighting key take aways to inform settlement programming, policy, and research.

- **Diana Ospina**, DIVERSEcity Community Resources Society, Women impacted by forced migration and their experiences of connecting to settlement services: recommendations for programming
- **Marc Larrivée**, Impact North Shore, Connecting women impacted by forced migration to Canadian services: Initial findings and take aways targeting settlement programming
- **Shahin Kassam**, University of British Columbia, School of Nursing, Capacity Research Unit, Experiences of connecting to settlement services among women impacted by forced migration: A critical look at facilitators to access and the next steps in our intersectionality-framed community-based partnership inquiry

Block D/ Bloc D
D16 - *Workshop - Panel Presentation / Atelier - Présentation en panel*

Westmount 6

Portail, pour une collaboration francophone en action
(atelier en français et en anglais)
Portail est une collaboration entre les organismes francophones impliqués dans l'établissement à Calgary. Portail a pour objectif l'optimisation des services d'établissement offerts aux clients francophones.
Les bases :
- centralisation du SÉBAA ;
- suppression de la duplication de services ;
- protocole de travail claire incluant le transfert de données entre organismes ;
- partenariat entre Francophones & Anglophones, Portail & Gateway (ISC) ;
- Détachement d'employés SÉBAA dans plusieurs organismes anglophones et francophones.

Ce modèle vertueux vise à optimiser l'outreach, le parcours d'intégration francophone et simplifier le parcours & l'offre de services aux clients de Calgary.

- **Hervé Stéclebout**, La Cité des Rocheuses
- **Evelyne Kémajou**, PIA
- **Erwan Oger**, CANAF
- **Evangelia Kalognomou**, La Cité des Rocheuses

Block D/ Bloc D
D17 - *Workshop - Panel Presentation / Atelier - Présentation en panel*

Westmount 1

Écouter la voix des personnes et des familles réfugiées et demandeuses d'asile pour mieux comprendre leurs expériences post-migratoires et mieux les accompagner.

- *« When you don't understand what people are saying around you, it makes you feel less of yourself ». Des parents demandeurs d'asile parlent de l'expérience de leurs enfants à l'école*. Auteurs : **Gina Lafortune**, **Övgü Ulgen** et **Celimene Dorcelus Cetoute**, Faculté des sciences de l'éducation de l'UQAM
- *« C'est comme si c'est un mur et on ne peut pas le percer » : expériences de réunification de familles réfugiées transnationales et d'intervenants sociaux qui les accompagnent à l'épreuve de la bureaucratie migratoire canadienne.* Autrice : **Myriam Richard**, École de travail social, Université de Montréal
- *Voix silencieuses, besoins criants : Expériences des réfugiés, demandeurs d'asile et migrants sans statut face à la COVID-19 à Montréal et Sherbrooke*. Auteurs : **Muzhgan Haydary**, **Laila Mahmoudi**, **Lara Gautier, Nassera Touati**, Ecole de Santé publique de l'Université de Montréal.
- *Accueillir et soutenir les familles réfugiées et demandeuses d'asile : défis et réussites de directions d'établissements scolaires.* Auteurs : **Geneviève Audet** et **Marc Donald Jean Baptiste**, Département d'éducation et formation spécialisées, Université du Québec à Montréal.
- *Parcours scolaires post-migratoires de jeunes élèves réfugiés et demandeurs d'asile au Québec et pratiques éducatives d'accueil et d'intégration: regards croisés des jeunes, des familles et des acteurs scolaires.* Auteurs : **Garine Papazian-Zohrabian,** (UdeM); **Corina Borri-Anadon,**(UQTR); **Lafortune, Gina** (UQAM); **Charette, Josée** (UQAM), **Monica Ruiz Casares,** (TMU) **Marie-Pascale Béland,** (UdeM); **Gabrielle Montesano,** (UdeM) et **Milica Miljus,** (UdeM).

12:15 - 1:45 pm
Lunch / Diner

Ballroom / la salle de bal

1:45 am – 3:00 pm
Block E of concurrent sessions (workshops and roundtables)
Bloc E des séances simultanées (ateliers et tables rondes)

Block E / Bloc E
E1 - Workshop - Panel Presentation / Atelier - Présentation en panel

Bonaventure

The uMetropolis Catalogue: Online Professional Development for the Settlement & Integration Sector

Come learn about uMetropolis – online professional development for the Metropolis network. uMetropolis was proud to welcome its first cohort of learners in January 2024. In this session, we will provide you with an overview of our programming, unveil our catalogue of courses open for pre-registration, and introduce the uMetropolis learning platform. Project partners will showcase the courses they have sponsored such as the newly developed "Immigrant Youth in Canada's Labour Market."

- Measuring Immigrant Integration in Canada;
- Managing Immigration in Times of Crisis;
- Francophone Immigration in Canada;
- Building Awareness, Documenting Barriers & Identifying Best Practices to Combat Racism;
- Best Practices for Welcoming Newcomers in Municipalities.

- **Christopher Surtees**, Director of E-Learning, Metropolis Institute
- **Ashley Manuel**, Managing Director, Metropolis Institute
- **Jack Jedwab**, President and CEO, Metropolis Institute

Block E / Bloc E
E2 - Workshop - Panel Presentation / Atelier - Présentation en panel

St-Laurent 3

Building Capacity to Address the Impact of Anti-Asian Racism on Mental Health for Settlement and Community Service Providers

Since the start of COVID-19 pandemic, one of the defining features of Immigrant Settlement Services Sector's "new normal" is an imperative for online and hybrid service delivery. This workshop aims to present preliminary descriptive findings from a CCS research project pertaining to employment support and upskilling in the era of online and hybrid language training, with a focus on labor-market integration. Our discussion will encompass factors including experiential learning and examining client and program characteristics that facilitate effective online and hybrid service delivery. We will also share lessons learned from this project's stakeholder engagement and forging community partnerships.

- **Nikesh Amit**, Catholic Crosscultural Services, Project Coordinator
- **Fiona Yang**, Catholic Crosscultural Services, Employment Access Program Manager
- **Rechel Bell**, Catholic CrossCultural Services - Employment Access Liaison -
- **I Younan An**, University of Toronto, Department of Political Science - PhD Student in Public Policy and Comparative Politics/ Graduate Teaching Assistant

Block E / Bloc E
E3 - Workshop - Panel Presentation / Atelier - Présentation en panel

St-Laurent 4

Canada in the international context - Driving inclusivity in the newcomer employment system

Recent newcomers are better educated compared to the Canadian-born individuals. However, skills gaps still exist between immigrants and Canadian-born individuals due to systematic barriers. We found that the key to Canada's economic growth is dependent upon its ability to properly utilize the skills possessed by immigrants. Shedding light on innovative approaches and successful cases, this workshop aims to have an in-depth discussion with the participants on how Canada is doing in term of employment inclusivity compared to other countries and how to use effective approaches to support the upskilling and reskilling in their career path.

- Session Chair: **Wendy Cukier**, Diversity Institute, TRSM, Toronto Metropolitan University,
- **Juan Marsiaj,** Diversity Institute, TRSM, Toronto Metropolitan University, Upskilling and reskilling newcomers Digital Skills (ADaPT) for newcomers: employer centered approaches
- **Lousia Makhtar**, Diversity Institute, TRSM, Toronto Metropolitan University, trauma informed approaches
- **Guang Ying Mo**, Diversity Institute, TRSM, Toronto Metropolitan University, Employment inclusivity: An international comparison Employment

Block E / Bloc E
E4 - Workshop - Panel Presentation / Atelier - Présentation en panel

St-Laurent 5

Building Capacity to Address the Impact of Anti-Asian Racism on Mental Health for Settlement and Community Service Providers

This session will present learnings from a 15-hour training program on strengthening the capacity of settlement and community service providers to address mental well-being issues caused by racial trauma among immigrants and racial minorities. We will be sharing the process of the project, the rationale for the design of the training program, the content of the training program, and the evaluation result of the pilot training.

This IRCC-funded project is a collaboration between settlement agencies, community service organizations, academics and social justice sectors.

- **Hieu Ngo**, University of Calgary
- **Paul Holley**, Association for Canadian Studies and the Metropolis Institute
- **William Lau**, ACCT Foundation
- **Xueqin Wu**, ACCT Foundation

Block E / Bloc E
E5 - Workshop - Panel Presentation / Atelier - Présentation en panel

Westmount 6

EDU4EDI: Service Sector Training to Build Inclusive Communities

Canada continues to welcome immigrants. Interaction and understanding between diverse peoples remains an ongoing challenge. Acknowledging integration is a two-way endeavor, this session introduces EDU4EDI (Education for Equity, Diversity, and Inclusion)—educational materials supported by IRCC and developed in collaboration with the Saskatoon Open Door Society and MOSAIC—in support of key service providers (education, housing, health, justice and settlement) who constitute the main points of contact and are essential for Newcomer integration. EDU4EDI provides training on cultural safety, anti-racism, EDI and positive race relations to build effective knowledge sharing, acceptance and collaboration between diverse peoples in Saskatchewan.

- **Dolores Wollbaum**, Team Lead, Cultural Bridging and Community Connections, Saskatoon Open Door Society
- **Mehdi Ebrahimpour**, Cultural Bridging Facilitator, Saskatoon Open Door Society
- **David Lee**, Director of Employment, Language, and Social Enterprise (ELSE), MOSAIC

Block E / Bloc E
E6 - Workshop - Panel Presentation / Atelier - Présentation en panel

St-Laurent 6

National Sector Engagement: Actioning Effective Engagement Between the Settlement Sector and IRCC

This workshop will highlight the reimagined National Sector Engagement (NSE) governance structure, which focuses on collaboration between IRCC, settlement service providers, and other stakeholders on (re)settlement policy, programming, and service delivery processes. We will hear from the three national engagement bodies, including the Settlement and Integration Policy and Program Committee (SIPPC), the Settlement and Integration Service Delivery Committee (SISDC), and the National Settlement and Integration Council (NSIC). Through the collaboration of these three bodies alongside IRCC, the national settlement and integration sector can better identify and address key issues, gaps, and priorities to improve national (re)settlement outcomes

- Session Chair: **Sarosh Rizvi**, Affiliation of Multicultural Societies and Service Agencies of BC
- **Olga Stachova**, MOSAIC, Settlement and Integration Service Delivery Committee
- **Vicky Sinclair**, MOSAIC, Settlement and Integration Service Delivery Committee
- **Manjeet Dhiman**, Access Employment, National Settlement and Integration Council

Block E / Bloc E
E7 - Workshop - Panel Presentation / Atelier - Présentation en panel

St-Laurent 1

Assembling, Performing and Negotiating Borders in the Americas

Forced by political instability, repression, discrimination, and poverty, people from Venezuela, Cuba, Ecuador, and Haiti are among the hundreds of thousands of people who cross to borders to neighbouring countries or traverse many countries in search of safety. The U.S. and Canada, the two Northern countries, have adopted policies and practices to deter asylum seekers from making refugee claims in their territories. At the same time, Southern countries have similarly extended their external and internal bordering practices and impede mobility. This panel will examine border regimes, bordering practices, and the politics of subaltern mobilities.

- **Idil Atac**, TMU, *Canada-US Safe Third Country Agreement: The Implications of Recent Legal and Policy Developments for Asylum Seekers*
- **Masaya Llavaneras Blanco**, Huron University, *Wall-making and social reproduction in the Dominican-Haitian border*
- **Linn Biorklund**, York University, *We pay with our life and our body:" Intimate Accounts from Mexico's 'Vertical Border'*
- **Guillermo Candiz**, University de l'Ontario Francaise, *Internal Bordering of Asylum in Costa Rica: navigating difficult terrains.*
- **Tanya Basok**, University of Windsor, *Internal Bordering of Asylum in Costa Rica: navigating difficult terrains*

Block E / Bloc E
E8 - *Workshop - Panel Presentation / Atelier - Présentation en panel*

Outremont 1

Cultivating Connections: Navigating Cultural Humility in Immigrant Engagement
This session offers an exploration of cultural humility, as a foundational practice in immigrant engagement at Jewish Family Services of Ottawa. The session discusses the integration of literature on cultural humility within psychotherapy services, accentuating its impact on cultural responsiveness. It further discusses cultural humility within educational activities for resettlement workers, emphasizing practical applications. Additionally, the session illuminates the intricacies of culturally responsive social inclusion programs designed for seniors, women, children and the 2SLGBTQ+ community. The session invites service providers, policy makers and funders to consider cultural humility as best practice for immigrant support frameworks.

- Session Chair: **Andrea Gardner**, Jewish Family Services of Ottawa
- **Sabine Jean**, Jewish Family Services of Ottawa, Harmony in Healing: Navigating Culturally Responsive Psychotherapy through the Art of Cultural Humility
- **Samoon Tasmim**, Jewish Family Services of Ottawa, Bridging Worlds: Empowering Resettlement Workers with Cultural Humility Training for Inclusive and Compassionate Support
- **Esperance Umutesi**, Jewish Family Services of Ottawa, Nurturing Inclusivity: The Vital Role of Culturally Responsive Programs for Vulnerable Immigrant Communities

Block E / Bloc E
E9 - *Workshop - Panel Presentation / Atelier - Présentation en panel*

St-Laurent 7

Learning, resources and collaboration for preventing and addressing gender-based violence across Canada with Mothers Matter, White Ribbon and the GBV Strategy Partnership
This workshop is focused on working with newcomer children, youth, and families to enhance the social determinants of health, tools and resources for the sector, and collaboration across Canada about preventing and addressing gender-based violence.
Mothers Matter Centre will present learning from their experience of mainstreaming GBV in settlement work by enhancing front line settlement staff capacity, supporting vulnerable newcomer mothers, and engaging men and boys to prevent GBV. White Ribbon will present their experience, learning and challenges in engaging men and boys especially newcomers in preventing and addressing GBV. Resources will be shared from the Gender Based Violence GBV Strategy for Immigrant Serving Agencies.

- **Yusra Qadir**, VP Programs and Advocacy Mothers Matter
- **Humberto Carolo**, CEO, White Ribbon, Canada
- **Nina Condo**, CISSA-ACSEI
- **Valérie Auger**, Voyer, Ending Violence Association of Canada
- **Briana Miller**, YMCA of Greater Halifax Dartmouth

Block E / Bloc E
E10 - *Workshop - Panel Presentation / Atelier - Présentation en panel*

St-Laurent 8

"As long as you are with us, no one can break us": Community-Led Resistance to Exclusion Among South Asian Immigrant Women in Toronto's East Danforth

This roundtable will include dialogue among community-based and academic researchers on the capacity and strategies of community-led settlement organizations to resist social, economic, and civic exclusion experienced by South Asian immigrant women in Toronto, Ontario. Roundtable speakers will discuss reflections and implications from community-engaged research with Bangladeshi migrants who receive services from South Asian Women's and Immigrants' Services (SAWIS). Presenters discuss structural inequities resulting from migration, labor market discrimination, and gender-based violence, including insights on how SAWIS's holistic approach to mutual aid, direct service, and advocacy seeks to foster social change for racialized immigrant women.

- **Sultana Jahangir**, Executive Director, SAWIS, Multidimensional Pandemic Impact on racialized migrant women: concerns and recommendations from the community
- **Syeda Sabiha Yesmin**, Secretary, SAWIS, Multidimensional Pandemic Impact on racialized migrant women: concerns and recommendations from the community
- **Swarna Tyagi**, Community Advisor, SAWIS, Examining SAWRO's holistic settlement service model to promote economic and social inclusion among racialized migrant women
- **Rushdia Ahmed**, PhD student, University of Toronto, "SAWRO shields us from scorching heat and heavy rain just like an umbrella": Community Voices from Our Migrant Journey with SAWRO Project
- **Momtaz Begum**, Project Coordinator, McMaster University & PhD student, University of Toronto, Working and Hurting in Little Bangladesh: Precarious Work, Health, and Return to Work

Block E / Bloc E
E11 - *Workshop - Panel Presentation / Atelier - Présentation en panel*

Outremont 4

SWIS & Real Me: Exploring the Connections Between Quality Settlement Services & Youth Criminal Justice Involvement

Racialized youth from newcomer families are emerging as a disproportionately overrepresented population throughout the Alberta Justice system. Vulnerable and at-risk youth sit at the intersection of the settlement, education, health, and justice systems. The number of newcomer/refugee youth arriving annually in Alberta is growing exponentially, generating unprecedented demand for student support services within Calgary's two public school systems. Implementing an integrated youth services approach within a holistic service model working alongside strong partnerships, fosters belonging, self-empowerment and potentially reduced encounters with the Justice system.

- **Noel Bahliby**, Director of Youth Programs, Centre for Newcomers
- **Lorraine Kinsman**, Director of Programs, Calgary Bridge Foundation for Youth
- **Simi Adeeko**, Senior Probation Officer, Calgary Youth Community Corrections

Block E / Bloc E
E12 - *Workshop - Panel Presentation / Atelier - Présentation en panel*

Westmount 2

"The WE Value Partnership: Community Ecosystem Innovation Using Technology Towards Settlement Success, Together

Discover the WE Value Partnership's 5-year journey in newcomer support through technology and collaboration in diverse communities. This session unveils the K2 Pathway to Settlement System (service delivery, partner, and client portal) as a built by and for settlement sector solution. We will exhibit how this ecosystem approach facilitates efficient standardized NAARs delivery and responsive service coordination. Learn from real-life urban, rural, and metropolitan case studies on overcoming challenges in change management, empowering partners, and creating value. Our roadmap offers insights for leadership and staff to navigate digital transitions that foster a unified tech-enabled environment for settlement success, together.

- **Matthew Dunlop**, YMCA of Southwestern Ontario
- **Kelsey Santarossa**, Workforce WindsorEssex
- **Aaron Fauteux**, Workforce WindsorEssex
- **Karen Marchan**d, South Essex Community Council
- **Satheeka Hettigama**, YMCA of National Capital Region

Block E / Bloc E
E13 - *Workshop - Panel Presentation / Atelier - Présentation en panel*

Outremont 5

The Future of Language and Skills Training: Harnessing Technology and Partnerships

This panel focuses on evolving technologies to deliver language training. It also speaks to accelerating language through employment collaborations and how technology and partnerships will define the future of language and skills training.

First, the panel will look at experiential learning methods and tools in language instruction. These will include adaptive learning systems, online collaboration tools, self-directed online learning modules, hybrid learning models, and mobile apps and gamification.

Second, it will examine language through employment partnerships by analyzing language for the workplace, immersive language experiences, language integration in work processes, and support networks.

- **Snezana Gabric**, COSTI Immigrant Services
- **Lisa Pryce**, LiUNA Local 183 Training Centre
- **Bhupinder Gill**, George Brown College, School of English as a Second Language, Preparatory and Liberal Studies
- **Alison Canning**, Let's Get Together

Block E / Bloc E
E14 - Workshop - Panel Presentation / Atelier - Présentation en panel

Outremont 6

Embodying Trauma Informed Care

Calgary continues as a destination for many newcomers who are displaced from war, violence, human rights abuses, and climate change. Centre for Refugee Resilience embodies a trauma informed multi-care system with holistic and culturally sensitive interventions. This lens leads the team to approach the work with radical honesty in courageously reckoning with the changing nature of migration and to build work dynamics that center the needs of refugee families. This roundtable discussion will explore the skillsets and behaviors integral to developing a trauma informed care service that is rooted in anti-oppressive and decolonial standards of practice.

- **Kathleen Bragas**, Calgary Catholic Immigration Society
- **Aqsa Iqbal**, Calgary Catholic Immigration Society
- **Jill Edgington Kirby**, Calgary Catholic Immigration Society

Block E / Bloc E
E15 - Workshop - Panel Presentation / Atelier - Présentation en panel

Ville Marie

Program Evaluation: Supporting improvements in newcomer services

In this session, Blueprint will bring together three of our partners offering programs/services for different types of newcomers – IEC-BC (skilled newcomers), Learning Enrichment Foundation (newcomers with varying levels of English language proficiency and digital literacy) and WES Gateway Program (refugees). As the evidence partner, Blueprint will share how we collaborate with each to carry out program evaluation and data collection, sharing some preliminary findings. Each of the three organizations will share their experiences of the relationship, as well as the extent to which data and insights have informed or may help inform program evolution and continuous learning.

- **Tanya Sethi**, Blueprint ADE
- **Anoushka Chandarana**, Blueprint ADE
- **Sheetal Lodhia**, Blueprint ADE
- **Daisy Quon**, IEC-BC
- **Elizabeth McBain**, The Learning Enrichment Foundation
- **Beatrice Kohlenberg**, WES

Block E / Bloc E
E16 - *Workshop - Panel Presentation / Atelier - Présentation en panel*

Westmount 1

Le Centre d'innovation en immigration francophone (CIIF)
Le Centre d'innovation en immigration francophone procède actuellement au lancement d'un nouveau programme de subventions et contributions. Celui-ci vise à renforcer la lentille francophone dans les programmes d'immigration afin d'améliorer les résultats des programmes relativement à la sélection et l'admission de candidats d'expression française. Pour ce faire, le CIIF capitalise sur l'expertise des communautés francophones en situation minoritaire (CFSM) et la mise à l'essai de projets novateurs afin de réduire des barrières à l'immigration francophone, notamment quant à la promotion des CFSM à l'international, à l'identification, l'accompagnement et le recrutement de candidats d'expression française.

- **Julie Nadeau**, IRCC
- **Denise Légaré**, IRCC
- **Kathie Ouellette**, IRCC

Block E / Bloc E
E17 - *Workshop - Panel Presentation / Atelier - Présentation en panel*

Outremont 7

Housing for future Immigrants
The panel will focus on how housing has been secured for immigrants and refugees amidst a housing crisis - what has worked and not worked and how we can take this learning forward into the future. We have learned a great deal through this crisis and the learnings can help inform future policies and Programs.

- **Samina Sami,** COSTI
- **Nicole Williams-Stupar,** Manager; Homelessness Initiatives and Prevention Services Shelter, Support and Housing Administration, City of Toronto

3:30 – 4:45 pm
Block C of concurrent sessions (workshops and roundtables)
Bloc C des séances simultanées (ateliers et tables rondes)

Block F / Bloc F
F1 - *Workshop - Panel Presentation / Atelier - Présentation en panel*

Westmount 6

Virtual Reality (VR) and Artificial Intelligence (AI) in Language Training for Newcomers to Canada
This research examines the educational utility of VR and AI technology in providing English language-based practice to Canadian newcomers. More than 120 adults were randomly placed into either a standard class, a VR class or an AI class where the learning outcomes in all three classes were thematically mirrored and engaged learners in interactive and discussion-based-role play in English conversation. This research is a partnership between the Syrian Canadian Foundation and the University of Toronto Mississauga aiming to better understand the pedagogical affordances and implications of VR and AI as language learning tools to help newcomers improve their language skills in an engaging way and accelerate their integration in Canada.

- **Rayan Batlouni**, Syrian Canadian Foundation (SCF)
- **Zahira Tasabehji**, Syrian Canadian Foundation (SCF)

Block F / Bloc F
F2 - *Workshop - Panel Presentation / Atelier - Présentation en panel*

St-Laurent 3

Contribution and value of immigrant human capital in Atlantic Canada's economy
Rising immigrant inflows in Atlantic Canada add to the region's human capital that is necessary for its economic development. In this session, we will discuss how labour market in Atlantic Canada values immigrants' human capital, how does it contribute to the regional economic development, the challenges faced in maximizing the potential contribution and the policies adopted in enhancing this potential.

- **Tony Fang**, Memorial University of Newfoundland, *Immigration and productivity in Atlantic Canada*
- **Julie-Ann Vincent**, Immigrant Settlement Association of Nova Scotia, *Skilled immigrants in Nova Scotia: Challenges and successes in their settlement*
- **Ather Akbari**, Saint Mary's University, *Immigrants' human capital valuation in Atlantic Canada versus rest of Canada*
- **Hui Xiao**, Saint Mary's University, *Immigrants' human capital valuation in Atlantic Canada versus rest of Canada*

Block F / Bloc F
F3 - *Workshop - Panel Presentation / Atelier - Présentation en panel*

St-Laurent 4

Pathways to Postsecondary Education for African Youth with Refugee Backgrounds in Canada
Canada leads the OECD as the country where the first- and second-generation children of immigrants have higher overall postsecondary education (PSE) participation rates than non-immigrants. Yet some groups of immigrant youth, including youth with refugee backgrounds from Africa have been found to achieve lower academic standards, study in lower streams, drop out at higher rates, and enter university in lower proportions. This session will present early research findings from a SSHRC-funded national community-based study exploring how the Canadian school experiences of African refugee youth impact their decision to pursue PSE. The presentation will focus on data collected through interviews with youth in Ontario, New Brunswick, Nova Scotia.

- **Harjeet Kaur**, Saskatoon Open Door Society, African Youth with Refugee Backgrounds school experiences in Saskatchewan
- **Suman Mondal,** Mcmaster University, PhD Student, African Youth with Refugee Backgrounds school experiences in Ontario
- **Jonathan Amoyaw**, Assistant Professor, Sociology Dalhousie University, African Youth with Refugee backgrounds school experiences in Nova Scotia
- **Stacey Wilson-Forsberg**, Associate Professor Human Rights, Wilfrid Laurier University, African youth with Refugee Backgrounds school experiences in New Brunswick

Block F / Bloc F
F4 - *Workshop - Panel Presentation / Atelier - Présentation en panel*

Outremont 4

The Tech Bootcamps Initiative
Tech Bootcamps initiative (TBC), funded by IRCC, Service Delivery Improvement, provided an innovative opportunity for the Immigrant Employment Council of BC to collaborate with tech employers to unpack soft skills for the Canadian tech sector and to co-design employer led solutions to assist tech newcomers to demonstrate these skills in the Canadian workplace. Insights from the Bootcamps helped employers to identify and mitigate barriers to the effective hiring and retention of newcomers. This will be a roundtable format, with IEC-BC speakers sharing learnings and engaging the group in a discussion on how this approach may be used in other sectors.

- **Daisy Quon**, IEC-BC
- **Rania Younes**, IEC-BC

Block F / Bloc F
F5 - *Workshop - Panel Presentation / Atelier - Présentation en panel*

Westmount 2

The Roles for LIPs in Large-Scale Humanitarian Resettlements
Over the past 15 years, Local Immigration Partnerships have played a significant role in three major humanitarian operations: Operation Syrian Refugee, Operation Afghan Safety, and Operation Ukrainian Safe Haven. In 2023, the National LIP Secretariat initiated a research project to investigate the specific roles LIPs had played in these efforts, with an emphasis on identifying promising practices and conditions that supported effective engagement. This panel will present the findings of that research and explore the possibilities for community-based partnerships to support future humanitarian flows.

- **Doug Olthof**, National LIP Secretariat, LIPs and the Whole Community Approach to Refugee resettlement
- **Meyer Burstein**, LIP Humanitarian Response Research Team, The LIP Humanitarian Response Research Project
- **Lenya Wilks**, Surrey LIP,, Community Partnerships in Support of Refugee Resettlement

Block F / Bloc F
F6 - *Workshop - Panel Presentation / Atelier - Présentation en panel*

Bonaventure

Applying Culturally Responsive Approaches to Newcomer Research. An Ethical Example from Public Health
Calgary Catholic Immigration Society (CCIS) works at multiple levels of engagement seeking to directly impact newcomer families, while also working to create positive impact in the systems, services, and communities in which newcomer families interact. While we know that effective and meaningful research requires investment and time, it has been our experience that the academic approach, and ethics, often does not account for cultural safety throughout the research cycle. However, for community based academic research to be responsive to the needs of the client, and the sector, Researchers need to consider revaluating their approach to forming research questions, requesting access of populations, collecting data, positioning service providers, and mobilizing findings.
CCIS, Habitus, and 19toZero have been working together to create effective strategies for ethical public health research ensuring cultural safety throughout the research design process. This workshop will speak to our learnings, and practical strategies that we have found effective in gaining meaningful participation, and actionable outcomes from Policy Makers, Researchers, Service Providers, and Newcomers.

- Moderator: **Fariborz Birjandian**, Advisor of Calgary Catholic Immigration Society
- **Amanda Koyama**, Director of Strategic Engagement, Calgary Catholic Immigration Society – Canada
- **Amanda Weightman**, Principal Consultant, Habitus Consulting Collective
- **Madison Fullerton**, VP, Operations & Community Partnerships 19 to Zero Public, Health Policy

Block F / Bloc F
F7 - *Workshop - Panel Presentation / Atelier - Présentation en panel*

Outremont 1

Help Along the Way: Community-based Mental Health Supports for Newcomer Families and Youth
Newcomer families experience stresses and strains that impact their individual and family-wide mental health and wellbeing at many points in their settlement journeys. The availability of culturally-safe preventative mental health supports offers protective and restorative functions as well as a trusted pathway to intervention services if needed. This presentation discusses several group-based approaches that were effective in supporting newcomers at the family level and some specifically for youth. Building mental health knowledge, enhancing capacity to cope with the migration experience, and facilitating community connections are key factors.

- **Remilekun Oniyide**, The Immigrant Education Society (TIES)
- **Kathleen Bragas,** Calgary Catholic Immigration Society (CCIS)
- **Hannan Sobh**, University of Calgary
- **Ronni Abraham**, The Immigrant Education Society (TIES)

Block F / Bloc F
F8 - *Workshop - Panel Presentation / Atelier - Présentation en panel*

St-Laurent 1

Exploration de la technologie en milieu rural et dans les petits centres
Trois fournisseurs de services desservant des clients francophones dans la région des PTN partagent leur expérience et leurs apprentissages en lien avec un projet d'APS d'IRCC. Découvrez les bonnes pratiques et les défis autour de la promotion des programmes en français, le recrutement et la fidélisation des clients d'expression française ainsi que les recommandations quant à l'offre de service en personne et à distance. Réflexions sur l'utilisation de la technologie, un service hybride et sur les défis de ces organisations francophones et sur la manière dont elles les abordent. L'évaluateur externe se joindra au panel avec un aperçu des principaux enseignements, défis et recommandations.

- **Jelena Popova**, Portail de l'Immigrant Association
- **Brigitte L'Heureux**, Fédération des parents de la francophonie manitobaine
- **Marie-Grace Nirere**, Service d'accueil et d'inclusion francophone de la Saskatchewan (SAIF-SK)
- **Monique Best**, Mothers Matter Centre
- **François Dumaine**, Prairie Research Associates

Block F / Bloc F
F9 - Workshop - Panel Presentation / Atelier - Présentation en panel

St-Laurent 5

Migration and Identities
A critical aspect of newcomers' identity is citizenship. Newcomers' sense of citizenship is linked to Canada's structured nature of opportunities. Structured opportunities perpetuate economic and social marginalization, undervalue contributions, rights and participation of racialized groups, and racism and racial discrimination are primary causal agents. Racism and racial discrimination create a sense of partial or incomplete citizenship for some newcomers. In this workshop, the presenters will address the issues of incomplete citizenship and implications for public policies that aim at strengthening settlement and integration.

- **Ayotunde Kayode**, Centre for Newcomers Society of Calgary
- **Francis Boakye**, Action Dignity

Block F / Bloc F
F10 - Workshop - Panel Presentation / Atelier - Présentation en panel

Westmount 1

Culturally Responsive Research in Practice: Working with Newcomer Participants
This session is centred on doing research with newcomers in more culturally responsive ways to support newcomers with equity, anti-racism, and social justice.
The roundtable will focus on experiences of doing research and evaluation with newcomer participants, drawing on the expertise of researchers, evaluators, and service providing organizations who act as bridges between newcomers and other groups. The session aims to generate tangible solutions to issues to ensure that ethics and equitable practices are mobilized when including newcomers in any project.

- **Amanda Weightman**, Habitus Consulting Collective

Block F / Bloc F
F11 - *Workshop - Panel Presentation / Atelier - Présentation en panel*

St-Laurent 6

A tale of Refugees resettlement in prairies - Lessons learnt with New thinkings for future resettlement in Canada

The refugee program in Canada has evolved in the last two decades. The program has presented success stories and outcomes with positive impact in Canadian communities and the economy. However, the program has received constructive criticism for significant growth and improvement to make the refugee program more relevant in the next few decades. This panel will unpack contextual perspective current practices and new directions from the lessons learnt.

- **Sultan Ali Sadat**, Saskatoon Open Door Society
- **Ashfaque Ahmed**, Saskatoon Open Door Society
- **Zainab Al-Musawi**, Saskatoon Open Door Society
- **Mamun Patwari**, Saskatoon Open Door Society

Block F / Bloc F
F12 - *Workshop - Panel Presentation / Atelier - Présentation en panel*

Westmount 1

The Ready English Accessible to Caregivers at Home (REACH) Pilot

The Ready English Accessible to Caregivers at Home (REACH) pilot is a flexible online language training model targeted for newcomer women caring for children. This workshop will discuss the development and implementation of REACH including its design, recruitment, and curriculum development to meet the needs of clients with high barriers. The outcomes of REACH will be presented, including English language learning and outcomes beyond language such as integration into life in Canada and sense of belonging. The evaluation uses a Gender-based Analysis Plus lens to understand how plurilinguistic and pluricultural identities impact clients' experiences and the impacts of REACH.

- **Audrey Appiah**, Social Research and Demonstration Corporation (SRDC)
- **Kim Lehrer**, Social Research and Demonstration Corporation (SRDC)
- **Sol Park**, Social Research and Demonstration Corporation (SRDC)
- **Pat Marilley-Bodner**, MOSAIC
- **Natalie Anderson**, MOSAIC

Block F / Bloc F
F13 - Workshop - Panel Presentation / Atelier - Présentation en panel

St-Laurent 8

Newcomer and immigrant well-being: A statistical analysis, a community-based program, and a study on internalized racism

Host country receptivitiy has been identified as an important factor in newcomer sense of belonging and well-being. While Canada is admitting over 1.2 million immigrants post-COVID, the country continues to racialize newcomers, de-skill, de-credential, and enforce “Canadian experience” requirements.
In this session, we will interrogate the shifting determinants of immigrant well-being through a analysis of Statistics Canada General Social Survey – Social Identities surveys (2013 & 2020). We will then present Alberta Network of Immigrant Women’s (ANIW) community-based ethno-cultural well-being group program, and conclude with ANIW’s examination of immigrant experiences and resistance to racism, internalization, and diaspora implications.

- **Jeff Halvorsen**, University of Calgary, Faculty of Social Work
- **Zohaib Faradi**, Immigrant Services Calgary
- **Kamal Seghal**, Alberta Network of Immigrant Women

Block F / Bloc F
F14 - Workshop - Panel Presentation / Atelier - Présentation en panel

Outremont 5

Identifying Best Practices in Combating Discrimination in the Settlement Process: A Qualitative Assessment

Identifying Best Practices in Combating Discrimination in the Settlement Process: A Qualitative Assessment is a project that explores the challenges faced by racialized newcomers in accessing settlement services and seeks to unveil discriminatory barriers.The session aims to highlight preliminary findings from qualitative interviews conducted with racialized newcomers and settlement workers which provide their firsthand perspectives as well as offering a glimpse into the identified issues and potential solutions.

- **Fatmata Kamara**, Project Coordinator, Association for Canadian Studies and Metropolis Institute

Block F / Bloc F
F15 - Workshop - Panel Presentation / Atelier - Présentation en panel

Ville Marie

Passage to Freedom / Passage vers la liberté Documentary Film
Passage to Freedom (2022) is a moving documentary film featuring oral histories of Southeast Asian refugees who made the dangerous journey from Cambodia, Laos, and Vietnam to Canada. The film effectively weaves archival clips of news stories, wartime footage, and interviews with former refugees and Canadian immigration officials. New government policies and programs enabled Canada to resettle over 100,000 Southeast Asian refugees from 1975 to 1985. The Canadian response to the refugee crisis was recognized with the UNHCR Nansen Medal in 1986. The film delves into the harrowing and courageous journey during the Vietnam War, the Secret Lao War, and the Cambodian Genocide; their struggles in settlement, resilience, and contributions in Canada.

- **Sheila Petzold**, Former CBC Executive Producer, *Directing and Producing Passage to Freedom Documentary Film*
- **Michael Molloy**, Former Canadian Foreign Service Officer and Coordinator of Indochinese Refugee Task Force; former Ambassador to Jordan, *Provisions of the 1976 Immigration Act, including the Private Sponsorship of Refugees Program*
- **Peter Duschinsky**, Former Canadian Foreign Service Officer and Director of International Liaison, International Liaison, *The Multiple Relations of the Department of Citizenship and Immigration and the Southeast Asian Refugees*
- **Allan Moscovitch**, Carleton University, *Creation of Passage to Freedom and Southeast Asian Community Involvement*
- **Colleen Lundy**, Carleton University, *History of the Southeast Asian Historical Research Project*
- **Stephanie Stobbe**, Canadian Mennonite University, *Personal Oral History of Family's Escape from Laos and Settlement in Canada*

Block F / Bloc F
F16 - Workshop - Panel Presentation / Atelier - Présentation en panel

Outremont 7

Empowering Newcomers: Advancing Access to Language Services in Canada
IAlberta Health Services (AHS) is part of Canada's first provincewide, fully integrated health system. It is responsible for delivering health services to 4.4 million people. To support patient-centered care in more than 150 different languages, AHS has implemented one of the most innovative and extensive language access programs in the country.

Learn how AHS has worked to meet the cultural and linguistic needs of their growing newcomer patient population, hear patient success stories, and learn best practices from a language access expert on how to implement a comprehensive language access program to bridge language barriers, improve equity and increase efficiencies.

- **Lulu Sanchez**, LanguageLine Solutions
- **Barry Jackman**, AHS

Block F / Bloc F
F17 - *Workshop - Panel Presentation / Atelier - Présentation en panel*

Outremont 6

Pratiques inclusives en contexte interculturel
La volonté d'inclure s'articule de façon particulière à l'échelle municipale. À Montréal, comme au Québec et ailleurs au Canada, il est nécessaire de se pencher sur les pratiques inclusives afin de privilégier le vivre-ensemble dans un contexte de diversification rapide des espaces urbains. Cette table ronde présente le projet « De l'exclusion à l'inclusion : Un partenariat sur les pratiques inclusives en contexte interculturel » réalisé dans le cadre d'un partenariat de recherche-action sur les dynamiques interculturelles dans les villes: « Montréal Ville Interculturelle ».

- **Gentil Pitch**, Bibliothèques de Montréal
- **Guy Drudi**, La Maisonnée
- **Hameza, Othman**, La Maisonnée
- **Veronica Islas**, Cric Centre-Sud
- **Jessica Lagacé-Bienville**, Bureau d'intégration des nouveaux arrivants à Montréal (BINAM)
- **Jessica Lubino**, Conseil Interculturel Montréal

An online survey for immigrant-serving organizations or practitioners.

Share your valuable insights to reimagine and co-create settlement services that are free from racism and discrimination as part of the **Co-designing for Anti-racism and Equity in Settlement Services** (CARES) project.

TAKE PART IN OUR ONLINE SURVEY

https://sur vey.srdc.org/SE/99/CARES/

Funded by: Immigration, Refugees and Citizenship Canada
Financé par : Immigration, Réfugiés et Citoyenneté Canada

CAREER PATHWAYS FOR
RACIALIZED NEWCOMER WOMEN

Latest results from the Career Pathways for Racialized Newcomer Women (CPRNW) Pilot Project demonstrate benefits from programming targeted for racialized newcomer women.

CPRNW participants improved their career adaptability skills and employment outcomes. This fostered a sense of belonging, built self-confidence and empowerment, and led to better wellness and mental health.

Download the latest CPRNW reports at

https://cpvmnw.ca/research-and-evaluation-repor ts/

Funded by: Immigration, Refugees and Citizenship Canada
Financé par : Immigration, Réfugiés et Citoyenneté Canada

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Elevate your impact with SRDC

The Social Research and Demonstration Corporation (SRDC) is a non-profit research organization created specifically to develop, field test, and rigorously evaluate programs.

We offer a range of research and evaluation services for organizations in the settlement sector, including:

Performance and evaluation reporting
Customized evaluation design
Developing outcome-driven programming
Logic model and theory of change expertise
Development of performance measurement tools
Comprehensive data collection and analysis
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450+ completed projects for various federal and provincial departments, municipalities, and other public and non-profit organizations

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As of / À partir de 7:30 am
Registration / Visit the Exhibitors and Poster Presentations
Inscriptions / Visite des Exposants et des Présentations d'affiches

Common area, lower level
Espace commun, niveau inférieur

9:00 - 10:30 am
Plenary Session 3 / Séance plénière 3

Ballroom / la salle de bal

Going Forward Together: Migrant Selection, Settlement and Technological Advances
It is widely known that immigrant entry to Canada is largely based on a selection system with varying criteria in response to evolving circumstances. While the immigrant selection process is the envy of other immigrant receiving countries it has important limitations. The reality that newcomers encounter upon arrival is not always aligned with expectations. What is the relationship between selection and settlement and in this regard how can cross-sectoral collaboration be improved to maximize positive outcomes? How can new technologies assist in enhancing the newcomer experience?

- Session Chair: **Samina Sami**, CEO, COSTI Immigrant Services, Toronto, Ontario
- **Jennifer Freeman,** CEO, PeaceGeeks, Vancouver, British Columbia
- **Jay Corless,** Lead Consultant - Digital Transformation of Migrant Training and Integration, IOM, and President, Sistech, Paris, France
- **Anthony Boonstra**, Senior Director, Immigration, Refugees and Citizenship Canada (IRCC) (TBC)
- **Jake Hirsch-Allen,** North America Workforce Development and Higher Ed System Lead, LinkedIn, Toronto, Ontario

Aller de l'avant ensemble : Sélection des migrants, établissement et progrès technologiques
L'entrée des immigrants au Canada repose largement sur un système de sélection dont les critères varient en fonction de l'évolution des circonstances. Bien que le processus de sélection des immigrants fasse l'envie d'autres pays d'accueil, il présente d'importantes limites. La réalité que les nouveaux arrivants rencontrent à leur arrivée ne correspond pas toujours à leurs attentes. Quelle est la relation entre la sélection et l'établissement et, à cet égard, comment la collaboration intersectorielle peut-elle être améliorée pour maximiser les résultats positifs ? Comment les nouvelles technologies peuvent-elles contribuer à améliorer l'expérience des nouveaux arrivants ?

- Présidente de la séance **: Samina Sami**, PDG, COSTI Immigrant Services, Toronto, Ontario
- **Jennifer Freeman**, PDG, PeaceGeeks
- **Jay Corless**, Consultant principal - Transformation numérique de la formation et de l'intégration des migrants, OIM, et Président, Sistech, Paris, France
- **Anthony Boonstra**, Senior Director, Immigration, Réfugiés et Citoyenneté Canada (IRCC) (TBC)
- **Jake Hirsch-Allen**, Responsable du système de développement de la main-d'œuvre et de l'enseignement supérieur en Amérique du Nord, LinkedIn, Toronto, Ontario

10:30 am – 11:00 am
Break / Visit the Exhibitors and Poster Presentations
Pause / Visite des Exposants et des Présentations d'affiches

Common area, lower level
Espace commun, niveau inférieur

11:00 am – 12:15 pm
Block G of concurrent sessions (workshops and roundtables)
Bloc G des séances simultanées (ateliers et tables rondes)

Block I / Bloc I
G1 - Workshop - Panel Presentation / Atelier - Présentation en panel

Bonaventure

Japan and Canada: Comparing the role of immigration in meeting varying demographic challenges
As the overall population in Japan ages considerably, the country's immigrant has been increasing rapidly. For its part, Canada's population growth is almost arises from immigration. This workshop will look at look at the impact of migration on the two countries and the labor force in the two countries and their respective capacity to welcome newcomers. Are immigrants being successfully integrated into the countries and how do the Canadian and Japanese peoples view newcomers? What can we learn from the experiences of the two countries with regards to immigration, settlement and integration?

- **Tokuro Furuya**, Deputy Head of Mission, Minister, Embassy of Japan in Canada
- **Yoko Yoshida**, PhD, Sociology, McGill University
- **Lori Wilkinson**, University of Manitoba
- **Jack Jedwab**, ACS and the Metropolis Institute

Block I / Bloc I
G2 - Workshop - Panel Presentation / Atelier - Présentation en panel

Ville-Marie

Innovative Employer Partnerships for Agencies Supporting STEM-trained Immigrant Women
Did you know that STEM-trained immigrant women make up the majority (52%) of Canada's women-in-STEM workforce, yet earn on average $0.55 to every dollar that non-immigrant men with the same qualifications earn? This session brings together three immigrant service providers to share how they've developed innovative employer partnership models that rank high in STEM job placement outcomes and the lessons they've learned in the process. The discussion will be valuable for professionals in career development, job placement, policy, and program delivery, with a focus on mitigating gendered barriers for this in-demand and highly skilled talent pool.

- Session moderator: **Saadia Muzaffar**, TGC Canada Centre for Immigrant Women in STEM
- **Ryan Carter**, Immigrant Employment Council of BC
- **Yasmin Ali,** Newcomer Women's Services Toronto
- **Sue Sadler**, Acces Employment

Block I / Bloc I
G3- Workshop - Panel Presentation / Atelier - Présentation en panel

St-Laurent 1

Religious literacy: Addressing polarizing views in rural, suburban, and urban settings
Newcomers to Canada are mostly from highly religious or highly non-religious countries, like Nigeria, China, and India. Yet, Canada has a Judeo-Christian history with a growing number of non-religious people. This diverse demographic has and may continue to cause friction in our already polarizing country as we work towards reconciliation with Indigenous Peoples. Thankfully, religious literacy is one way to help build bridges between these religious, spiritual, and non-religious groups. This workshop introduces: the 5 principles of religious literacy outlined by the Centre for Civic Religious Literacy, and its projects to show how religious literacy is a practical tool to foster understanding across ages, sectors, and regions of Canada.

- **Elaine Flores**, Rural Development Network, The "Faith & Belief Friendly" Workplace project
- **Erin Reid**, The Centre for Civic Religious Literacy, Developing a Rural Framework project The Civic Literacy Youth Network (CLYN)
- **Sabrina Jafralie**, The Centre for Civic Religious Literacy, Preserving the Griot Tradition and empowering Black youth project
- **Hicham Tiflati**, The Centre for Civic Religious Literacy, The Civic Literacy Youth Network (CLYN)
- **Olivia Pontecorvo**, Student Participant of Civic Literacy Youth Network, co-presenter of CLYN
- **W. Y. Alice Chan**, The Centre for Civic Religious Literacy, Indigenous and newcomer relations in New Brunswick

Block I / Bloc I
G4 - Workshop - Panel Presentation / Atelier - Présentation en panel

St-Laurent 4

Vicarious Trauma and Resilience: Intentional Mitigation Strategies
Vicarious trauma is a hard reality for helping professionals. This is particularly true in settlement where intimate relationships are established with people during what is often the most difficult and vulnerable time in their lives. There are strategies and practices we can apply to help us do this important work in ways that help mitigate the impact of vicarious trauma. This workshop will provide an overview of how the National Vicarious Trauma and Resilience Initiative is able to support service providers and how we can work together to ensure a network of active collaboration and support.

- **Catherine Wafula**, Aurora Family Therapy Centre
- **Shakila Atayee**, Aurora Family Therapy Centre
- **Adey Mohamed**, Aurora Family Therapy Centre

Block I / Bloc I
G5- ***Workshop - Panel Presentation / Atelier - Présentation en panel***

Outremont 4

Implementing DEIA: A Strategic Approach to Employment Equity Through the Advancing Equity to Women and Girls Project
This panel presentation, based on the Advancing Equity to Women and Girls project, explores an innovative approach to employer engagement in integration of skilled immigrants through the implementation of the Diversity, Equity, Inclusion and Accessibility(DEIA)strategies. Under the project, a toolkit has been designed which has strategies for the employers to implement the DEIA practices. A thorough assessment has been carried out to examine challenges, surrounding the racialized immigrants and their transition into the Canadian workplace, based on which the toolkit has been designed. Topics include senior management buy-in for DEIA, establishing a respectful workplace policy, integrating DEIA in employee engagement and workplace culture.

- **Tanvi Sukhija**, Achēv
- **Ayesha Bhikha**, Achēv
- **Jhoanna Gonzales Miners**, Seasonova

Block I / Bloc I
G6 - Workshop - Panel Presentation / Atelier - Présentation en panel

St-Laurent 3

Housing and the Settlement Journey: Newcomer Obstacles and Options in Accessing Housing
Housing is an essential part of both short- and long-term settlement processes, but many newcomers experience housing insecurity, especially in the context of the current housing crisis. Newcomers face distinct challenges locating and accessing appropriate housing. This session shares research findings related to the experiences of refugees, international students, and other newcomers navigating the housing market in Canada and highlights transitional and supportive housing models. Panelists offer diverse reflections on the obstacles and options for housing, with perspectives from housing and service providers as well as newcomers in Winnipeg, Toronto, Montreal, and St. John's.

- Moderator: **Shereen Denetto**, Immigrant and Refugee Community Organization of Manitoba (IRCOM)
- **Francesca Allodi-Ross**, Romero House, Sharing Romero House's model of welcoming refugee claimants as neighbours, and what we have learned over the last 33 years
- **Yolande Pottie-Sherman**, Memorial University, Navigating the housing crisis: A comparison of international students and other newcomers
- **Abdulla Daoud**, Le Centre des réfugiés - The Refugee Centre, The Unique Housing and Settlement Needs of Refugee Claimants
- **Sarah Zell**, University of Winnipeg, Holistic Housing: Settlement Trajectories of Refugee Families in Transitional Supportive Housing in Winnipeg
- **Elisabeth Feltaous**, Canada Mortgage and Housing Corporation, Far from Home: Transitions of Immigrants and Refugees in and out of Hotels

Block I / Bloc I
G7- Workshop - Panel Presentation / Atelier - Présentation en panel

Outremont 5

The importance and benefits of employment support and upskilling
This session will emphasize the importance of critical employment support and upskilling opportunities for Alberta's newcomers. Recognizing newcomers' valuable skills and engaging employers in tailored upskilling initiatives that align with industry needs is imperative. Emphasizing adherence to industry standards, obtaining training and skills is crucial for success. Collaborative efforts among employers, training providers, CCIS, and dedicated newcomers create a successful formula. Employment support is pivotal for newcomers' seamless integration into the workforce. Endorsed by various Employers, CCIS will spotlight several key initiatives and processes, focused for the evolving workplace for newcomers.

- **Bob Khan**, CCIS
- **Monika Bhandari**, CCIS

Block I / Bloc I
G8 - Workshop - Panel Presentation / Atelier - Présentation en panel

Westmount 6

Getting Everyone on the Same Team: exploring models for family therapy
The refugee experience leads to significant shifts within family systems. Members of the Canadian Network for Survivors of Torture and Trauma reflect and explore the complex interplay between trauma, resilience, and family dynamics, providing a holistic perspective on the challenges and opportunities inherent in supporting refugee families on their journey towards healing and recovery. Insights revolve around the trajectory toward healing, featuring interventions departing from traditional family therapy models and emphasizing a resilience-building approach. The presentation aims to initiate a conversation that goes beyond data, cultivating a collective understanding of effective family interventions within this context.

- Moderator: **Jill Edgington Kirby**, Calgary Catholic Immigration Society
- **Huda Bukhari**, Canadian Centre for Victims of Torture
- **Kathleen Bragas**, Calgary Catholic Immigration Society
- **Nadia Umadat**, TSLIP
- **Aqsa Iqbal**, Calgary Catholic Immigration Society

Block I / Bloc I
G9- Workshop - Panel Presentation / Atelier - Présentation en panel

Westmount 2

Empowering Newcomers Through Digital Transformation: A Holistic Approach to IT Integration
Explore the dynamic landscape of digital transformation from two crucial perspectives: the digital needs of newcomers and the operational demands of settlement organizations. In this workshop we will delve into strategies to address the digital gap for newcomers through Digital Literacy and IT Accelerator programs. From foundational skills to advanced IT training, discovering the strategies and the challenges of empowering newcomers to navigate the digital world. From organizational perspective of digital transformation, we will show the outcomes, challenges and barriers in implementing a system to streamline operations, optimizes overhead, and administration, transform the way settlement organizations fulfill their mission.

- **Nafisa Wahedy**, Multicultural Association of Fredericton
- **Warshana Lakshan**, Multicultural Association of Fredericton
- **Ahmed Taha**, Multicultural Association of Fredericton

Block I / Bloc I
G10 - Workshop - Panel Presentation / Atelier - Présentation en panel

St-Laurent 5

Building Bridges to Employment Pathways
International students and graduates play a critical role in mitigating skilled labour shortages, addressing demographic challenges of an aging workforce and declining birth rates, and adding to the social and economic fabric and prosperity of our country. Learn how SAIT is mobilizing systemic change internally and externally through their My Career Pathways tool and partnership with the Calgary Economic Development, building relationships and employer capacity to help mitigate barriers associated with hiring international talent, and equipping students and staff with intercultural and digital competency skills to support and improve employment outcomes and advance goals of future prosperity and success.

- **Mary Polychronis** SAIT International Workforce Development Officer, International Centre
- **Dania El Chaar** SAIT Intercultural Champion, International Centre
- **Sara Struthers** SAIT Talent Services and Community Engagement, Continuing Education and Professional Studies
- **Leslie Shier** Calgary Economic Development Manager, Talent, Client Experience, Corporate Initiatives and Intelligence

Block I / Bloc I
G11 - *Workshop - Panel Presentation / Atelier - Présentation en panel*

St-Laurent 6

Enhancing access to health care for newcomer communities: the role of targeted digital strategies
This session explores how digital marketing enhances virtual healthcare access for immigrants and refugees. It stresses the need for specific marketing approaches to overcome access challenges. The session covers strategies to connect these populations, who may lack knowledge of virtual care, to resources. It also discusses building trust, availability, and education to promote virtual care usage. The article emphasizes overcoming language barriers and ensuring the safety of virtual healthcare for non-emergencies, highlighting digital marketing's role in making healthcare more inclusive for these groups.

- **Roozbeh Nazari** (MSc student, Institute of Science and Technology, Istanbul Commerce University), Exploring Challenges and Opportunities in Utilizing Focused Digital Marketing and Health Promotion Materials to facilitate virtual care among Immigrant and Refugee Populations
- **Ashfaque Ahmed**, Director of settlement, Saskatoon Open Door Society, Settlement Organizations' Role in Addressing Food Insecurity Gaps and Refugee Acceptance of Food Aid Items

Block I / Bloc I
G12 - Workshop - Panel Presentation / Atelier - Présentation en panel

Outremont 6

B.U.I.L.D.S. for Impact: Empowering BIPOC Grassroot Organizations in the Settlement Sector through Federal Funding

"B.U.I.L.D.S. for Impact" is a project that focuses on BIPOC Unified Inclusive Leading Organization Development for South Fraser (B.U.I.L.D.S.). Through this transformative journey, the project supports grassroots BIPOC organizations by equipping them with the necessary tools to enhance their services and community impact. We assist in accessing federal funding from Immigration, Refugees and Citizenship Canada (I.R.C.C.), enabling participants to gain valuable insights into innovative strategies to engage with federal and provincial stakeholders. This is a unique opportunity for these organizations to strengthen their capacity and maximize federal funding for the benefit of the community.

- **Lenya Wilks**, DIVERSEcity Community Resources Society
- **Sumaiyyah Adams**, DIVERSEcity Community Resources Society

French Session | Séance en français

Block I / Bloc I
G13 - *Workshop - Panel Presentation / Atelier - Présentation en panel*

Westmount 3

Québécois Francophone, Acadian and Franco-Ontarian stronger preference for Francophone than Anglophone migrants. Implications for Canada's two solitudes

- **Professor Richard Y. Bourhis**, Ph.D.,Fellow Royal Society of Canada (FRSC), Emeritus Professor, Department of Psychology, Universite du Quebec a Montreal (UQAM)

Block I / Bloc I
G14 - Workshop - Panel Presentation / Atelier - Présentation en panel

St-Laurent 7

Reducing the sector division: Better connecting Pre- and Post-arrival services
Providing comprehensive support to newcomers requires that the division between pre- and post-arrival services be addressed. Through Planning for Canada's pre-arrival services, immigrants access post-arrival support through settlement organizations like CCIS, Manitoba Start and COSTI, who have developed tools and practices to improve client outcomes. Connecting immigrants to short training options like Skills Enhancement for Newcomers is another way Canada's colleges, like Bow Valley College in Alberta, upskill immigrants and ensure they are supported through their journeys. Greater coordination between pre-arrival and post-arrival services will enable newcomers to hit the ground running and ease their settlement in Canadian communities.

- **Trudy Small**, COSTI
- **Cecilia Sun**, CCIS

Block I / Bloc I
G15 - *Workshop - Panel Presentation / Atelier - Présentation en panel*

Outremont 7

Refugee Resettlement: Innovative & Practical Approaches to Housing
The housing crisis in Canada has reached peak levels. Throughout multiple waves of refugee resettlement over the years, CCIS adopted various innovative, yet practical approaches to securing housing for refugees destined to Calgary. This presentation will focus on the various strategies our team has learned, applied, and modified to meet the dynamic housing needs of clients in an increasingly tighter housing market; highlights include creative approaches to finding housing, landlord-liaison relationships, capacity building on a community level, and system adjustments to accommodate shifts in refugee arrivals. Attendees will benefit from a rich discussion about best practices, trends, and recommendations.

- **Bindu Narula**, Calgary Catholic Immigration Society
- **Fatima Mansouri**, Calgary Catholic Immigration Society
- **Rowena Theodore**, Calgary Catholic Immigration Society

Block I / Bloc I
G16 - Workshop - Panel Presentation / Atelier - Présentation en panel

St-Laurent 8

Bridging structural employment gaps for immigrant youth: A holistic approach to confront and overcome challenges

Immigrant youth face additional employment barriers, prompting The Immigrant Education Society (TIES) to launch "Empowering Youth through Employment" in 2016. This comprehensive initiative, funded by ESDC, equips youth with essential tools to navigate job market complexities and overcome socioeconomic challenges. In response to Alberta's economic downturn, immigrant youth (18-30) turn to gig work. In 2022, TIES partnered with a digital marketing agency, unveiling "Bridge for Digital Youth." This mobile-based program explores digital marketing careers. Our presentation will share effective strategies and research findings, offering insights into sustainable, feasible, and accessible employment training for immigrant youth in Alberta.

- **Katerina Palova**, The Immigrant Education Society (TIES)
- **Mayssoun Hniedi**, The Immigrant Education Society (TIES)
- **Angela Ambrose**, The Immigrant Education Society (TIES)

Block I / Bloc I
G17 - *Workshop - Panel Presentation / Atelier - Présentation en panel*

Outremont 1

Développer des outils destinés aux personnes immigrantes, réfugiées et en demande d'asile, ainsi qu'aux personnes qui les accompagnent afin de faciliter leur installation au Québec

Trois projets phare du Centre d'expertise sur le bien-être et l'état de santé physique des personnes réfugiées et en demande d'asile (CERDA):

1. Trousse informationnelle en santé mentale pour les personnes immigrantes et réfugiées: informer des défis et outiller pour faciliter l'installation au Québec. Les résultats guidant son développement seront présentés.
2. Trousse d'orientation et de sensibilisation: outiller les équipes de santé des réfugié·es dans leur accompagnement de la population nouvellement arrivée. Les résultats de deux grandes étapes d'une démarche de transfert des connaissances seront présentés.
3. Carnets de route: Présentation de cet outil unique regroupant de l'information fiable, utile et accessible pour les personnes réfugiées, en demande d'asile et celles qui les accompagnent.

- **Alexi Vicken Kayayan Alvarado**, CERDA
- **Emmanuelle Moreau**, CERDA
- **Emmanuelle Bolduc**, CERDA

12:15 - 1:45 pm
Lunch / Diner

Ballroom / la salle de bal

1:45 – 3:00 pm
Block H of concurrent sessions (workshops and roundtables)
Bloc H des séances simultanées (ateliers et tables rondes)

Block H/ Bloc H
H1 - Workshop - Panel Presentation / Atelier - Présentation en panel

Ville Marie

Canada's Economic Mobility Pathways Pilot: An Innovative Approach to Responding to the Global Refugee Crisis

As the number of displace people worldwide continues to grow, labour mobility pathways can increase the number of displaced people able to secure durable solutions. This panel will highlight Canada's Economic Mobility Pathways Pilot (EMPP) to demonstrate how eligibility criteria was designed to capture greater numbers of displaced people, how the diversification of partnerships supports growth, and how the EMPP addresses gaps in the immigration ecosystem to match displaced newcomers with Canadian employers. This pilot allows Canada to bring forward a unique and modern approach that combines international humanitarian response with meeting Canada's economic needs.

- **Dianne Rainville**, Immigration Refugees and Citizenship Canada

Block H/ Bloc H
H2 - *Workshop - Panel Presentation / Atelier - Présentation en panel*

Outremont 4

Pathways for Economic Integration: Leveraging Technology in the Settlement Sector for Immigrant Women in STEM (IWS)

This session explores the use of technology to aid the settlement and economic integration of immigrant women in STEM. It addresses the underutilization of technology in disseminating information, capacity building and connecting immigrants with employers. The emphasis is on using virtual platforms to improve Immigrant-serving agencies' capacity and collaborations to help faster and more equitable economic integration of Immigrant Women in STEM. The aim is to assess current technology use and limitations, explore opportunities to develop comprehensive digital hubs and identify innovative digital solutions. This panel will be valuable for professionals, policymakers, digital experts, and researchers in the employment integration sector.

- **Kristy Peterson**, Career Advancement and Innovation, DIVERSEcity
- **Nadia Caidi**, University of Toronto

Block H/ Bloc H
H3 - *Workshop - Panel Presentation / Atelier - Présentation en panel*

Outremont 5

Our Community Through Our Lens: Photo Essays as a form of youth civic engagement

Immigrant and refugee youth are too often overlooked as possible changemakers: non-citizens and too young to vote, their voice is marginalized. This breeds frustration and disinterest.

The Journeys to Active Citizenship project has created a photo essay toolkit to engage youth in their communities. Over a five-session program, youth learn about how to document their communities, and how to highlight the need for change, through photos.

The presentation will explore the program's successes and challenges through several rounds of piloting at settlement agencies around Ontario.

- **Paul Bishop**, North York Community House
- **Rustam Zadran,** North York Community House
- **Tania Ruiz-Chapman**, Ontario Council of Agencies Serving Immigrants - OCASI

Block H/ Bloc H
H4 - *Workshop - Panel Presentation / Atelier - Présentation en panel*

Westmount 2

Opportunity for a Change: The International Student Experience in Nova Scotia and Post-Graduation Pathways
Nova Scotia is home to eleven universities, and in turn to an increasing population of international students (IS). Cape Breton hosts a large IS population, with 77% of the 9,100 students at Cape Breton University arriving from outside of Canada. Drawing from recent survey research conducted with IS in Cape Breton, academic research looking at post-graduate mobility pathways in NS and what non-economic aspects of day-to-day life can influence these decisions while providing a regional first voice perspective, this workshop will explore the challenges, aspirations, and mobility of IS in this rural region, and what the implications may be for post-graduate retention in this context.

- **Rebecca MacDonald**, Cape Breton Island Centre for Immigration, The International Student Experience in Cape Breton, NS: A Rural Perspective on Immigration and Retention
- **Adam Perry**, St. Francis Xavier University, Mobility Plans among Nova Scotia Post-Secondary Students: Exploring Domestic and International Comparisons
- **Damanpreet Singh**, Canadian Federation of Students, Voices Across Borders: An In-depth Look at the Nova Scotian International Student Experience

Block H/ Bloc H
H5 - *Workshop - Panel Presentation / Atelier - Présentation en panel*

St-Laurent 1

HIPPY: A holistic gender-based approach to settlement; adaptations for serving small and rural centres, building academic partnerships for professional development, and innovating to serve high-need mothers and their families
The session will explore the intersectoral nature and resultant impact of the international HIPPY (Home Instruction for Parents of Preschool Youngsters) program that has changed over 60,000 lives in Canada over the past 24 years. Insights will be shared on how HIPPY:
- supports settlement for mothers and families and advances Canada's progress against the Sustainable Development Goals
- set up a partnership with Red River College for all professional development training to culminate into a micro-credential for newcomer women working with the program and associated opportunities and challenges
- supports women (many of them newcomers) in second-stage transitional shelters in Regina, SK; Vancouver, BC; Saint Johns, NL; and Hamilton, ON.

- **Reem Abdulkader**, Mothers Matter Centre, Presentation 1: HIPPY works - national and international data advancing settlement and furthering Agenda 2030 for Canada , learning and recommendations for serving newcomers in small centres and local communities
- **Kiran Bhullar**, Mothers Matter Centre, Presentation 1: HIPPY works - national and international data advancing settlement and furthering Agenda 2030 for Canada , learning and recommendations for serving newcomers in small centres and local communities
- **Jonathan Bauer**, Red River College PolyTech, Presentation 2: Creating employment for newcomer women; building partnerships with academic actors - the process, learning, and impacts
- **Danielle Gibbons**, Mothers Matter Centre, Presentation 2: Creating employment for newcomer women; building partnerships with academic actors - the process, learning, and impacts
- **Liliana Figueredo**, YWCA Hamilton, Presentation 3: Supporting newcomer women in second-stage transition houses - introducing a pilot program, key lessons learnt, and recommendations

Block H/ Bloc H
H6 - Workshop - Panel Presentation / Atelier - Présentation en panel

Outremont 7

Power of Partnerships: 2 Models of Success

This workshop will show two innovative examples of successful partnership activities that promote, support and facilitate newcomer pathways to success. The first is a language training entrepreneurship program for immigrant women and the second is a Foreign Credential Recognition program that helps fund internationally-trained professionals and tradespeople pursuing licensure. The Ottawa Catholic School Board offers the LINC for Home-Based Business for Women program in partnership with the Ottawa Community Loan Fund (OCLF). The second model is the OCLF's Foreign Credential Recognition program delivered in partnership with four settlement agencies. Some client feedback and outcomes will also be shared.

- **Marianne Kayed**, Ottawa Catholic School Board, Home-based Business for Newcomer Women
- **Pierre Gaudet**, Ottawa Community Loan Fund, Exploring our HBB learnings
- **Laurie Beckstead**, Ottawa Community Loan Fund, Partnership Delivery Model results in better Foreign Credential Recognition Outcomes for Clients

Block H/ Bloc H
H7 - Workshop - Panel Presentation / Atelier - Présentation en panel

St-Laurent 3

Navigating Necessities: Addressing Challenges in Providing Food and Hygiene Supplies for Newcomers

This session will deliver the specific challenges faced by newcomers upon their arrival in Canada, focusing on the difficulties encountered in providing food and hygiene supplies at temporary accommodations and managing clients' expectations in this context.

- **Mohd Rafi wahaj**, procurement manager, CCIS
- **Abdellatif Toama**, procurement manager Assistant, CCIS

Block H/ Bloc H
H8 - *Workshop - Panel Presentation / Atelier - Présentation en panel*

St-Laurent 4

Bridging Perspectives: The Power of Regional Collaboration in Newcomer Settlement
The Provincial Engagement Initiative (PEI) fosters meaningful opportunities for agencies to come together regionally to guide and support work in service of a provincial vision for newcomer settlement and integration. By bringing together representatives from newcomer-serving agencies in regional (urban and rural) and Francophone committees, each serves as a forum to elevate local experiences and perspectives on shared provincial-level issues. This initiative ensures local context is represented within the projects undertaken at a provincial level and beyond related to broader issues, gaps, and trends in Alberta.

- **Chloé McBean**, Alberta Association of Immigrant Serving Agencies
- **Aizel Castejon**, Alberta Association of Immigrant Serving Agencies
- **Nimra Lalani**, Alberta Association of Immigrant Serving Agencies

Block H/ Bloc H
H9 - *Workshop - Panel Presentation / Atelier - Présentation en panel*

St-Laurent 5

Telling Our Story: Communications for Welcome and Inclusion
Polls show that Canadian public opinion on immigration is changing, and not for the better. Yet Refugee 613's own market research shows that more than 450, 000 Canadians would be interested in refugee sponsorship, if they knew more about it.
Hear from Refugee 613 and sector allies how to use communications to build a bridge between the immigration sector and wider Canadian society, and share your own successes and challenges. This workshop will include an interactive portion to help participants draft a set of key messages to apply to their own work.

- **Stirling Coulter-Hayward**, Refugee 613, It Takes A Local: Building a Marketing Strategy for Refugee Sponsorship
- **Yannick Mutombo**, Refugee 613, Lived Experience Consultation Findings: Practical advice for including newcomer voices in communications in dignified and equitable ways

Block H/ Bloc H
H10 - *Workshop - Panel Presentation / Atelier - Présentation en panel*

Bonaventure

Exploring "North-North" Migration Processes and Dynamics

Research on so-called North-North migration processes remains an emerging field of study. As a result of this, our knowledge on the lived experiences of these individuals as well as of their reasons and motivations for moving is relatively limited. This workshop explores North-North migration processes and dynamics with a specific focus on Canada. In particular, the individual workshop presentations will examine and compare the experiences of recent German and French migrants in Quebec and other provinces in Canada, the reasons why they decide to move to and stay in Canada (or not), as well as their integration experiences

- **Anke Patzelt**, Goss Gilroy Inc., Love, Chance, and Dreams – Explaining the Moves of Highly Skilled German Migrants to Canada
- **Chedley Belkhodja**, Concordia University, "And now I'm thinking, where have I landed?" Immigration of racialized French people to Quebec
- **Antoine Mazot-Oudin** Concordia University, "And now I'm thinking, where have I landed?" Immigration of racialized French people to Quebec
- **Monica Schlobach**, Institut de recherche sur l'immigration et sur les pratiques interculturelles et inclusives - IRIPII, "Contrasting paths of skilled Brazilian migrants in Montreal"

Block H/ Bloc H
H11 - *Workshop - Panel Presentation / Atelier - Présentation en panel*

St-Laurent 7

Migration Data - Exporting Lessons from Colombia

On February 8, 2021, the Duque administration granted protection to over 1.8 million undocumented Venezuelan migrants living in Colombia. This protection includes immunity from deportation for ten years, access to the regulated labour market, as well as public health services, education services, and other social services. Public agencies have collected rich administrative data on the identities and trajectories within this migrant population.

In partnership with Global Affairs Canada and Alinea International, Audrey Wubbenhorst and Colin Decker are assisting Colombia's Department of National Planning with the construction of a new center of excellence, The National Migrant Observatory, that will store the data, glean insights from it, and communicate those insights to policy makers and international stake holders. This presentation will discuss the strategic, organizational, statistical, and communication-related challenges and opportunities of working with rich migration data in a public context. We will share key learnings that can also be applied to a Canadian context.

In addition, we introduce the Canadian Index for Measuring Integration (assembled by the Metropolis Institute) and discuss the feasibility of using this tool in international contexts.

- **Colin Decker**, University of Toronto.
- **Audrey Wubbenhorst**, at Humber College.

Block H/ Bloc H
H12 - *Workshop - Panel Presentation / Atelier - Présentation en panel*

St-Laurent 6

Channeling the Private Sector for Settlement Success: CUIAS experience with CUAET arrivees
Over the last two years, CUIAS, a Toronto based settlement agency, has been inundated with offers of financial and in-kind support from corporations, foundations and larger donors to help Ukrainians seeking refuge in Canada. Often these offers resulted in unique and successful projects with a multitude of partners. This outpouring of support challenged our organization and sector to adapt in order to turn this corporate goodwill into tangible benefits so desperately needed by the recipients and in keeping with donor intentions. Can this corporate goodwill be counted on for the next new mass arrival to Canada? Presenters from CUIAS, ad hoc groups and other will address these questions based on experiences of 2022 and 2023.

- **Eugen Duvalko**, CUIAS, Between Donor and Newcomer: CUIAS Experiences with the CUAET humanitarion cohort
- **John Holuk**, Hearts for Ukraine, Ad Hoc group and the corporate donor

Block H/ Bloc H
H13 - *Workshop - Panel Presentation / Atelier - Présentation en panel*

St-Laurent 8

The Process of Immigration: children, youth, and their families
Newcomer parents staying in temporary housing face a mountain of settlement-related tasks upon arrival, but what about their children? Join this workshop to learn about N.E.E.D.S. Inc's Introduction to Canadian Education Program – a one-of-a-kind program delivering information and orientation sessions for newcomer children and youth in temporary housing. Using age-appropriate curriculum and objectives, and a classroom environment, the Intro Program covers essential topics for initial settlement and entry into the Canadian school system.

- **Alejandra Cano**, Newcomers Employment and Education Development Services Inc. (N.E.E.D.S. Inc.)
- **Cassandra Sanchez**, Newcomers Employment and Education Development Services Inc. (N.E.E.D.S. Inc.)

Block H/ Bloc H
H14 - *Workshop - Panel Presentation / Atelier - Présentation en panel*

Outremont 1

Understanding Labour Market Integration in Regular and Uncertain Economic Times: Perspectives of Newcomer Professionals in Canada

What does labour market integration look like in a regular and uncertain economic time? Multiculturalism has a neo-liberal ideological perspective that has leaned more towards diversity than integration. This presentation will highlight newcomers' perspectives, issues, and challenges while drawing on data to compare barriers to integration by examining both periods. Highlights will include the results of newcomers surveyed to deduce their lived experiences during economic and uncertain times. This would be delivered in partnership with Action Dignity, Calgary, offering perspectives on economic participation, systemic racism, and how it influences integration.

- **Ayotunde Kayode**, Centre for Newcomers Society of Calgary
- **Francis Boakye,** Action Dignity, Calgary

French Session | Séance en français

Block H/ Bloc H
H15 - *Workshop - Panel Presentation / Atelier - Présentation en panel*

Outremont 6

Étudiants internationaux dans les métropoles canadiennes : Naviguer les défis et célébrer les réussites

Cet atelier captivant se penchera sur l'expérience complexe des étudiants internationaux dans les grandes villes canadiennes. Nous explorerons les multiples dimensions qui peuvent influencer le succès académique et personnel de ces étudiants. Nous aborderons des facteurs tels que l'origine du système d'éducation d'origine, le soutien institutionnel, la distance géographique par rapport à la famille et aux amis, ainsi que d'autres éléments qui peuvent jouer un rôle déterminant dans leur parcours d'études au Canada.

Au cœur de cette discussion, l'inclusivité émergera comme un thème transversal. Comment les institutions éducatives peuvent-elles créer des environnements inclusifs qui favorisent la diversité culturelle ces étudiants ?

- **Siriram Ramalingam**, Université d'Ottawa

3:00 – 3:30 pm
Break / Visit the Exhibitors and Poster Presentations
Pause / Visite des Exposants et des Présentations d'affiches

Common area, lower level
Espace commun, niveau inférieur

3:30 – 4:45 pm
Block I of concurrent sessions (workshops and roundtables)
Bloc I des séances simultanées (ateliers et tables rondes)

Block I / Bloc I
I1 - Workshop - Panel Presentation / Atelier - Présentation en panel

Outremont 1

Introducing the Léger-Metropolis Newcomer Insights Online Panel
Join us for an exclusive presentation where Leger and ACS-Metropolis reveal the findings from the newly launched Newcomer Insights Online Panel, a comprehensive study involving over 3,000 immigrants who have recently made Canada their home. Delving into various aspects of the immigrant experience, our panel study explores pre-arrival services, access to information, push and pull factors, newcomer expectations prior to arrival, initial impressions upon arrival, settlement challenges, and financial stability. Participants will not only gain valuable insights from the study but will also have the chance to contribute by suggesting pivotal topics or themes for upcoming iterations of the survey. This interactive session promises to be an enlightening exchange of ideas and experiences crucial for understanding and enhancing the immigrant journey in Canada.

- **Ian Large**, Léger
- **Paul Holley**, ACS-Metropolis
- Commentator**: Jack Jedwab**, ACS-Metropolis

Block I / Bloc I
I2 - Workshop - Panel Presentation / Atelier - Présentation en panel

Westmount 2

How to establish and sustain a successful mentorship program for newcomer service providers in Canada
Learn how to support newcomer service providers in Canada through mentorship. Hear from two organizations that have engaged in a mentorship program for a year: CANAF and CCIS. Share your insights and ideas about mentorship and newcomer service provision. Explore how to create and improve mentorship programs for newcomer service providers in Canada. This workshop will include a presentation, a panel discussion, and a group activity. The workshop objectives are to help you:
Define and understand mentorship for newcomer service providers
Identify, and sustain a mentorship program for newcomer service providers
Describe and recognize the outcomes and impacts of mentorship
Generate and improve mentorship programs for newcomer service provide

- **Karim Mennas**, CANAF
- **Lina Abbas**, CCIS

Block I / Bloc I
I3 - Workshop - Panel Presentation / Atelier - Présentation en panel

St-Laurent 3

Leveraging Tech to Elevate Newcomer Support Services
In anticipation of the arrival of over 1.3 million immigrants to Canada, settlement organizations will grapple with the challenge of expanding capacity amid static or reduced resources. This workshop delves into strategic ways technology can be harnessed to scale services, enhance counselling, mitigate staff burnout, and ultimately elevate the settlement experience for newcomers. Our expert panel will spotlight a variety of technological tools tailored to address distinct challenges, providing practical examples of successful implementations in mentoring, networking, and employment services. Attendees will gain concrete insights into the transformative potential of technology, ultimately enhancing the settlement journey for newcomers.

- **Irene Vaksman**, JVS Toronto
- **Denis Gravelle**, Devant x Kibbi
- **Grace Scire**, OTEC
- **Nick Noorani**, Immigrant Networks

Block I / Bloc I
I4 - Workshop - Panel Presentation / Atelier - Présentation en panel

St-Laurent 4

Overcoming Key Challenges to Labour Market Integration in Canada
Immigrants and refugees continue to face several barriers to entry and advancement in the Canadian labour market. To improve labour market integration outcomes, it is important to find ways to overcome regulatory barriers, facilitate effective intercultural communication in the workplace, and effectively engage employers. This panel examines each of these aspects while also exploring entrepreneurship as an alternative pathway to meaningful employment.

- **Sue Sadler**, ACCES Employment, Overcoming Regulatory Barriers to Employment
- **Masoud Kianpour**, Toronto Metropolitan University, Cultural Competence or Humility? Soft Skills and Workplace Integration
- **Henry Akanko**, Hire Immigrants Ottawa, Bridging Opportunities: Enhancing Newcomer Employment through Effective Employer Engagement
- **Aziz Rahman,** Toronto Metropolitan University, Refugee Employment and Self-Employment in Canada

Block I / Bloc I
I5 - Workshop - Panel Presentation / Atelier - Présentation en panel

Westmount 6

Empowering Newcomers: A Strategic Approach to Labour Market Integration Through the Skilled Newcomer Incentive Bond Pilot Project

This roundtable, based on the Skilled Newcomer Incentive Bond Pilot Project, explores an innovative approach to employer engagement in the labour market integration of skilled immigrants. The project offers a bond of up to $10,000, covering 50% of hiring costs if the participant doesn't complete six months of employment. We examine successes, challenges, and the evolving hiring landscape. Topics include addressing challenges in altering employer attitudes, effective strategies for successful labour market integration, assessing the influence of immigration status on employer perceptions, identifying skills gaps, and evaluating employer willingness to contribute to bridging skills gaps.

- **Samantha Iyere**, Manager, Career and Newcomer Services, Achēv
- **Ayesha Bhikha**, Director, Career and Women's Services, Achēv
- **Kim Lehrer** - Senior Research Associate, SRDC
- **Anna McBeth** - Supervisor, Employment and Bridging, ISANS

Block I / Bloc I
I6 - Workshop - Panel Presentation / Atelier - Présentation en panel

St-Laurent 5

Mental Health and Trauma in the Classroom

Canada welcomes approximately 30,000 refugees annually, and it is estimated that children make up at least 20% of this number. Despite welcoming approximately 6000 refugee children every year, trauma and mental health remains an underdeveloped topic in most schools. In this workshop, we will share some key implementation insights for trauma and mental health in the classroom. Specifically, presentations in this workshop will cover topics such as: understanding traumatic triggers and coping mechanisms, distinguishing trauma from ADHD, using the home language to support participation and well-being, and making accommodations in the classroom to promote mental well-being for all students.

- **Diana Burchell**, University of Alberta, Using the home language to support participation and well-being in school settings for children who are refugees
- **Jermeen Baddour**, University of Toronto, Trauma, Triggers, Outlets, and Supports
- **Redab Al Janaideh**, York Region District School Board, ADHD and Reading in Refugee Children

French Session | Séance en français

Block I / Bloc I
I7 - Workshop - Panel Presentation / Atelier - Présentation en panel

Ville-Marie

Ecosystème d'information et de soutien aux travailleurs étrangers temporaires au Québec
Cet atelier vise à présenter un panorama d'initiatives qui ont été mises en place au Québec pour informer et soutenir les Travailleurs Étrangers Temporaires (TET) et les travailleurs migrants qui ont obtenu un permis de travail dans le cadre du Programme des Travailleurs Étrangers Temporaires (PTET) ou un permis de travail lié à un employeur donné dans le cadre du Programme de mobilité internationale (PMI), notamment ceux qui sont les plus isolés et les plus vulnérables.
La majorité des initiatives vise à informer les TET de leurs droits, et les encourager à les exercer tandis que d'autres initiatives répondent à plusieurs enjeux rencontrés par les TET, tels que par exemple la santé, la traduction ou encore la mobilité.
Comment ces travailleurs ont-ils été rejoints ? Quels services ont été déployés pour les aider ? Qui sont les différents partenaires locaux, provinciaux ou fédéraux qui font face aux enjeux de ces travailleurs ? Découvrez cet écosystème grandissant et les approches coordonnées mises en œuvre, afin de mieux répondre aux besoins des travailleurs migrants.

- Animateur : **Francisco Salazar**, Immigrant Québec
- **Fernando Borja**, Fondation des Entreprises en Recrutement de Main-d'œuvre agricole Étrangère (FERME)
- **Felipe Gonzalez Lugo Mendez**, Consulat général du Mexique à Montréal
- **Julissa Hengstenberg**, Consulat général du Guatemala à Montréal
- **Céline Auger**, Projet d'Accueil et d'Intégration Solidaire (PAIS)
- **Daniele Radu**, Commission des normes, de l'équité, de la santé et de la sécurité du travail
- **Naomy Rendon**, Centre d'aide aux familles latino américaines (CAFLA)
- **Caroline Dufour**, Avocate coordonnatrice, Justice Pro Bono

Block I / Bloc I
I8 - Workshop - Panel Presentation / Atelier - Présentation en panel

St-Laurent 7

Increasing Economic and Cultural Participation and Access
Join a fireside discussion with the Institute for Canadian Citizenship (ICC) and MyBeacon – two organizations committed accelerating the long-term economic, social, and cultural prosperity of newcomers to Canada. Recent studies by the ICC reveal strong trends of newcomers choosing to leave Canada.
Through its Canoo app, insightful research, and services, ICC will share levers in their mission to encourage newcomers to become and remain full and active citizens in Canada.
MyBeacon will share how they are designing banking services for newcomers, removing financial services barriers, and creating opportunities for more fulsome and rapid participation in the Canadian economy.
This panel is facilitated by Deloitte.

- **John Popoli**, Deloitte
- **Tanu Mohan**, Deloitte
- **Aditya Mhatre**, MyBeacon
- **Daniel Bernhard**, Institute For Canadian Citizenship

Block I / Bloc I
I9 - Workshop - Panel Presentation / Atelier - Présentation en panel

St-Laurent 6

Humanitarian approaches to support for disaster-related forced displacement
This panel will be a policy-focused discussion on humanitarian approaches to support for disaster-related forced displacement. It will open with a presentation on Red Cross Red Crescent Movement humanitarian approaches on disaster displacement and climate drivers while in transit. This will be followed by a presentation on available pathways for climate-change-driven immigration to Canada, as a facet of persecution and a driver for economic migration. The panel will conclude with a discussion of immigrant access to recovery when disaster strikes in Canada and disproportionate impacts on marginalized and racialized immigrants due to gaps in Canadian disaster law frameworks.

- **Erica See**, Canadian Red Cross Society
- **Kierstin Lundell-Smith**, Canadian Red Cross

Block I / Bloc I
I10 - Workshop - Panel Presentation / Atelier - Présentation en panel

St-Laurent 8

Achieving sustainable housing for racialized immigrants in Canada
This presentation focuses on achieving sustainable housing for one racialized immigrant group in Canada. A concurrent mixed-method, which involves simultaneous collection and analysis of quantitative and qualitative data, was used to explore how a racialized immigrant group, like Ghanaians in Toronto, struggle to achieve sustainable housing. The findings suggest that, while certain variables, such as gender and age, have no significant influence on sustainable housing attainment, factors such as immigration status, occupation, and income play a significant role in determining the likelihood of achieving sustainable housing for racialized immigrants.

- **David Firang**, Trent University
- **Louis Agyekum**, Trent University
- **Mohammed Abdulai**, Trent University

Block I / Bloc I
I11 - Workshop - Panel Presentation / Atelier - Présentation en panel

Outremont 4

From Discourse to Action
This presentation encapsulates how community-based organization came together to respond to the increasing needs of communities by implementing a settlement framework of providing integrated services in response to the varied dimensions and complexity of newcomer family concerns during the heightened period of the pandemic and post pandemic. This presentation showcases how implementing an integrated services using intersectional approach, strength based in order to promote aspects of social determinants of health (i.e. housing, income) within settlement. Newcomer families are engaged in individualized and family case management, advocacy, and counselling services to enable them to successfully navigate integration challenges post-pandemic.

- **Jonathan Worae**, Elmwood Community Resource Centre
- **Nina Condo**, University of Manitoba/Elmwood Community
- **Paula Hendrickson**, Elmwood Community Resource Centre

Block I / Bloc I
I12 - Workshop - Panel Presentation / Atelier - Présentation en panel

Outremont 5

Emerging good practices in refugee labour mobility
Complementary solutions to traditional humanitarian resettlement are needed to expand the number of opportunities for refugees to secure safety, dignity and self-reliance, and to foster global responsibility-sharing. Initiatives in Canada are contributing to the evolving complementary pathways work and evidence base to lay the foundation for the future of the Economic Mobility Pathways Pilot (EMPP). A number of good practices are emerging to increase employer engagement and see EMPP as a viable option for addressing their labour gaps, improve practices to support refugees in gaining access to EMPP, and build capacity of rural and remote communities to welcome refugees through this innovative pathway to permanent residence.

- Session Moderator: **Dianne Rainville**, IRCC
- **Eliza Seaborn**, WUSC
- **Lara Dyer**, TBB
- **Bassel Rami**, Jumpstart Refugee Talent
- **Ayana Ibrahimi**, Fragomen Law

Block I / Bloc I
I13 - Workshop - Panel Presentation / Atelier - Présentation en panel

Outremont 6

How Access to Quality Sport Promotes Successful Settlement and Addresses Past Trauma
Sport participation, social inclusion, and physical literacy knowledge can create positive settlement experiences while addressing gaps in newcomer health and wellbeing outcomes. Through an exploration and analysis of youth experiences who have arrived from conflict zones, participants reveal how sports served as a medium for healing and growth. Culturally appropriate, fun, engaging, and accessible physical activity tailored to newcomer communities acts as a bridge to identify urgent needs and deliver essential, timely services. In this workshop, the presenters will address issues of quality sports and their implications on the successful settlement and integration of newcomers to Canada.

- **Noel Bahliby**, Director of Youth Programs, Centre for Newcomers
- **Ayotunde Kayode**, Director of Community Relations & Mentorship, Centre for Newcomers
- **Kabir Hosein**, Director of Operations and Strategic Initiatives, Sport for Life

Block I / Bloc I
I14 - Workshop - Panel Presentation / Atelier - Présentation en panel

Outremont 7

Holistic Pathways in Cybersecurity: Empowering Newcomers through the Skills for Change Talent Pod
The Skills for Change cybersecurity newcomer talent pod, innovatively designed in partnership with Computek College, exemplifies a holistic and dynamic approach to career advancement for newcomers, refugees, racialized, and underserved professionals in cybersecurity. This unique program blends rigorous technical training in cybersecurity fundamentals with a robust support system, encompassing mental health resources, employment assistance and connections to job opportunities and employer partners. A pivotal addition includes a two-week mini cohort bootcamp specifically tailored for those needing additional sessions, for personalized upgrading. Two dedicated client-facing staff further enhance this comprehensive model. This program's success in training 100 participants in 2023 highlights its innovative approach in program design, implementation, and adaptable learning strategies, catering to the ever-changing needs of the cybersecurity labour market.

- **Muraly Srinarayanathas,** Computek College
- **Migdalia Jones,** Skills for Change

Block I / Bloc I
I15 - Workshop - Panel Presentation / Atelier - Présentation en panel

Bonaventure

Leveraging Arts Funding for Immigrant Integration in Canada

Art-based initiatives play a crucial role in immigrant integration, from promoting intercultural understanding and skills development to enhancing mental well-being. This workshop aims to delve into the potential of arts funding as a tool for immigrant integration, bringing insights from academics and arts professionals. We will spotlight innovative frameworks like Toronto Arts Council's Programs for Newcomers and Refugees and the Montreal Arts Council's DémART-Mtl Program. Key discussion points include: Making arts funding more inclusive; Identifying the resources immigrant artists need to enrich Canada's cultural scene; and strategies to bridge the divide between the arts and settlement sector

- **Jeremie Molho**, Canada Excellence Chair in Migration and Integration Program, Toronto Metropolitan University, Funding the arts to foster immigrant integration: Opportunities and challenges
- **Tomée Tzatzanis**, Canada Excellence Chair in Migration and Integration Program, Toronto Metropolitan University, How does arts funding benefit immigrants in Canada? A scan of existing programs and funding practices
- **Shawn Newman**, Toronto Arts Council, Equity Diversity and Inclusion and strategies towards newcomers and refugees at Toronto Arts Council
- **Julien Valmary**, Conseil des Arts de Montréal, DémART-Mtl: Human relations as a key factor in the professional integration of newcomer artists and cultural workers in Montreal
- **Caroline Marcoux-Gendron**, Université du Québec à Montréal/Observatoire interdisciplinaire de création et de recherche en musique (UQAM/OICRM), Immigrant Musicians' Integration in Quebec: a (complex) multivariable equation

French Session | Séance en français

Block I / Bloc I
I16 - Workshop - Panel Presentation / Atelier - Présentation en panel

St-Laurent 1

La migration en contexte de changements climatiques au Québec : enjeux, complexité et reconnaissance

La migration climatique est invisible sur le plan du droit international et des politiques d'immigration canadiennes. Pourtant, la recherche montre que les facteurs environnementaux sont interreliés aux facteurs sociaux, politiques et économiques qui poussent les personnes à quitter leur pays. Par ailleurs, le contexte des changements climatiques augmente la fréquence et l'intensité de certains aléas naturels, ce qui amplifie par le fait même la place qu'occupe l'environnement au sein des parcours migratoires. Cet atelier réunit des présentations relatives aux impacts politiques, économiques, sanitaires mais aussi genrés que les changements climatiques peuvent avoir sur les personnes et leurs parcours migratoires.
Noémie Trosseille, Centre d'expertise sur le bien-être et l'état de santé physique des réfugiés et des demandeurs d'asile (CERDA), CIUSSS du Centre-Ouest-de-l'Île-de-Montréal & Parler d'environnement avec des personnes réfugiées et en demande d'asile au Québec : recommandations pour adapter les pratiques en santé et services sociaux

- **Sarah Munoz**, Université de Montréal, Comment parler des réfugiés climatiques? Enjeux de cadrage et de représentation de la mobilité climatique
- **Marianne-Sarah Saulnier**, Observatoire québécois des inégalités, Migrations climatiques et inégalités de genre
- **Geneviève Minville**, CERDA, CIUSSS-COMTL, Parler d'environnement avec des personnes réfugiées et en demande d'asile au Québec : recommandations pour adapter les pratiques en santé et services sociaux

A Story of Growth and Resiliency



JIAS | JEWISH IMMIGRANT AID SERVICES

JIAS is a Jewish agency with roots that date back 100 years. We uphold Canada's commitment to embracing immigrants and refugees and believe all newcomers should be:

- Warmly welcomed, well served, and connected to communities;
- Have the right to be safe, treated with dignity and respect, and valued for their traditions, cultures, achievements, and aspirations; and
- Provided with the choices and opportunities that will empower them towards self-reliance.

4600 Bathurst Street, Suite 325 • Toronto, Ontario M2R 3V3 • 416 630 6481 • jiastoronto.org

Poster presentations
Présentations d'affiches

P1

Impact of Canadian Ethnic Media on Successful Settlement Outcomes

With 30 years of experience tracking the Canadian ethnic media, MIREMS proposes a poster dramatizing the value of local multicultural outlets as a resource to improve settlement outcomes. The poster will illustrate situations in which settlement workers and DEI managers face communications challenges that can be solved by engaging with the ethnic media and receiving community-based insights. Considering the growing annual number of immigrants arriving in Canada - who first turn to local TV, radio, newspapers and websites for information in their mother tongue - it's essential to include newcomer perspectives as reflected in these multicultural outlets.

- **Fatima Witt,** MIREMS

P2

The Role of GEO NS in Enhancing Digital Inclusion for Canadians

In this poster, we discuss the meaning of digital inclusion and its implications for different demographic groups, including immigrants. We also highlight the barriers faced by Canadians in accessing the digital world. Through statistics and storytelling, we discuss the work done by GEO NS in reducing barriers to digital inclusion and the positive impact that it has made in the lives of people we have supported. This poster also provides a glimpse into the Digital Champions program at GEO NS, with the option to sign up for free digital inclusion training.

- **Kamal Kaur**, Digital Inclusion Facilitators, GEO Nova Scotia
- **Brenda Lavandier**, Digital Inclusion Facilitators, GEO Nova Scotia

P3

Innovative Workforce Strategies for Engaging Newcomers in Rural Ontario

The future of rural businesses and communities depends on effective workforce development strategies. This poster examines how rural communities and businesses can enhance our understanding of innovative rural workforce strategies, plans, and policies to address current and future labour gaps. This research initiative surveyed business supporting organizations and workforce planning organizations in Ontario to share insights from their regions. The results of this survey outlined several innovative workforce strategies that had been attempted or successfully integrated into rural communities, including employment services and training programs to support the attraction, retention, and integration of newcomers, immigrants and refugees

- **Ryan Gibson**, University of Guelph
- **Heather Graham**, University of Guelph

Poster presentations
Présentations d’affiches

P4

Responding to racism by Chinese immigrants in Canada

We aim to understand how Chinese immigrants respond to racism, considering structural and cultural influences. Based on nine focus group discussions with 48 participants in the Greater Toronto Area in late 2021 and early 2022, our findings reveal diverse responses, ranging from doing nothing and avoidance to seeking higher authorities and public exposure. Responses vary based on gender, age, and the specific experiences of racism. We contend that these responses are intricate, influenced by a blend of their native and host cultures, and constrained by systemic racism in the host society, highlighting their marginalized minority status

- **Weiguo Zhang**, University of Toronto

P5

Quandaries of Refugee Protection: The Canada-US Safe Third Country Agreement

This research examines how Canada deems the Safe Third Country Agreement (STCA) a necessary management tool (considering recent vital advancements), as the STCA is emerging as the rule, not the exception, reflecting a new form of border and migration governance. I also examine our role in shaping border management mechanisms and explore the role of collective responsibility in the face of punitive migration policies. Forced migration policies primarily focus on identifying refugees and determining who should shoulder protection. My project will offer an analysis which highlights collaboration, equity, and inclusion, and addresses the gaps within forced migration policies

- **Deepa Nagari**, York University

P6

Home language exposure in preschool aged children from newcomer families

knowledge of the home language is an important capital for newcomer children: supporting education, participation in community and family, and building identity. Using a mixed-methods approach, the current study aimed to identify factors that influence home language exposure in preschool-aged children from multilingual newcomer families in Edmonton, Alberta. Measures of language exposure, resilience , and parent education were gathered from parents of 13 preschool-aged children enrolled in our dual language program. Semi-structured interviews were analyzed to learn about children's attitudes and perceptions towards bilingualism. Results can serve to inform the supports provided to newcomer families toward enhancing their home language

- **Areej Shaikh,** University of Alberta

Poster presentations
Présentations d’affiches

P7

The Immigration Experience of Guatemalans in Canada

Canada offers a site of reflection, exploration, and research about the experiences of diasporas as a sought-after destination for people in the Americas and around the world. Although the history of immigration to Canada from Latin America is relatively recent, it is important to understand this phenomenon in depth to capture its place in the Canadian mosaic. Therefore, I will focus this essay on people migrating from Latin America, specifically Guatemala, to Canada to shed light on their migratory trajectories and integration experiences in Canada. Examining the experience of Guatemalans in Canada will highlight the many challenges they face in their journey searching for a haven to improve their lives abroad

- **Karla Orantes,** University of Toronto

P8

Accelerating Growth in Labour Initiatives with TechnologY (AGILITY)

Is a training program for unemployed and marginally employed Francophone newcomers to Canada with the purpose of Increasing employability through skill development and career exploration, as well as creating pathways to employment through connections with Francophone agencies, post secondary institutions, mentors, employers, and other employment programs.

AGILITY began under challenging economic circumstances, however and despite all the challenges 60% of our graduates we were able to find employment withing 90 days of completing the program.

Poster will be in French and English

- **Wedded Sakhri**, CANAF (Centre d'Accueil pour les Nouveaux Arrivants Francophones de Calgary

P9

The Role of Diasporas in Migration

In Rohingya refugee camps, exacerbated in-group bias stemming from forced displacement from Myanmar has created divisions with host communities in Cox’s Bazar. This study aims to investigate the impact of inter-group collaboration on in-group bias within refugee camps. Using a multi-method approach, including secondary analysis of experimental data and literature review, we seek to understand the dynamics of collaboration between Rohingya refugees and the Bangladeshi host community. Findings will inform evidence-based strategies for promoting positive inter-group relations and reducing in-group bias, fostering inclusive, harmonious communities, and improving health outcomes.

- **Torri MacIntosh**, St. Francis Xavier University

Poster presentations
Présentations d’affiches

P10

Health and Housing, Newcomer Access to Health Care

In Canada, where 15% of the population lacks access to a family doctor, virtual care is a solution to the shortage of primary care providers. This scoping review examines how virtual care addresses healthcare access for refugee and immigrant populations. It summarizes the factors that enable, hinder, and represent best practices based on a systematic scoping review. The study will explore the willingness to adopt virtual care, the types of virtual care utilized, and the perception of this approach by these communities.

- **Jacob Wadman**, BaSc, Student Researcher, St. Francis Xavier University
- **Roozbeh Nazari**, MSc, Student Researcher, Istanbul Commerce University

P11

Economic Empowerment of Newcomer Women

The poster will highlight innovative practices for empowering immigrant women facing economic abuse. The practices address financial vulnerabilities, promote economic independence, and enhance overall well-being. The promising practices include insights into culturally sensitive interventions, financial literacy programs, and screening tools. The poster will foster a supportive environment for newcomer women, promoting economic resilience, and advancing inclusive practices that empower individuals to break free from economic abuse.

- **Michaela Mayer**, Director of Policy at the Canadian Center for Women’s Empowerment

P12

Migration and the social determinants of health

This research focuses on the concept of 'food waste' specifically at the retail level and explores the potential to connect this waste to the food security cycle through redistribution to food rescue organizations. Canada annually generates 50 million tonnes of wasted food, with 11 million tonnes being avoidable. According to 2023 statistics, one in four immigrants and refugees in Canada experiences food insecurity. This scoping review aims to investigate existing programs and policies for redistributing retail level usable food waste, with a goal of enhancing food security for specific populations.

- **Susan Romanuck**, St. Francis Xavier Univeristy

Poster presentations
Présentations d’affiches

P13

Refugees as victims, the Canadian nation-state as savior: A historical examination of refugee subjectivity in Canada from 1960-2015

This article demonstrates how refugees have been constituted by the dominant political economic discourse of two key junctures in Canadian history. The first critical time period (1960s-1990s) was marked by liberal ideology and borders opened for the first time to refugees from the Global South. Constituted as victims, the Canadian nation-state was able to secure its humanitarian identity through "saving" refugees from around the globe. The political economic landscape shifted significantly between 2000-2015 towards neoliberalism. Refugees continued to be positioned as victims but were weaponized against refugee claimants, who were seen as "bogus" refugees and a threat to the nation-state.

- **Jill Hoselton**, University of Calgary

P14

Du Brésil vers le Canada : le parcours migratoire des migrants haïtiens ayant traversés l'Amérique du Sud

Il s’agit d’une étude expliquant les éléments qui incitent les migrants haïtiens au Brésil à immigrer vers les Etats-Unis ou Canada. La recherche retrace le trajet périlleux des migrants haïtiens qui ont traversé les frontières des pays de l’Américains du Sud à pied et en autobus, en passant par l'Amérique centrale pour atteindre la frontière entre le Mexique et les États-Unis. Des résultats de l’étude mettent en évidence que les difficultés d'intégration des migrants haïtiens en raison des problèmes linguistiques, académiques, chômage et racisme constituent un motif de mobilité de cette catégorie d’immigrants vers les États Unis ou le Canada.

- **Dominique Antoine**, Université Estadual de Londrina
- **Marc Donald Jean Baptiste**, Université du Québec à Montréal

P15

Saskatoon Settlement Services and zone pilot model in prairies

Saskatoon city in Saskatchewan province piloted settlement zoning services with objective of reaching out to more clients in the city. The Project had the learning cycle with positive and challenging experiences. The lessons learnt of the past few years will help designing the future zoning services. This will be shared through a Poster presentation at the conference.

- **Lyudmyla Pastushenko,** Saskatoon Open Door Society
- **Makenzie Murdock,** Saskatoon Open Door Society

Poster presentations
Présentations d’affiches

P16

Food Justice for Immigrants/Refugees in British Columbia

This research explores food justice issues among immigrants and refugees in British Columbia (BC). Examining barriers to access, cultural considerations, and policy implications, the research aims to enhance understanding of the unique challenges faced by these populations in securing equitable and culturally appropriate food resources, promoting social inclusivity.

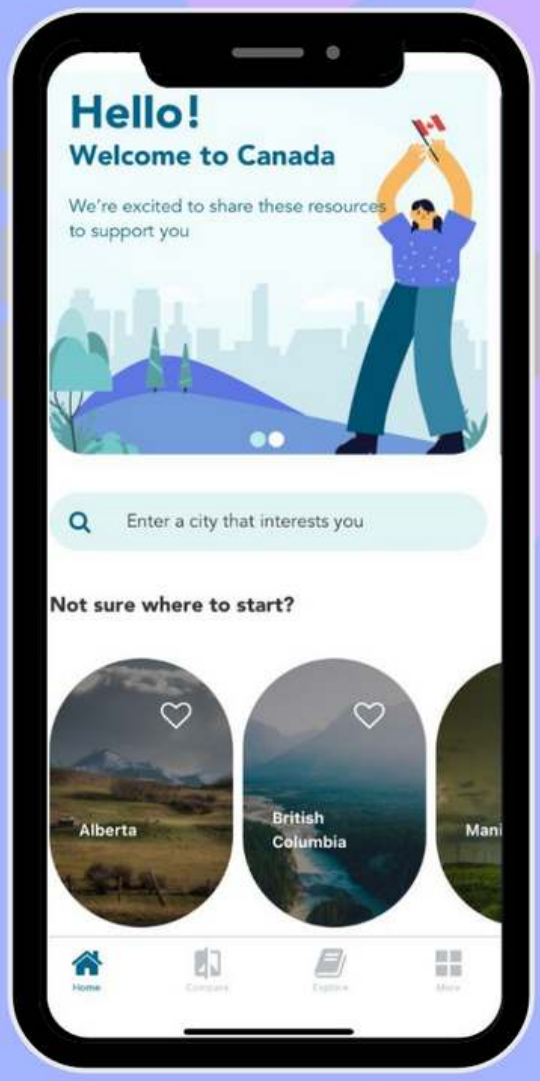
- **Manvir Aujla**, MPH, South Fraser Refugee Readiness Team

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