



18<sup>TH</sup> NATIONAL METROPOLIS CONFERENCE  
18<sup>E</sup> CONFÉRENCE NATIONALE DE METROPOLIS

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MARCH 3-5, 2016  
3-5 MARS 2016

WESTIN HARBOUR CASTLE  
TORONTO, ONTARIO, CANADA

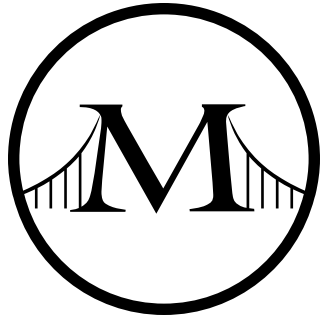
GETTING RESULTS:  
MIGRATION, OPPORTUNITIES  
AND GOOD GOVERNANCE

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OBTENIR DES RÉSULTATS :  
MIGRATION, OCCASIONS  
ET BONNE GOUVERNANCE

PROGRAM  
PROGRAMME





**JACK JEDWAB**

PRESIDENT, ASSOCIATION FOR CANADIAN STUDIES /  
CANADIAN INSTITUTE FOR IDENTITIES AND MIGRATION



**DEBBIE DOUGLAS**

EXECUTIVE DIRECTOR  
OCASI (ONTARIO COUNCIL OF AGENCIES SERVING IMMIGRANTS)



Welcome to the 18<sup>th</sup> Metropolis Conference. This conference is taking place at a time, when issues of migration and Canada's role in the global movement of refugees and asylum seekers are the topics of discussion for many Canadians as we collectively open our hearts and homes to thousands of Syrian refugees and continue to welcome others seeking refuge on our shores.

OCASI is pleased to co-chair this important gathering of government, academics and civil society hosted here in Canada's most diverse and immigrant and refugee inclusive city. *Diversity is our Strength* is the motto of Toronto and the city and its residents strive to make this a living reality.

This year's theme of *Getting Results: Migration, Opportunities and Good Governance* is timely as the sector grapples with the inevitable challenges that results from having to settle and integrate thousands of refugees within a very short time span, especially with the entry of very many new players, particularly private sponsors who are well-meaning but are having some difficulties navigating the immigration, settlement and integration systems. Even for government and the immigrant and refugee serving sector that do this work on a daily basis and have been doing so for decades, the significant number of refugees arriving at our doors needing sometimes complex interventions while stretching our service capacity is also providing opportunities for new partnerships, new approaches to services and a review of governance models in the case of some organizations.

The various plenaries, workshops and roundtables will provide opportunities for knowledge exchange, policy debates and enriching discussions. We know that you are bringing the energy generated by our response as a country to the Syrian crisis to this conference and I look forward to engaging with all of you on the important policy issues facing our immigration, settlement and integration system.

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Bienvenue au 18<sup>e</sup> Congrès Metropolis. Ce congrès a lieu à un moment où les questions liées à la migration et au rôle du Canada par rapport au mouvement international des réfugiés et des demandeurs d'asile sont au cœur des préoccupations de nombreux Canadiens alors que nous avons collectivement ouvert nos cœurs et nos foyers à des milliers de réfugiés syriens et que nous continuons à accueillir tous ceux qui cherchent refuge sur nos côtes.

OCASI est fier de coprésider cet important événement qui réunit des intervenants du gouvernement, des universités et de la société civile et qui se produit dans la ville la plus diversifiée et inclusive du Canada. *La diversité fait notre force* est la devise de Toronto, et la ville et ses résidents s'efforcent d'incarner cette devise dans leurs vies de tous les jours.

Le thème de cette année, *Obtenir des résultats : migration, opportunités et bonne gouvernance*, est opportun puisque le secteur est aux prises avec les défis inévitables qui résultent du besoin d'établir et d'intégrer des milliers de réfugiés dans un laps de temps très court, et ceci dans le contexte de l'entrée en jeu de nombreux nouveaux intervenants, dont des acteurs du secteur privé qui sont bien intentionnés mais qui éprouvent certaines difficultés lorsque vient le temps de naviguer le système d'immigration, d'établissement et d'intégration. Même le gouvernement et les prestataires de services aux immigrants et réfugiés qui effectuent ce travail quotidiennement depuis de nombreuses années, et qui en ont fait ainsi depuis des décennies, sont parfois débordés par le nombre important de réfugiés qui arrivent à nos portes et qui nécessitent des interventions parfois complexes. Nous devrions donc accueillir ce défi comme une occasion d'établir de nouveaux partenariats, de développer de nouvelles approches à la prestation de services et d'effectuer un examen des modèles de gouvernance de certaines organisations.

Les diverses séances plénières, ateliers et tables rondes vont nous donner l'occasion d'échanger nos connaissances, de débattre à propos de nos politiques et d'entretenir d'enrichissantes discussions. Nous savons que vous emmenez l'énergie générée par notre réponse en tant que pays à la crise syrienne à ce congrès et je suis impatient de discuter avec vous tous des enjeux politiques importantes auxquels notre système d'immigration, d'établissement et d'intégration est confronté.

## HOWARD DUNCAN

EXECUTIVE HEAD, METROPOLIS PROJECT



International migration rose to the top of the public agenda in Canada in 2015 with the overwhelming concern for refugees from Syria. As it has done in the past, Canada and Canadians offered to assist many of those in need of protection, and, as it has done in the past, made this offer with little opposition from anywhere in the country. The national effort to support Syrian refugees encompasses contributions from all levels of government, from civil society organizations across the country, some of them newly created for this purpose, from universities and colleges, from the private sector, and from a great many individuals. Not only the willingness to assist but the readiness to do so distinguish Canada from most countries in the world, and this is something for which we can feel a degree of national pride. Our past experience in refugee resettlement has taught us a great deal, and what we have learned allows us both to do this work well and to have confidence that the results will be to the benefit of the refugees and our society alike. The current resettling of Syrian refugees is an extraordinary example of a near-spontaneous partnership among many highly-motivated contributors whose undertakings will continue for months and years ahead. Metropolis wishes to recognize the exceptional humanitarian spirit that is now on display in Canada. We are not alone in this, but the number of countries with such broad public support for such a resettlement effort is undeniably small.

Our conference this year is taking place in Toronto, Canada's most prominent city of migration. Migration has utterly transformed the former "Toronto-the-Good", known for its cleanliness and orderliness, into the recognized Alpha level global city that it is today, a city whose economic and cultural presence in the world goes well beyond its boundaries and those of Canada. Toronto is now "super-diverse", to borrow Steve Vertovec's expression, and, through managing this diversity well, has benefitted from a new cultural vibrancy, economic potential, and sustained population growth. Toronto is well-known for its success in the integration of immigrants and refugees, and it adopted in 1999 a new coat of arms that included "Diversity Our Strength" as its motto. Although this motto originated from the amalgamation of seven cities into one, it has now come to refer to the pride which Toronto takes in the extremely diverse character of its people.

The 2016 National Metropolis Conference will continue our twenty-year tradition of convening government officials, academic researchers, and members of civil society to share ideas and experiences, to examine carefully what Canada is doing to manage migration and integration for the benefit of all, and to develop means by which to do this better in the future. Part of Canada's relative success is a shared ambition to avoid complacency, to always be aiming to do better. We hope that this conference contributes to this aim.

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La migration internationale s'est hissée au sommet des préoccupations du public canadien en 2015 en raison de l'immense sympathie que les Canadiens ressentent envers les réfugiés en provenance de Syrie. Comme notre passé peut en témoigner, le Canada et ses citoyens ont toujours accueilli à bras ouverts nombreuses personnes cherchant asile et cette aide n'a que très rarement suscité de la controverse à travers le pays. L'effort national pour aider les réfugiés syriens s'est matérialisé de diverses façons; des contributions ont été réalisées par tous les niveaux du gouvernement, par des organisations de la société civile de part et d'autre du pays, certaines d'entre elles créées expressément à cet effet, par des universités et des collèges, par le secteur privé et par un grand nombre d'individus. Ce n'est pas uniquement la volonté d'aider, mais également la rapidité à fournir cette aide, qui distingue le Canada de la plupart des pays dans le monde, et ceci est une excellente raison de ressentir un énorme degré de fierté envers notre nation. Nous avons tiré d'innombrables leçons à partir de notre expérience passée en matière de réinstallation des réfugiés et ces leçons nous permettent à la fois d'effectuer un travail respectable et d'être assurés que les résultats de celui-ci bénéficieront aux réfugiés et à notre société en entier. La réinstallation actuelle des réfugiés syriens est un exemple extraordinaire d'un partenariat qui s'est établi presque complètement spontanément entre de nombreux intervenants très motivés dont les initiatives vont se poursuivre pendant les mois et les années à venir. Metropolis souhaite reconnaître l'esprit humanitaire exceptionnelle dont fait preuve le Canada en ce moment. Nous ne sommes pas seuls à nous impliquer dans ce domaine, mais le nombre de pays qui bénéficie d'un aussi grand soutien public pour un tel effort de réinstallation est indéniablement petit.

Notre congrès de cette année a lieu à Toronto, qui est la plus importante métropole canadienne pour ce qui en est de la migration. La migration a complètement transformé cette ville qui autrefois était connue comme «Toronto-la-Bonne», ainsi baptisé pour sa propreté et son ordre, en la mégapole internationalement reconnue dont la présence économique et culturelle se fait ressentir bien au-delà de ses frontières et de celles du Canada. Pour reprendre l'expression de Steve Vertovec, Toronto est aujourd'hui «super-diversifié» et, grâce à la bonne gestion de cette diversité, jouit d'un nouveau dynamisme culturel, d'une reprise économique et d'une croissance soutenue de sa population. Le succès de Toronto dans le domaine de l'intégration des immigrants et des réfugiés est bien connu, et la ville a adopté en 1999 de nouvelles armoiries dont la devise est «la diversité fait notre force». Bien que cette devise faisait originalement référence à la fusion des sept communautés urbaines en la ville que l'on connaît aujourd'hui, elle se réfère désormais à la fierté que ressentent les Torontois envers le caractère extrêmement diversifié des résidents de leur ville.

Le Congrès national Metropolis de 2016 poursuit une tradition établie depuis déjà vingt ans qui consiste à convoquer des représentants du gouvernement, des chercheurs universitaires et des membres de la société civile afin qu'ils partagent leurs idées et leurs expériences, examinent attentivement le rôle du Canada dans la gestion de la migration et de l'intégration et développent des pratiques qui vont nous permettre d'exceller encore plus à l'avenir. Une partie de la réussite du Canada provient de notre ambition commune de nous éloigner de la complaisance et de constamment viser plus haut. Nous espérons que ce congrès contribue à cet objectif.

**THURSDAY, MARCH 3**

**JEUDI, 3 MARS**

8:30 AM WELCOME  
8H30 BIENVENUE

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9:00 - 10:30 AM PLENARY SESSION 1  
9H30 - 10H30 SÉANCE PLÉNIÈRE 1

**WHAT IS THE CHANGING ROLE OF THE PROVINCES IN IMMIGRATION AND INTEGRATION?**

From a constitutional standpoint immigration is shared jurisdiction between the federal and provincial governments; but for well over a century after Confederation, the federal government took the lead when it came to the process of immigrant selection and settlement. Over several decades, provincial governments re-examined their responsibilities and roles with respect to immigration. Starting with carving out a role in settlement and integration services, and since the 1990's in economic immigrant selection, they sought to work more closely with the federal government. This resulted in a number of federal-provincial agreements on immigration. More recently there is growing conversation between the provinces around broadening collaboration on immigration issues. Speakers in this session will reflect on the role of provinces over immigration policy, their role in immigrant selection, settlement and integration and how they see their role going forward.

**COMMENT EST-CE QUE LE RÔLE DES PROVINCES A ÉVOLUÉ EN MATIÈRE DE L'IMMIGRATION ET DE L'INTÉGRATION DES IMMIGRANTS?**

Du point de vue constitutionnel, l'immigration est une compétence partagée entre le gouvernement fédéral et les gouvernements provinciaux; cependant, pendant plus d'un siècle après la Confédération, c'est le gouvernement fédéral qui s'est principalement chargé du processus de sélection et de l'établissement des immigrants. Pendant plusieurs décennies, les gouvernements provinciaux ont réexaminé leurs responsabilités et leurs rôles en matière d'immigration. Les gouvernements provinciaux ont d'abord cherché à se tailler une place dans le domaine des services d'établissement et d'intégration, puis, depuis les années 1990, ils tentent de travailler plus étroitement avec le gouvernement fédéral pour ce qui en est de la sélection des immigrants de la catégorie économique. Ces efforts ont mené à un certain nombre d'ententes sur l'immigration entre le fédéral et les provinces. Plus récemment, c'est la question d'une collaboration plus soutenue entre les provinces qui prend de plus en plus d'ampleur. Les présentateurs de cette séance vont réfléchir à propos du rôle des provinces dans les politiques d'immigration, de leurs rôles lors de la sélection, de l'établissement et de l'intégration des immigrants, et sur la façon dont les provinces envisagent leurs rôles à l'avenir.

10:30 - 11:00 AM COFFEE BREAK  
10H30 - 11H00 PAUSE-CAFÉ

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11:00 AM - 12:30 PM PLENARY 2  
11H00 - 12H30 SÉANCE PLÉNIÈRE 2

**WHO GETS IN? IMMIGRATION THAT IS GREATER THAN THE SUM OF ITS PARTS**

Observations, lessons learned, and recognizing the ever-changing immigrant selection landscape is at the core of this plenary session. Through an evidence-based deconstruction of selection policies and practices of Economic Immigration programs, Family Reunification, and Humanitarian efforts, participants will examine the evolution of how, why and who Canada is letting in, not letting in, and should let in to our country, followed by why it matters.

**QUI ENTRE AU PAYS? UNE IMMIGRATION QUI EST SUPÉRIEURE À LA SOMME DE SES PARTIES**

Au cours de cette session plénière, nous allons discuter des observations, des leçons apprises et de la constance évolution des critères de sélection des immigrants. À travers une déconstruction soutenue par des données factuelles, les participants vont se questionner sur l'évolution des critères de sélection des programmes de l'immigration économique, de réunification familiale et de l'immigration humanitaire (comment, pourquoi et qui est-ce que le Canada laisse entrer au pays, ne laisse pas entrer au pays et devrait laisser entrer au pays) et sur l'importance de ce type de questionnement.

**MODERATOR/MODÉRATEUR** GED-NONA GRANDEA

**PARTICIPANTS**

CATRINA TAPLEY, ADM, Strategic and Program Policy Sector,  
Immigration, Refugees and Citizenship Canada  
DEIRDRE AYRE, Other Ocean Interactive NL  
ANN SADO, President, George Brown College, Vice-Chair,  
Toronto Region Board of Trade  
JANET DENCH, Canadian Council for Refugees

12:30 - 2:00 PM LUNCH & POSTER PRESENTATIONS  
12H30 - 14H00 PAUSE-REPAS ET PRÉSENTATION PAR AFFICHES

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2:00 - 3:30 PM WORKSHOP BLOCK A  
14H00 - 15H30 ATELIER BLOC A

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3:30 - 4:00 PM COFFEE BREAK  
15H30 - 16H00 PAUSE-CAFÉ

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4:00 - 5:30 PM WORKSHOP BLOCK B  
16H00 - 17H30 ATELIER BLOC B

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5:30 - 7:30 PM WELCOME COCKTAIL  
17H30 - 19H30 COCKTAIL DE BIENVENUE

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**VENDREDI, MARCH 4**

**VENDREDI, 4 MARS**

9:00 - 10:30 AM  
9H30 - 10H30

PLENARY SESSION 3  
SÉANCE PLÉNIÈRE 3

**IDENTITIES, RIGHTS AND MIGRATION:  
A SESSION ON THE INTERSECTION OF GENDER, RACE, CLASS AND SEXUALITY**

Canadians possess multiple and intersecting identities. For several of Canada's newcomers the adjustment process often brings about changes in the things with which they identify and hence their collective self-definition. Intersectional analysis looks at the way in which various markers of identity intersect, providing a more nuanced portrait of the multidimensional character of status and inequality. With a particular focus on migration, this plenary will explore the capacity of relevant institutions across Canada to accommodate these multiple and intersecting identities. It will examine the efforts that are being made at all levels of government to see how institutions are representing and responding to the changing composition of Canadian society? What measures are in place to combat problems of discrimination specifically encountered by migrants? How are key institutions (i.e. human rights commissions) faring in the ongoing fight to tackle problems of discrimination?

**IDENTITÉS, DROITS ET MIGRATION :  
L'INTERSECTION ENTRE LE GENRE, LA RACE, LA CLASSE SOCIALE ET L'ORIENTATION SEXUELLE**

Les Canadiens possèdent de multiples identités qui s'entrecroisent. Pour plusieurs nouveaux arrivants au Canada, le processus d'ajustement à leur nouvel environnement entraîne souvent des changements dans les éléments auxquels ces individus s'identifient, ce qui modifie donc leur définition de soi collective. L'analyse intersectionnelle examine la façon dont différents marqueurs d'identité s'entrecroisent, nous offrant un aperçu plus nuancé du caractère multidimensionnel du statut et des inégalités. En étant plus particulièrement axée sur la migration, cette session plénière examine la capacité de diverses institutions du Canada de prendre en compte ces identités multiples et interliées. Nous allons discuter des efforts déployés par tous les paliers gouvernementaux afin de voir comment les institutions représentent et prennent en compte les changements se produisant dans la composition de la société canadienne. Quelles mesures sont en place pour lutter contre les problèmes de discrimination auxquels sont spécifiquement confrontés les immigrants? Comment est-ce que les institutions principales impliquées dans la lutte continue contre la discrimination (par exemple, les commissions des droits de la personne) s'en tirent-elles?

**PARTICIPANTS**

EL-FAROUK KHAKI, Canadian refugee and immigration lawyer, Toronto, Ontario  
YOLANDE JAMES, former Minister of Immigration and Cultural Communities, Gov. of Quebec  
NEGAR ACHTARI, Canadian refugee and immigration lawyer, Ottawa, Ontario  
AVVY GO, Metro Toronto Chinese and Southeast Asian Legal Clinic

10:30 - 11:00 AM  
10H30 - 11H00

COFFEE BREAK  
PAUSE-CAFÉ

11:00 AM - 12:30 PM  
11H00 - 12H30

PLENARY 4  
SÉANCE PLÉNIÈRE 4

**CANADA 2041: MIGRATION, DIVERSITY AND ECONOMIC PROSPERITY**

With a fertility rate of approximately 1.6 children per woman now and with below replacement levels since 1972, Canada's population is rapidly aging, and were it not for sustained immigration, would have begun falling. The economic case for immigration is clear. But the question arises how well Canada will fare in the emerging global competition for talent? Part of the answer to this question lies in how well Canada will manage the growing diversity that continued immigration will bring. Speakers in this session will position Canada's demographic future within the global context, will provide detailed projections of our population through to 2040, and will offer insights into how we can create a fully inclusive society while our diversity deepens.

## **CANADA 2041 : MIGRATION, DIVERSITÉ, PROSPÉRITÉ ÉCONOMIQUE**

Avec un taux de fécondité de 1,6 enfant par femme et de faibles taux de renouvellement des générations depuis 1972, la population canadienne vieillit rapidement, et si ce n'était pas de l'immigration, aurait commencer à diminuer. Les arguments en faveur de l'immigration économique sont clairs. Mais la question qui se pose maintenant est de savoir comment se portera le Canada lors de la course émergente mondiale pour recruter les travailleurs de talent. Une partie de la réponse à cette question réside dans la façon dont le Canada saura gérer la diversité croissante qu'une immigration continue entraîne. Lors de cette session, les conférenciers vont positionner l'avenir démographique du Canada dans le contexte mondial, vont discuter de leurs projections démographiques détaillées jusqu'en 2040 et vont nous donner leurs opinions quant à la façon dont nous pouvons créer une société réellement inclusive alors que sa diversité s'approfondit.

### **PARTICIPANTS**

RENE HOULE, Statistics Canada

PATRICK SIMON, Directeur de recherche, L'Institut national d'études démographiques (Ined), France

JOHN F. HELLIWELL, University of British Columbia

JULIE RAY, Global Migration Research , Gallup International

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12:30 - 2:00 PM 12H30 - 14H00	LUNCH & POSTER PRESENTATIONS PAUSE-REPAS ET PRÉSENTATION PAR AFFICHES
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2:00 - 3:30 PM 14H00 - 15H30	WORKSHOP BLOCK C & ROUNDTABLE SESSION 1 ATELIER BLOC C ET TABLE RONDE 1
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3:30 - 4:00 PM 15H30 - 16H00	COFFEE BREAK PAUSE-CAFÉ
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4:00 - 5:30 PM 16H00 - 17H30	WORKSHOP BLOCK D ATELIER BLOC D
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**SATURDAY, MARCH 5**

**SAMEDI, 5 MARS**

7:30 - 8:30 AM BREAKFAST SESSION (Refreshments will be served)  
7H30 - 8H30 WHAT DO CANADIANS KNOW ABOUT IMMIGRATION? A NEW SURVEY ON  
IMMIGRATION LITERACY IN CANADA

**ORGANIZER** CIIM

9:00 - 10:30 AM PLENARY SESSION 5  
9H30 - 10H30 SÉANCE PLÉNIÈRE 5

**ATTRACTING, RETAINING AND INTEGRATING NEWCOMERS IN SMALLER CENTRES:  
THE ROLE OF EMPLOYERS, COMMUNITY ACTORS AND PUBLIC INSTITUTIONS**

For many communities across Canada, immigration is an engine of population growth, economic prosperity and socio-cultural development. A key issue is whether newcomers are choosing to settle and stay in cities/communities that seek to attract and retain immigrants, particularly smaller centres or immigration gateways (i.e., outside Montreal, Toronto and Vancouver). The purpose of this plenary is to explore the 'absorptive capacity' that helps to attract and retain newcomers in smaller centres or gateways of immigration, including: key factors of attraction and retention; critical gaps; and the role of different levels of government (i.e., federal, provincial/territorial, municipal), employers and community actors in developing the capacity to 'absorb' and support newcomers so they can settle/integrate successfully.

**ATTIRER, RETENIR ET INTÉGRER LES NOUVEAUX ARRIVANTS DANS LES PETITS CENTRES :  
LE RÔLE DES EMPLOYEURS, DES INTERVENANTS COMMUNAUTAIRES ET DES INSTITUTIONS PUBLIQUES**

Pour de nombreuses collectivités à travers le Canada, l'immigration est un moteur de croissance démographique, de prospérité économique et de développement socioculturel. Un enjeu principal consiste à déterminer si les nouveaux arrivants choisissent de s'installer et de rester dans les villes/collectivités qui cherchent à attirer et retenir les immigrants, en particulier dans les plus petits centres ou dans les villes qui servent de point d'entrée aux immigrants (c.-à l'extérieur de Montréal, Toronto et Vancouver). Le but de cette séance plénière est d'examiner la «capacité d'absorption» qui aide à attirer et retenir les nouveaux arrivants dans les petits centres ou les villes d'entrée, y compris: les facteurs clés de l'attrait et de la rétention, les lacunes importantes, le rôle des différents paliers du gouvernement (fédéral, provincial/territorial, municipal), des employeurs et des acteurs communautaires dans le développement de leur capacité d'«absorber» les nouveaux arrivants et de les soutenir afin qu'ils puissent s'installer/s'intégrer avec succès.

**MODERATOR/MODÉRATEUR** GED-NONA GRANDEA

**PARTICIPANTS**

NONA GRANDEA, Immigration, Refugees and Citizenship Canada (IRCC)  
NAOMI ALBOIM, Chair, Policy Forum, School of Policy Studies, Queen's University  
CYRILLE SIMARD, Mayor, Edmundston, New Brunswick  
FARIBORZ BIRJANDIAN, Executive Director, Calgary Catholic Immigration Society

10:30 AM - 11:00 AM COFFEE BREAK  
10H30 - 11H00 PAUSE-CAFÉ

11:00 AM - 12:30 PM WORKSHOP BLOCK E & ROUNDTABLE SESSION 2  
11H00 - 12H30 ATELIER BLOC A ET TABLE RONDE 2

12:30 - 2:00 PM LUNCH & POSTER PRESENTATIONS  
12H30 - 14H00 PAUSE-REPAS ET PRÉSENTATION PAR AFFICHES

2:00 - 3:30 PM WORKSHOP BLOCK F  
14H00 - 15H30 ATELIER BLOC F

3:30 - 4:00 PM COFFEE BREAK  
15H30 - 16H00 PAUSE-CAFÉ

**A1** DISCRETION AND BIAS IN IMMIGRATION CONTROL: A VIEW FROM BORDER ENFORCEMENT

Discretion in immigration related decision making is often seen as a mechanism for various types of biases to enter into decisions about who is allowed to enter and stay in a country. This workshop aims to begin a conversation about bias in discretionary decision making from a comparative, international perspective.

**ORGANIZER** VIC SATZEWICH, McMaster University

**PARTICIPANTS** SULE TOMKINSON, University of Kansas  
*At the Heart of Refugee Law: Credibility Assessment during Asylum Procedures*

MAARTJE VAN DER WOUDE, Leiden University  
*Malicious Ethnic Profiling or Noble Cause Decision-Making? Analyzing the Role of Ethnicity in Dutch Border Control*

FEDERICA INFANTINO, Post-Doc at COMPAS, University of Oxford GERME/IEE/Université Libre de Bruxelles  
*Bordering Regular Migration? The Comparative Analysis of Decision-making on Schengen Visa in Morocco*

VIC SATZEWICH, McMaster University  
*Discretion and Bias in Canadian Overseas Visa Processing*

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**A2** UNDERSTANDING INTERNATIONAL STUDENTSHIP AS AN EMERGING FORM OF MIGRATION  
DOUBLE-LENGTH WORKSHOP (180 MINS)

TBD

**ORGANIZERS** SHUNXIAN (CINDY) OU

HOWARD DUNCAN

**PARTICIPANTS** DIANA MACKAY, Executive Director of Carleton University Global Academy  
*If They Stay or Go, It Matters Not – The Nexus of International Students and Global Well-being*

DIANA NING, Manager, International Student and Scholar Services, York International  
*In the Midst of Supporting International Students – What Do We See Ourselves as Post-Secondary Educational (PSE) Institutions*

TIMOTHY OWEN, Director of World Education Services  
*Emerging Issues in the Student-migration Pathway*

GUNJAN SONDHI, Research Fellow, Division of Public Policy and Global Affairs, School of Humanities and Social Sciences, Nanyang Technological University, Singapore  
*"I Don't Know If I'll Stay Here". Examining the Challenges in Retaining Talent: A Comparison Between Singapore and Canada*

JANINE KNIGHT-GROFE, Research Manager, Canadian Bureau for International Education (CBIE)

RICHARD DOMINIC WIGGERS, Executive Director, Research and Programs, Higher Education Quality Council of Ontario  
*The Challenges and Opportunities of Expanding International Enrolments at Ontario Colleges and Universities*

SIMON MORRIS-LANGE, Expert Council of German Foundations on Integration and Migration  
*Non-Partisan Think Tank Devoted to the Study of Immigration*

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THURSDAY, MARCH 3 - 2:00 PM TO 3:30 PM  
JEUDI 3 MARS - 14H00 À 15H30

**A3** THE FAITH PROJECT

The Faith Project session is an intimate look at religious identity and expression from the perspective of young people. The first part of this session is broadcast to schools across Canada and features questions submitted by students. The second part of the session invites Metropolis delegates to engage with panelists in further discussion on faith and belonging.

**ORGANIZERS** CANADIAN RACE RELATIONS FOUNDATION  
NATIONAL FILM BOARD

**PARTICIPANTS**

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**A4** REFUGEE-RELATED EVIDENCED-BASED POLICY RESEARCH AND PRACTICES

Best practices for refugee-related evidence-based research and practices for policy development will be presented. The objective will be to gain a better understanding of how existing monitoring, analysis and evaluation methods function pertaining to refugee and related migration policy. Other areas explored include how can evidence-based policy development best guide policy processes and inform future decision-making pertaining to refugee and related migration policy. What tools can be used to inform future pressures on Canada's refugee system.

**ORGANIZER** EVA LAZAR, Refugee Affairs Branch, Immigration, Refugees and Citizenship Canada

**PARTICIPANTS** PROFESSOR HANSEN, UofT  
PROFESSOR SUSAN MCGRATH, RRN  
STATISTICS CANADA, TBC  
EVA LAZAR, Refugee Affairs Branch, Immigration, Refugees and Citizenship Canada

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**A5** CREED HUMAN RIGHTS: FACING CONTEMPORARY ISSUES

Discrimination based on Creed has emerged as a major public policy and human rights issue. This workshop will explore the work of human rights commissions in responding to this challenge. Reference will be made to the Ontario Human Rights Commissions groundbreaking "Policy on preventing discrimination based on creed".

**ORGANIZER** ONTARIO HUMAN RIGHTS COMMISSION

**PARTICIPANTS** TBD

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**A6** SUBNATIONAL GOVERNMENTS AND THE INTEGRATION OF IMMIGRANTS AND REFUGEES: FACING NEW CHALLENGES

TBD

**ORGANIZER** LESLIE SEIDLE, Forum of Federations

**PARTICIPANTS** MIREILLE PAQUET, Concordia University  
*Overview of The Role of Subnational Governments in Canadian Immigration and Integration*

ELS DE GRAAUW, City University of New York  
*Immigrant-serving Organizations and the City Governments in the United States*

JAN SCHNEIDER, Expert Council of German Foundations on Integration and Migration  
*German Governments' Responses to the Recent Flow of Refugees*

CAROLINE HEMSTOCK, MA, Research and Policy Coordinator, Alberta Association of Immigrant Serving Agencies  
*Exploring the Impact of Federal Policy Changes on Alberta's Provincial Nominee Program and Settlement Programming*

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**A7** EMPLOYMENT PATHWAYS FOR REFUGEES

This workshop will present literature on refugee integration and sense of belonging in relation to employment. Demographics and needs of government assisted refugees within their first year in Canada and innovative community and program responses will be discussed in response to what is known of refugees regarding their desire to work and be contributing members of society.

**ORGANIZER** ASHLEY KORN, MANAGER, Client Support Services Regional Coordinator, YMCA Of Greater Toronto

**PARTICIPANTS** DR MICHAELA HYNIE, York University

*The Meaning of Meaningful Employment: Employment and Refugees' Sense of Belonging*

PHILIPPE RAPHAEL, Application Support Analyst, Client Support Services Regional Coordinator, YMCA of Greater Toronto

NATASHA PATEMAN, Director Policy Innovation Division, CIC  
*Social Innovation and Refugee Pilots*

SURESH SHRETHSA, Case Worker, Client Support Services, London Cross Cultural Learner Centre  
*Employment Pathways: A case of Bhutanese GARs in London*

ASHLEY KORN, Manager Client Support Services, YMCA Of Greater Toronto  
*Outcomes and What Was Learned*

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**A8** MULTI-SECTORAL COLLABORATION:  
TOWARDS INNOVATIVE STRATEGIES FOR THE EMPLOYMENT RETENTION OF NEWCOMERS

Local Immigration Partnerships (LIPs) and Immigrant Employment Councils (IECs) across Canada are well-positioned to enhance service-delivery models to address recruitment challenges and employment retention. This panel will present how the LIPs and IECs integrate and leverage the practices existent in their communities. Furthermore, they will share how they have evolved and the current practices that are working to support both the newcomer and employer. Panelists will also demonstrate how a multi-sectorial approach provides the most sustainable solutions.

**ORGANIZERS** AAMNA ASHRAF, Director Peel Newcomer Strategy Group

SEEMA TANEJA

**PARTICIPANTS** VERA DODIC, City of Toronto

*Promoting Immigrant Employment to Governments as Employers – Challenges and Opportunities*

ALEX GOSS, Guelph Wellington Local Immigration Partnership  
*Building a Two-Way Street to Economic Integration and Inclusion in Guelph Wellington*

MENGIS TSEGAYE, Co-chair of OLIP Economic Integration Sector Table and Executive Director of World Skills  
*Successes and Challenges of Collaborative, Bottom-Up Approach to Immigrants Employment*

SANGEETA SUBRAMANIAN, Senior Manager, Workplace Development Immigrant Employment Council of BC  
*Immigrant Employment Councils (IECs): Towards Sustainable Collaborative Partnerships to Attract, Hire and Retain Immigrants in the Local Labour Markets*

JULIA RAMIREZ, Project Coordinator LIP of Fredericton & Population Growth Specialist for Ignite Fredericton  
*LIP of Fredericton: Improving the Wheel*

TRACEY JONES-GRANT, Manager Diversity and Inclusion Office HRM & Project Manager Halifax LIP and  
ROBERTO MONTIEL, Project Coordinator Halifax LIP  
*Connecting the Chasms: Creating Community Connections by Developing Professional Networks in Halifax*

AAMNA ASHRAF, Director Peel Newcomer Strategy Group  
*Soft Skills as an Employment Standard: Implications for Racialized Newcomer Hiring and Retention in Peel Region*

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**A9** LES VÉCUS D'IMMIGRATION ET D'ACCUEIL DANS DES COMMUNAUTÉS FRANCOPHONES DE L'OUEST CANADIEN

Les présentations feront le bilan des expériences avec les services d'accueil dans les territoires et provinces de l'Ouest canadien dans les dix derniers ans avec une attention particulière sur le sens d'identification, d'appartenance et de participation tant des nouveaux arrivants que les membres de longue date de la communauté francosaskoise.

**ORGANIZERS**

DRE LAURIE CARLSON BERG, Université de Regina

FANTA TRAORE, Coordinatrice du réseau en immigration francophone de la Saskatchewan (RIF-SK)

LORI WILKINSON, University of Manitoba

MAMADOU KA, Université de St-Boniface

MARIANNE JACQUET, Simon Fraser University

PAULIN MULATRIS, Campus St-Jean, Université de l'Alberta

**PARTICIPANTS**

DR PAULIN MULATRIS, Campus St-Jean, Université de l'Alberta, MARIANNE JACQUET, Simon Fraser University et DRE LAURIE CARLSON BERG, Université de Regina  
*L'immigration francophone dans les Territoires et l'Ouest canadien: Réalités et perspectives après 10 ans d'accueil et de services*

PAUL NTAHONDAKIRIRA, Étudiant à la Maîtrise, Université de Regina  
*Identité, appartenance et participation communautaire des immigrants francophones en milieu urbain saskatchewanais*

DRE LAURIE CARLSON BERG, Université de Regina et FANTA TRAORE, Coordinatrice du RIF-SK  
*Vécus d'inclusion communautaire au sein des communautés francosaskoises*

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**A10** IN THE INTERIM: CHALLENGES AND OPPORTUNITIES FOR IMMIGRANT SUCCESS THROUGH ALTERNATIVE CAREERS

While not a systemic solution to the challenges of international qualifications recognition, alternative careers offer the potential to enable immigrant professionals to become quickly and gainfully employed in Canada. This workshop brings together diverse perspectives to discuss current challenges, research, examples and opportunities for immigrant professionals to find career success through alternative careers.

**ORGANIZERS**

SOPHIA J LOWE, Policy & Program Adviser, Office of the Fairness Commissioner

ALLISON BROWNLEE

**PARTICIPANTS**

JEFFREY REITZ, University of Toronto  
*Immigrant Skill Utilization: Trends, Alternatives and Policy Issues*

SYED JAFFERY, Consultant & Immigrant Physician  
*When Barriers Push you to Reinvent Yourself: Perspective of an Immigrant Physician*

LARRY HYNES, Access Centre, Health Force Ontario and MARIE ROCCHI, Associate Professor, Teaching Stream, Leslie Dan Faculty of Pharmacy, University of Toronto  
*Supporting Internationally Educated Health Professionals with Alternative Careers*

SOPHIA J LOWE, Policy & Program Adviser, Office of the Fairness Commissioner  
*Challenges and Opportunities for Immigrant Success through Alternative Careers*

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**B1** ENVISIONING LGBT REFUGEE RIGHTS IN CANADA: IS CANADA A SAFE HAVEN?

This workshop will present the research findings and final report by Envisioning Global LGBT Human Rights, which examines the experiences of LGBT refugee claimants and refugees living in the GTA and the experiences of community service providers working with these communities. A total of 92 asylum seekers and refugees participated in this study. The research for this report was conducted over the period from 2012 – 2014. The implementation of Protecting Canada's Immigration System Act in December 2012 resulted in significant impacts on refugees and immigrants. Our research indicates that these changes have also had a particular and disproportionately negative impact on LGBT claimants. The report makes 37 recommendations that point to a need for systemic change.

**ORGANIZER** NANCY NICOL, School of the Arts, Media, Performance and Design, York University, PI Envisioning Global LGBT Human Rights

**PARTICIPANTS** ALEXANDER VALALA, Senior Coordinator, Policy and Research, OCASI (Ontario Council of Agencies Serving Immigrants)  
NICK MULÉ, School of Social Work, Faculty of Liberal Arts and Professional Studies, York University  
CRAIG A. CROMWELL, Refugee Settlement Coordinator, Black Coalition for AIDS Prevention  
KATHLEEN GAMBLE, PhD candidate, York University  
NANCY NICOL, School of the Arts, Media, Performance and Design, York University, PI Envisioning Global LGBT Human Rights

**MODERATOR** DEBBIE DOUGLAS, Executive Director, OCASI (Ontario Council of Agencies Serving Immigrants)

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**B2** INTERNATIONAL STUDENTS AS "IDEAL" IMMIGRANTS

Due to recent changes in the Canadian international education and immigration policies, international students (IS) are perceived as the "ideal immigrants" due to their education, language and work experience. This workshop focuses on their journey transitioning into the Ontario labour market: IS, universities, and employers' experiences and perspectives.

**ORGANIZERS** AMIRA EL MASRI  
ROOPA DESAI-TRILOKEKAR

**PARTICIPANTS** AMIRA EL MASRI, Faculty of Education, York University  
*Transitioning International Students into Ontario: International Students' Experiences*  
DR. ROOPA DESAI TRILOKEKAR, Faculty of Education, York University  
*Transitioning International Students into Ontario: Universities' Experiences*  
DR. KELLY THOMSON, Faculty of Liberal Arts and Professional Studies, York University  
*Transitioning International Students into Ontario: Employers' Experiences*  
FENELLA AMARASINGHE  
*Career Development Plan and Implementation Process: Case Study from Ryerson University*

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**B3** GETTING RESULTS- NATIONAL PRE ARRIVAL CONNECTOR PROGRAM - IT'S ALL ABOUT RETENTION

NPACP introduces economic class immigrants to the National Connector Community while they are still overseas, matching them with local employers. The goal is to empower these pre-arrival immigrants in their job search and networking skills, provide them with a crucial head-start in building their professional network, and expedite their labour market and settlement integration to Canada.

**ORGANIZER** ROBYN WEBB, Director, National Connector Program Halifax Partnership

**PARTICIPANTS** DOUG PIQUETTE, Executive Director Edmonton Region Immigrant Employment Council  
*NPACP - It's All About Retention*

BRUCE RANDALL, Executive Director Calgary Region Immigrant Employment Council  
*NPACP - It's All About Retention*

KARYN STEER, Manager, Community Economic Development Ottawa Community Immigrant Services Organization - OCICO  
*NPACP - It's All About Retention*

ROBYN WEBB, Director, National Connector Program Halifax Partnership  
*NPACP - It's All About Retention*

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**B4** TRACKING THE TRENDS WITH THE CENSUS/NHS: HOW IMMIGRATION AND DIVERSITY RESEARCH CAN CONTRIBUTE TO SETTLEMENT AND INTEGRATION WITHIN CANADA

The Canadian Census is an important decision making tool for both policy and programs that are focused on immigrant settlement and integration in Canada. This workshop will highlight Census/NHS research and discuss what the future holds for immigration research, with the inclusion of immigration category on the 2016 Census.

**ORGANIZER** LORNA JANTZEN, Research and Evaluation, Immigration, Refugee and Citizenship Canada

**PARTICIPANTS** RENE HOULE, Social and Aboriginal Statistics Division, Statistics Canada  
*Linguistic Assimilation of Immigrant Groups in Canada: The Long View*

DAN HIEBERT, Department of Geography, University of British Columbia  
*Canada's Social Atlas*

NONA GRANDEA, Integration and Foreign Credential Recognition, Immigration, Refugee and Citizenship Canada and DEBBIE DOUGLAS (or TBA OCASI – still finalizing)  
*The Importance of Census/NHS for Policy Making at the Federal Level and What it Means to Have Immigration Category Available from the 2016 Census*

LORNA JANTZEN, Research and Evaluation, Immigration, Refugee and Citizenship Canada  
*Tracking the Trends from the Past and Into the Future*

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THURSDAY, MARCH 3 - 4:00 PM TO 5:30 PM  
JEUDI 3 MARS - 16H00 À 17H30

**B5** REFUGEE CRISES, ACCESS TO FOOD AND HEALTH, ARE WE READY?

With increasing rates of immigration to Canada, particularly with the recent influx of refugees from conflict regions and their settlement in large and small urban and rural areas, concerns arise regarding their basic needs, particularly access to culturally appropriate and affordable food and access to healthcare services. This workshop will provide a comprehensive overview of the nutrition and health challenges and barriers faced by newcomer refugees in Canada.

**ORGANIZER** DR. HASSAN VATANPARAST, Associate Professor, College of Pharmacy and Nutrition, School of Public Health, University of Saskatchewan

**PARTICIPANTS** DR. MUSTAFA KOÇ, Professor, Department of Sociology & Centre for Studies in Food Security Ryerson University  
*Social Integration and Food Security, Barriers and Facilitators*

DR. NEIL ARYA, Assistant Clinical Professor, Department of Family Medicine, McMaster University  
*Health and Health Care for Refugees, Challenges and Opportunities*

GINNY LANE, PhD student and Senior Policy Advisor, Ministry of Health, Government of Saskatchewan  
*Access to Healthcare Services, Newcomers' Experience*

DR. HASSAN VATANPARAST, Associate Professor, College of Pharmacy and Nutrition, School of Public Health, University of Saskatchewan  
*How is the Food Security Status Of Refugees, as a Basic Human Right and Social Determinant of Health, Compared to Canadians and Recent Immigrants?*

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**B6** CONTINUUM OF PRE-ARRIVAL TO POST-ARRIVAL SETTLEMENT AND EMPLOYMENT SERVICES FOR NEWCOMERS TO CANADA

S.U.C.C.E.S.S. Active Engagement and Integration Project provides pre-departure services to individuals immigrating to Canada. AEIP's partnerships with local organizations across Canada ensure that newcomers receive continuous pre to post-arrival settlement and employment services. This presentation will discuss AEIP's service approach in assisting newcomers to Canada transition to their new communities.

**ORGANIZERS** MIKAELA TORRES, S.U.C.C.E.S.S. Active Engagement and Integration Project  
EDWIN WONG, S.U.C.C.E.S.S. Active Engagement and Integration Project

**PARTICIPANTS** ANGELA DAIGNEAULT, Newcomer Information Centre on behalf of Saskatoon Open Door Society  
*Post-Arrival Settlement Services for Newcomers*

YI LIANG, Information and Communications Technology Council  
*Post-Arrival Employment Services for Newcomers*

MIKAELA TORRES, S.U.C.C.E.S.S. Active Engagement and Integration Project  
*Pre-Arrival Services for Newcomers*

EDWIN WONG, S.U.C.C.E.S.S. Active Engagement and Integration Project  
*Pre-Arrival Services for Newcomers*

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**B7** EMPLOYER STRATEGIES TO SUPPORT IMMIGRANT EMPLOYMENT

The business community holds great potential to influence labour market outcomes for skilled immigrants. This session will explore new research, coordinated approaches and promising innovative strategies that lead to the full integration of immigrant talent.

**ORGANIZER** BETH CLARKE, Director, Employer Programs,TRIEC

**PARTICIPANTS** TOM ZIZYS, Labour Market Analyst, Zizys Consulting  
*Employer Strategies with the Power to Impact Change*

ANITA SAMPSON BINDER, Vice President Recruitment Strategy and Delivery, ARES Staffing Solutions  
*Solving the Problem Through Ethical Staffing Solutions*

UZMA SHAKIR, Director, Equity, Diversity and Human Rights Office  
*Government as Employers of Immigrants*

BETH CLARKE, Director, Employer Programs,TRIEC  
*Employer Engagement: Promising Practices*

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**B8** RELIGIOUS DIVERSITY AND ACCOMMODATION IN PUBLIC SCHOOLS – BEYOND THE LORD’S PRAYER

Canada’s growing religious diversity is reflected within the classrooms of our public schools, and the resulting legal and policy challenges continue to evolve. This workshop will explore questions relating to the religious accommodation and integration of a diverse student body, including the potential exemption of students from provincially mandated instruction.

**ORGANIZER** MIHAD FAHMY, LL.B, LL.M, National Council of Canadian Muslims

**PARTICIPANTS** LORI G. BEAMAN, PhD -Canada Research Chair in the Contextualization of Religion in a Diverse Canada, University of Ottawa and CHRISTINE CUSACK, PhD Candidate  
*Religious Exemption: Fragmenting or Inclusive Practice?*

JEEWAN CHANICKA, M.Ed, Inclusive Education Branch, Ministry of Education, Ontario  
*Religious Accommodations in Schools: Invitations, Implementation and Limits*

MIHAD FAHMY, LL.B, LL.M, National Council of Canadian Muslims  
*Inclusion by Way Of Removal from the Classroom: Exemptions, Religious Diversity and the Elusive Duty to Accommodate*

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THURSDAY, MARCH 3 - 4:00 PM TO 5:30 PM  
JEUDI 3 MARS - 16H00 À 17H30

**B9** SOCIAL CONNECTIONS: A PULL-FACTOR FOR ATTRACTION AND RETENTION OF NEWCOMERS

In the competition for attracting global talent many national governments, including Canada, are capitalizing on social connections as a pull factor to advance their immigration goals. This workshop will examine a renewed interest in social connections as a strategic approach to attracting and retaining immigrants to local communities

**ORGANIZER** VESNA RADULOVIC, Integration-FCRO, Immigration, Refugees and Citizenship Canada

**PARTICIPANTS** KATARINA STEPHENSON, Director, Integration-FCRO Branch, Immigration, Refugees and Citizenship Canada  
*Helping Immigrants Succeed: an FPT Partnership for Improving Newcomers' Settlement and Integration Outcomes*

PAUL SNOW, Workforce and Advanced Learning, Government of Prince Edward Island (to be confirmed)  
*Fostering Social Connections Between Newcomers and Canadian Society: A Provincial Perspective*

WILLIAM ASHTON, Director, Research Associate, Rural Development Institute Brandon University, Manitoba  
*Immigration Settlement Services and Gaps in the Western Region*

FEI TANG, Manager of Community Connections Mentorship Program (CCMP), CultureLink Settlement & Community Services, Toronto  
*It Takes a Village to Make Newcomers Feel Belong*

CARLA VALLE-PAINTER, Research and Evaluation, Immigration, Refugees and Citizenship Canada  
*Social Networks and Engagement and Immigrants' Well-being*

ELENI GALATSANOI, Research Associate, Rural Development Institute Brandon University, Manitoba  
*Immigration Settlement Services and Gaps in the Western Region* (Co-presented with William Ashton)

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**B10** DIVERSE AND INTERSECTING IDENTITIES: A NEW LOOK AT THE LIVED EXPERIENCES OF UNDERREPRESENTED GROUPS IN THE GREATER TORONTO

These 4 Canadian studies examine how gender, social and cultural categories interact among underrepresented groups in the Greater Toronto Area (GTA). Through examples of self-identification, discrimination/marginalization, and labour market outcomes, they discuss how the term "visible minority" masks significant variations in experiences among social actors it seeks to describe.

**ORGANIZER** DR. DARREN CYR, Ryerson University

**PARTICIPANTS** DR. LAURA MAE LINDO, Wilfrid Laurier University  
*The Black Experience Project Phase 1 Report*

MOHAMED ELMI, Ryerson University  
*Addressing the Discrimination Experienced by Somali Canadians in Toronto*

DR. WENDY CUKIER, Ryerson University  
*Social Innovation in Immigrant Employment: A Case Study of Magnet*

RADIA CHRAIBI, Ryerson University  
*Success of Muslim Women Managers in Canada*

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**B11** PUTTING THE BRAKES ON SECURITY RACIAL PROFILING

This panel discussion examines various forms of security racial profiling and ways to identify and address these practices. Particular focus will be made to human rights instruments to address these concerns. The Ontario Human Rights Commissions will discuss findings from its own recent consultations in the area.

**ORGANIZER** ONTARIO HUMAN RIGHTS COMMISSION

**PARTICIPANTS** TBD

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**B12** BEST PRACTICES FOR COMMUNITY PARTNERSHIPS

Citizenship and Immigration Canada (CIC) funds community partnerships including Local Immigration Partnerships (LIPs), Immigrant Employment Councils (IECs), and Réseaux en immigration francophone (RIFs) for local planning and coordination. The purpose of this workshop is to explore existing platforms and networks for sharing tools and best practices between these organizations.

**ORGANIZER** ALICIA SIMMS, IRCC

**PARTICIPANTS** Integration-Foreign Credentials Referral Office, Citizenship and Immigration Canada  
Local Immigration Partnerships, Immigrant Employment Councils, Réseaux en immigration francophone  
Researchers

**MODERATOR** CITIZENSHIP AND IMMIGRATION CANADA

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**C1** VISAGES DE LA FOI

L'atelier Visages de la foi vise à explorer l'identité religieuse et l'expression de la foi selon la perspective des jeunes. Après diffusion d'une vidéo dans des écoles de tout le Canada, durant laquelle les jeunes poseront des questions, les délégués de Metropolis discuteront de la foi et de l'appartenance avec les panelistes.

**ORGANISATEURS** OFFICE NATIONAL DU FILM DU CANADA  
FONDATION CANADIENNE DES RELATIONS RACIALES

**PARTICIPANTS** TBD

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**C2** INDEXING IMMIGRANT INTEGRATION IN CANADA: ANALYSIS AND PRESENTATION OF DATA  
DOUBLE-LENGTH WORKSHOP (180 MINS)

This workshop will explore examples of immigrant outcome measurement by addressing factors that underlie successful immigrant integration and how best this can be measured in Canada. Panelists will make recommendations to establish weighting procedures for indicators and showcase how data presentation can be user-friendly for the widest number of consumers.

**ORGANIZER** CANADIAN INSTITUTE FOR IDENTITIES AND MIGRATION (A DIVISION OF ACS)

**PARTICIPANTS** NAZIH NASRALLAH and ANN BALASUBRAMANIAM,  
Canadian Institute on Identities and Migration / Association for Canadian Studies  
*What's the Score :the big empirical questions in the construction an immigrant integration index*

TASHA TRUANT, GOSS GILROY INC.  
*Performance Measurement & Evaluation for Immigration and Settlement Programming*

LI XU, Immigration, Refugee and Citizenship Canada  
*Skills and Labour Market Outcomes of Immigrants*

LORNA JANTZEN, Immigration, Refugee and Citizenship Canada  
*Examining education - occupation match rates of immigrants in broad immigration categories:  
Results from the 2011 National Household Survey – Immigration Landing File linkage database*

RENE HOULE, Statistics Canada  
*Social Integration of Immigrants : Definition and measurement using the General Social Survey on Social Identity*

CHRISTIAN BOURQUE, Leger Marketing

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**C3** IMPACT OF TEN YEARS OF CONSERVATIVE RULE ON WOMEN'S POLITICAL ORGANIZING

Changes in mandate of the Status of Women Canada and other related policies introduced by the Conservative Government since 2006 have affected women – particularly immigrant and racialized women – in many ways. The workshop explores impacts on women's political organizing, including their ability to do research specific to their socio-economic conditions.

**ORGANIZER** OCASI (ONTARIO COUNCIL OF AGENCIES SERVING IMMIGRANTS)

**PARTICIPANTS** RUPALEEM BHUYAN, Associate Professor, Factor-Inwentash Faculty of Social Work, University of Toronto  
ANGELA ROBERTSON, Executive Director, Queen West Central Toronto Community Health Centre  
JUDY REBICK, Writer, Activist, Teacher, and Founding Publisher of rabble.ca  
BEVERLY BAIN, Lecturer, Women and Gender Studies, University of Toronto

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**C4** ENHANCING ECONOMIC SECURITY AND EMPLOYMENT PROSPECTS FOR IMMIGRANT AND REFUGEE WOMEN IN ALBERTA

This workshop focusses on the front-line work of discerning and supporting the diverse economic security and employment needs of immigrant and refugee women in different sites of settlement: a large city, a small city, and surrounding rural areas. It also features partnerships between academic researchers and community-based immigrant-serving agencies.

**ORGANIZERS** LIZA MCCOY, University of Calgary  
BEBA SVIGIR, Calgary Immigrant Women's Association

**PARTICIPANTS** HALIMA ALI, Central Alberta Immigrant Women's Association, CHOON-LEE CHAI, Red Deer College, TABITHA PHIRY, Central Alberta Immigrant Women's Association and KRISTA ROBSON, Red Deer College  
*Economic Security of Immigrant Women: A Partnership Experience Between Central Alberta Immigrant Women's Association and Red Deer College*  
TBD, Senior Director, Horizontal Policy and Programs Integration, Foreign Credential Referral Office, Immigration, Refugees and Citizenship Canada  
ALLA KONNIKOV, University of Calgary and LIZA MCCOY, University of Calgary  
*Getting On in the Calgary Labour Force: The Experience of Highly-Skilled Immigrant Women After Completing Bridging Programs*  
EVA SZASZ-REDMOND, Calgary Immigrant Women's Association and BEBA SVIGIR, Calgary Immigrant Women's Association  
*Holistic and Customised Employment Supports for Immigrant Women at The Calgary Immigrant Women's Association*

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FRIDAY, MARCH 4 - 2:00 PM TO 3:30 PM  
VENDREDI 4 MARS - 14H00 À 15H30

## **C5** FACILITATING LABOUR MARKET INTEGRATION TO SKILLED TRADES

Evaluation of pre-arrival services has shown that economic immigrants more specific programs and services that will help them with their own labour market integration. Presenters will provide insights on two innovative projects that focus on fast-tracking internationally trained tradespeople into the labour market in BC.

**ORGANIZER** Immigrant Employment Council of BC

**PARTICIPANTS** SANGEETA SUBRAMANIAN, Immigrant Employment Council of BC  
*Facilitating Access to Skilled Trades in BC*

LAWRENCE PARISOTTO, BC Institute of Technology  
*Competency Based Assessment and Gap Training for Skilled Trades*

ABIGAIL FULTON, BC Construction Association  
*Integrating Newcomers in Construction Sector*

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## **C6** NEWCOMER WOMEN AND ENTREPRENEURSHIP OPPORTUNITIES

This panel will examine the many contributing factors to the success of women entrepreneurs in Canada. The presentations will collectively consider the opportunities, challenges and strategies women entrepreneurs have deployed to ensure success for their businesses. The presentations will also highlight resources and programs available to support women as they start their business ventures.

**ORGANIZERS** ADA WONG, ACCES Employment

ALLISON POND, CEO, ACCES Employment

**PARTICIPANTS** IRENE SIHVONEN, Senior Director, Services and Organizational Development, ACCES Employment  
*Supporting Newcomer Women to Start their Own Business*

ELLEN AUSTIN, HR Business Partner, BDC  
*Contributions of Women to the Canadian Business Landscape*

AÍDA ULLOA, Founder, CEO, ANIMA CREATIVE (Entrepreneur)  
*No Pain, No Gain: Starting My Business in Toronto*

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**C7** IDENTITIES AND MIGRATION HISTORY:  
RELIGIOUS COMMUNITIES AND THE SOCIAL ARCHITECTURE OF CAMROSE, ALBERTA

The Chester Ronning Centre for the Study of Religion and Public Life at the Augustana Faculty of the University of Alberta brings together an intersectorial group from the academy, religious communities, and local government to explore questions of immigration and integration in the small prairie city of Camrose, Alberta.

**ORGANIZER**      DAVID GOA

**PARTICIPANTS**      CATHERINE CAUFIELD, University of Alberta  
*Role of Ricoerian Dialogue in Healing from the Terrors of History*  
  
BRIAN KRUSHEL, Local Religious Community Clergy  
*Ministerial Associations and Local Integration*  
  
ELLEN PARKER, Board member, Camrose International Institute  
*Creating a Civic Context to Facilitate Integration*

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**C8** ATTRACTING, RETAINING AND INTEGRATING NEWCOMERS IN RURAL AND REMOTE COMMUNITIES

Building on the successes of communities that have seen immigrants come through employer-driven recruitment efforts, some rural areas and small cities across Canada are adopting immigration as part of their economic growth strategies. Although many rural and remote communities recognize the benefits of attracting immigrants to help population and economic growth, they face unique attraction and retention challenges (e.g. limited education and settlement services, inadequate transportation systems, a poor supply of suitable career advancement opportunities, employment for dependents, a lack of cultural amenities). The purpose of this workshop is to identify best practices in attraction, retention and integration efforts from rural and remote communities in Canada.

**ORGANIZER**      KEVIN COSGROVE, IRCC

**PARTICIPANTS**      TBD

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FRIDAY, MARCH 4 - 2:00 PM TO 3:30 PM  
VENDREDI 4 MARS - 14H00 À 15H30

**C9** INTERNATIONAL STUDENTS AS NEWCOMERS TO CANADA: DEMOGRAPHIC CHARACTERISTICS, SETTLEMENT NEEDS, AND TRANSITIONING

Amidst the current emphasis on international students as a source of income and human capital for Canada, we often lose sight of the challenges they face as newcomers. Focusing on Ontario, this workshop will highlight the settlement need-service profile, as well as demographic characteristics and post-graduation trajectories, of this population.

**ORGANIZERS** CERIS - BRIDGING MIGRATION RESEARCH, POLICY, AND PRACTICE

BILL SINCLAIR, St. Stephen's Community House

**PARTICIPANTS** MARGARET WALTON-ROBERTS, International Migration Research Centre, Wilfrid Laurier University  
*International Students in Ontario's Postsecondary Education System, 2000-2012: Changing Policies, Populations, and Labour Market Entry Processes*

MEAGHAN SYMINGTON and JAMIE PITTS, Ministry of Citizenship, Immigration and International Trade  
*Ontario's Immigrant Nominee Program – How are International Student Nominees Faring?*

JOSIE DI ZIO et RAHILA MUSHTAQ, COSTI Immigrant Services  
*International Student Connect – Settlement Sector and More*

LISA RANDALL, CultureLink Settlement and Community Services  
*International Students in High Schools: The Risks of Isolation and Depression*

**MODERATOR** MARGARET EATON, Toronto Region Immigrant Employment Council

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**C10** CITIZENSHIP: FINDING THE BALANCE

The Conservative Government made citizenship "harder to get and easier to lose" through legislative and policy changes. CIC operational data shows a decline in naturalization rates, with application rates also falling. This session will assess the impact of these changes and discuss changes needed to ensure an appropriate balance between making citizenship accessible while maintaining program integrity.

**ORGANIZER** ANDREW GRIFFITH, author of *Multiculturalism in Canada: Evidence and Anecdote* and former DG, Citizenship and Multiculturalism, CIC

**PARTICIPANTS** ELKE WINTER, Professor, School of Sociological and Anthropological Studies, University of Ottawa  
*Media and Parliamentary Discourse During C-24 Citizenship Hearings*

AUDREY MACKLIN, Professor and Chair in Human Rights Law, University of Toronto (Alternate: Carmen Cheung, former BCCLA)  
*Legal Perspectives on C-24 Citizenship Act*

NGALULA KALUNDA, Director Settlement Services, Centre francophone de Toronto  
(Alternate: Aline Hélène Merlette or Stephen Beaupré)  
*Experience and Lessons Learned from Providing Citizenship Preparation Courses*

ANDREW GRIFFITH, author of *Multiculturalism in Canada: Evidence and Anecdote* and former DG, Citizenship and Multiculturalism, CIC  
*Making Citizenship "Harder to Get and Easier to Lose"*

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**C11** TBD

Germany and Canada have been at the forefront in supporting the admission of Syrian refugees into their respective countries and seeking broader solutions to the current crisis. Both countries have encountered important challenges in accommodating the numbers of refugees in terms of the selection and admission process, ensuring that adequate resources are in place, that the services can be delivered effectively and that social harmony is preserved. The geographic situations of Germany and Canada create differences in particular around border controls. Experts from Germany and Canada will compare the challenges faced by the two countries, identify potential opportunities for learning from our respective experiences and discuss areas for cooperation between the two countries.

**ORGANIZER** TBD

**PARTICIPANTS** ELKE WINTER, Professor, School of Sociological and Anthropological Studies, University of Ottawa  
AYMAN AL-YASSINI  
THOMAS SOEHL, McGill University

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**R1** IMMIGRANT ATTRACTION AND PROMOTION

The presentation will focus on how the immigrants impact the economy and developing the society as a whole.

**ORGANIZERS**      AHMAD FEROUZ HEMATYAR  
BASHORAT MUHAMMAD UMAR

**PARTICIPANTS**

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**R2** EQUITY AND INCLUSION ACROSS MULTIPLE TERRAINS

Diversity and inclusion touches on several themes related to immigration, integration, and citizenship. Our proposal considers how diversity and inclusion overlaps in different spheres. Our panelists will address these themes on the federal level, in civil society and settlement services, and current advocacy campaigns that address changing immigration discourses in Canada.

**ORGANIZERS**      BEESAN SARROUH  
ANTU HOSSAIN

**PARTICIPANTS**      BEESAN SARROUH, PhD Candidate, Department of Political Studies, Queen's University  
NADIA JAMIL, Peel Newcomer Strategy Group  
ANTU HOSSAIN, Masters in Public Health (candidate), Dalla Lana School of Public Health, University of Toronto  
NEETHAN SHAN, Executive Director, Council of Agencies Serving South Asians (CASSA)

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**R3 BIENVENUE AU QUÉBEC / WELCOME TO QUEBEC**

After decades of losing people whose first language is English, the so-called Anglo Exodus has stabilized. The 2006 and 2011 censuses showed net gains in the Anglophone population, in part due to a rise in immigration and interprovincial inflows involving young people. The shifting demographic tide, however, has produced new challenges for policy makers.

**ORGANIZER** CLO/OCOL

**PARTICIPANTS** SYLVIA MARTIN LAFORGE, QCGN

IRIS UNGER, YES

JACK JEDWAB, Canadian Institute on Identities and Migration / Association for Canadian Studies

JOHN BUCK, CEDEC

**MODERATOR** DAVID JOHNSTON

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**R4 EST-CE UN PROBLÈME DE CULTURE ? L'IMPORTANCE DES «SOFT SKILLS**

Le but de cette table ronde est d'explorer le capital Soft Skill d'un immigrant francophone typique venu comme travailleur qualifié et de comprendre via des exemples concrets et théoriques l'impact qu'a ce capital sur les opportunités de l'immigrant de choisir une carrière et non plus collectionner les jobs sans lendemain.

**ORGANISATEURS** KARIM MENNAS

AMAL MADIBBO

**PARTICIPANTS** MAMADY CAMARA

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**R5 REFUGEES AND RELIGION: PUSH, PULL AND THE POLITICS OF CRISIS**

Debates over refugees often invoke religion. Sometimes the "problem" is imagined to be the religion of the refugees, and sometimes the "solution" is imagined to be the convictions of the hosts. Join us to talk about the roles of religion in the lives of refugees and those who seek to help them.

**ORGANIZER** PAUL BRAMADAT, Centre for Studies in Religion and Society, University of Victoria

**PARTICIPANTS** TOM DENTON, Executive Director, Hospitality House

JOHN BILES, CIC

SABINE LEHR, Inter-Cultural Association of Victoria

NAOMI ALBOIM, Queen's University

SUZANNE RUMSEY, Primate's World Relief and Development Fund

PAUL BRAMADAT, Centre for Studies in Religion and Society, University of Victoria

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**D1 SEAMLESS SERVICE FROM PRE-TO-POST ARRIVAL IN CANADA**

The proposed panel will consider how the sector can ensure service continuity as it pertains to providing key labour market information and preparation in a pre-arrival setting. The panel will examine a continuum model enabled by technology to provide successful programs online, serving immigrants much earlier on and increasing their job search success.

**ORGANIZERS**

ADA WONG, ACCES Employment  
ALLISON POND, CEO, ACCES Employment

**PARTICIPANTS**

SUE SADLER, Senior Director, Services and Program Development, ACCES Employment  
*Model of Bridging Program Service and Adaptation to an Online Environment*

MARKUS VAN AARDT, Business Communication Consultant  
*Importance of Business Communication and Canadian Context*

CYNTHIA MURPHY, Director, Canadian Immigrant Integration Program (CIIP) and JOANIE DUROCHER, Project and Liaison Officer, Canadian Orientation Abroad (COA), International Organization for Migration (IOM)  
*Planning for Canada*

LYDIA WU, Sr. Consultant, Human Capital, Accenture  
*Value of Online Access to Overseas Talent Pool*

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**D2 MOBILITY AND HEALTH EXPERIENCES OF IMMIGRANTS: NEW INSIGHTS FROM ADMINISTRATIVE DATA**

This workshop will inform policymakers of new insights on the health experiences and adjustment of immigrants to Canadian society. Using rich administrative data sources, three topics are highlighted: the transfer of skills used in jobs, the determinants of secondary migration patterns, and the hospitalization risks among refugees.

**ORGANIZER**

KRISTYN FRANK

**PARTICIPANTS**

MICHAEL HAAN  
*Understanding the Secondary Migration Patterns of Canadian Immigrants*

EDWARD NG  
*Hospitalization Risks Among Refugees to Canada From Key Source Countries/region:  
A Comparative Analysis Using Linked Data*

KRISTYN FRANK  
*Do Economic Principal Applicants Transfer their Skills to Canada? A Comparison of Skill Requirements in Intended and Post-Landing Occupations using NHS-ILF linked files*

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**D3** PARTNERING WITH MUNICIPALITIES – INNOVATION AND THE MUNICIPAL IMMIGRATION INFORMATION ONLINE (MIIO) PROGRAM

Ontario has partnered with 30 municipalities supporting the development of municipal immigration portals and online tools to promote their communities as a destination and assist in the integration of newcomers. This workshop will highlight the success of this partnership program and include municipal partners to talk about their own initiatives.

**ORGANIZER** DAVID WOOD, Ministry of Citizenship, Immigration and International Trade

**PARTICIPANTS** SARAH WAYLAND, City of Hamilton

SAMANTHA BURDETT, Region of Durham

DAVID WOOD, Ministry of Citizenship, Immigration and International Trade  
*Overview: MCIIIT's Municipal Programs*

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**D4** LARGE-SCALE REFUGEE RESETTLEMENT: CHALLENGES AND OPPORTUNITIES

Over the years, Canada has welcomed tens of thousands of refugees fleeing political instability and conflict. Their numbers, pace of settlement and integration varied. This workshop will examine the different influencing factors that led to different outcomes, and determine how to use our key learnings for future large-scale resettlements.

**ORGANIZER** VERA DODIC

**PARTICIPANTS** NAOMI ALBOIM, Queen's University

MICHAEL CASASOLA, UNHCR Toronto

DEBORAH TUNIS, IRCC (formerly CIC)

DEBBIE DOUGLAS, OCASI

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FRIDAY, MARCH 4 - 4:00 PM TO 5:30 PM  
VENDREDI 4 MARS - 16H00 À 17H30

**D5** CRITICAL ANALYZES OF KEY SETTLEMENT AND INTEGRATION AND RELATED INSTITUTIONAL ISSUES AND DEBATES IN CANADA

This workshop will explore what is problematic with Canada's settlement program, and how it may be fixed. It will analyze key settlement and integration issues and policies including: integration barriers of foreign-trained professional migrants; unemployed immigrant women; linguistic capital and employment; integration experience of immigrant youth, and mental health services for refugees.

**ORGANIZERS** MOJGAN RAHBARI-JAWOKO

LESLIE NICHOLS

**PARTICIPANTS** GERTRUDE MIANDA, York University

*Francophone African Immigrant Women in Toronto and Ottawa: The Difficult Quest for Economic Integration*

SUZANNE HUOT, University of Western Ontario

*The Shifting Value of Linguistic Capital Upon the Daily Occupations of French-speaking Immigrants in Francophone Minority Communities*

DAVID B MACDONALD, University of Guelph

*Where are Canada's Pakeha? Modelling Indigenous Settler Bi-National Identities in Canada*

CAMILA RIVAS-GARRIDO, MA student, University of Guelph

*Postcolonial Realities, Continuing Indigenous Struggles and the Racial Contract in Canada*

LESLIE NICHOLS, Ryerson University

*Unemployed Immigrant Women in Neo-liberal Canada: An Intersectional Analysis of Social Well-being*

**MODERATOR** MOJGAN RAHBARI-JAWOKO

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**D6** INTEGRATION TRAJECTORIES OF CANADIAN IMMIGRANT FAMILIES

This workshop suggests a two-fold approach to integration trajectories of immigrant families. First, integration is viewed as the fluid process that extends from newcomers' initial reception to deep involvement in receiving society. Second, is an examination of intersectionality through interrelated themes: policy, children, violence against women, labour, and community support.

**ORGANIZERS** JOHN SHIELDS, Ryerson University

**PARTICIPANTS** DIANE DYSON, WoodGreen Community Services

*The Utility of an Ecological Model to Analyze the Relation Between Immigrants, Their Families and Their Labour Market Activity*

MEHRUNNISA ALI, Ryerson University

*The Case Based Approach to Family Support: Learning from Immigrant Families*

KARLINE WILSON-MITCHELL, Ryerson University

*The Intersections of Structural Violence and Intergenerational Violence Post Migration*

MARC YVAN VALADE, Ryerson University, PhD Candidate, MARIA GINTOVA, Ryerson University, PhD Candidate and SUN ZHONGGEN, Ryerson University, China Scholarship Council Postdoctoral Fellow

*Teamed Up for the Greater Good: How Do Immigrant Families Facilitate Integration?*

JOHN SHIELDS, Ryerson University

*Policy Matters: Policy Change and the Downgrading of the Immigrant Family*

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**D7** SUCCESSFUL PROGRAM DESIGN BASED ON COLLECTIVE IMPACT – INTERSECTIONS OF IMMIGRANT FAMILY WELLNESS

The CCIS Cultural Brokerage Program is a testament to what is possible when a program is designed and implemented through a lateral leadership team of a government funder and a nonprofit agency working together towards the protection of immigrant children and families through collective impact.

**ORGANIZERS** FARIBORZ BIRJANDIAN

AMANDA KOYAMA

**PARTICIPANTS** NOUREDDINE BOUISSOUKRANE, CCIS

*Reports from the Field: Success and Challenges of the Cultural Brokerage Program*

CHRISTINE DUGAL, Alberta Human Services  
*Focus on Integrating Services for Immigrant Family Wellness*

TBD

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**D8** SOCIAL INNOVATION- IMPROVING SETTLEMENT OUTCOMES THROUGH SYSTEMS-LEVEL INNOVATION

Governments around the world are exploring the application of ‘social innovation’ as a practice to address complex social policy challenges. Social innovation uses innovation to create systems change for long term impact, but often starts with smaller tests, that when successful can be “scaled” or replicated to the systems level. While the settlement of newcomers to Canadian communities is usually successful, there remain significant challenges for labour market attachment among some groups (e.g., refugees).The panel discussion would centre on ways to best scale and replicate the successful prototypes to address how small-scale tests can be most effectively shared and replicated, as well as identify other systems gaps where prototyping may be useful.

**ORGANIZERS** KEVIN COSGROVE, IRCC

**PARTICIPANTS** TBD

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FRIDAY, MARCH 4 - 4:00 PM TO 5:30 PM  
VENDREDI 4 MARS - 16H00 À 17H30

#### **D9** CLOSING THE NEWCOMER FINANCIAL LITERACY GAP

Newcomers must make many complex decisions about their financial well-being during their initial years in Canada. Prosper Canada is leveraging the use of online technology while working in cross-sectoral partnerships to financially empower newcomers by providing relevant and timely financial information that fit the diverse experiences and challenges newcomers face.

**ORGANIZERS** MARLENE CHIAROTTO

ADAM FAIR

**PARTICIPANTS** ADAM FAIR, Director of Programs, Prosper Canada  
*Harnessing Technology for Newcomer Financial Literacy*

JULIE CASSIDY, Senior Manager, Acquisition, Everyday Banking, Personal Banking Product, TD Canada Trust

LYNNE WOOLCOTT, Director of Community Response and Advocacy  
*Financial Empowerment and Problem Solving for Newcomers*

SEVGÜL TOPKARA-SARSU, is Manager, Settlement Services, Woodgreen  
*Building Financial Literacy into Frontline Settlement Service Delivery*

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#### **D10** ECONOMIC INTEGRATION OF NEW CANADIANS FROM MAINLAND CHINA

This workshop focuses on the processes/structures of economic integration of new Canadians from Mainland China, from the perspective of “social capital”. Research findings involving participants from Vancouver, Calgary, and Winnipeg will be presented. Experts in immigrant services and social policy will comment on maintaining/improving results of economic integration among new Canadians.

**ORGANIZERS** DR. SHIRLEY CHAU (PI), Associate Professor, School of Social Work, University of British Columbia, Okanagan Campus

DR. MARIA CHEUNG (Co-I), Associate Professor, Faculty of Social Work, University of Manitoba,

**PARTICIPANTS** DR. JUDITH HUGHES (Co-I), Associate Professor, Faculty of Social Work, University of Manitoba

DR. DANIEL LAI (Co-I), Professor, Faculty of Social Work, University of Calgary

QUEENIE CHOO, Chief Executive Officer, S.U.C.C.E.S.S., Vancouver, BC

SU TIAN, former student of Faculty of Social Work, University of Manitoba

TED RICHMOND, Instructor, Chang School at Ryerson University, Specialist in social policy, social inclusion and immigration

DR. SHIRLEY CHAU (PI), Associate Professor, School of Social Work, University of British Columbia, Okanagan Campus

DR. MARIA CHEUNG (Co-I), Associate Professor, Faculty of Social Work, University of Manitoba,

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**D11** STATE OF HATE IN CANADA – SURVEYS AND THEIR IMPLICATIONS FOR THE HEALTH AND VIBRANCY  
OF THE VARIOUS COMMUNITIES OF CANADA

TBD

**ORGANIZERS**

**PARTICIPANTS**

ILENE HYMAN, University of Toronto Rapid Response module  
*Strongest Predictors of Experiencing Discrimination*

KEITH NEUMAN, Executive Director Environics Institute for Survey Research  
*Experiences, Attitudes, Challenges and Emerging Issues Faced by Minority Communities*

RICHARD BOURHIS, UQAM  
*Research Into Parity and Discriminatory Behaviors of Group Members Whose Sociostructural Position Varies*

DAVID ESTE, University of Calgary  
*Racism and the Well-Being of African First Generation Immigrants in Three Urban Centers: A Qualitative Analysis*

CARL JAMES, York University  
*Colour Matters: Suburban Life As Social Mobility And Its High Cost For Black Youth*

**MODERATORS**

RUBIN FRIEDMAN and ANITA BROMBERG, CRRF

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**E1** MENTORING AND BRIDGING IMMIGRANT EXPERIENCES: CONNECTIONS AND DISCONNECTIONS (ROOM: DOCKSIDE 7)

Mentoring and bridging activities have become an integral part of many immigrants' new lives in Canada. Based on the importance of these activities for immigrants' integration, this workshop will present their mentoring and bridging experiences as intended outcomes and/or spontaneous processes from a variety of settings and perspectives.

**ORGANIZER** HEWTON TAVARES, Ontario Institute for Studies in Education, University of Toronto

**PARTICIPANTS** MATHEW DEJONG, Winding Road Productions/ Peel District School Board  
*Crossing Borders: Immigration and the Mentoring Necessity in Today's Schools*

ABRAHAM ASRAT, Manager, Employer Relations, MOSAIC  
*Mentor Program Sustainability: Keeping Mentors Engaged*

ABDULHAMID HATHIYANI, Doctoral Candidate, Ontario Institute for Studies in Education, University of Toronto  
*Assessing the Effectiveness of Bridging Programs for Immigrants in Toronto*

HEWTON TAVARES, Ontario Institute for Studies in Education, University of Toronto  
*Questioning the Mentoring of Immigrants as an Uncomplicated Notion: An Empirical Review*

**CHAIR & MODERATOR** SASKIA RINKOFF, Luminato Festival

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**E2** IMMIGRANT INCLUSION IN THE POLITY: PUBLIC PERCEPTIONS VERSUS IMMIGRANT EXPERIENCES

This workshop looks at the ways in which immigrant-driven diversity is integrated into the political community, from both the perspective of the majority, native population and from the immigrant communities.

**ORGANIZER** Centre for the Study of Democratic Citizenship

**PARTICIPANTS** ANTOINE BILODEAU, Concordia University  
*Prejudices or Principles? Attitudes toward the Place of Religious Minority Symbols in Québec*

ALLISON HARELL, Université du Québec à Montréal  
*Otherness and Electoral Fortunes: The Niqab Debate in the 2015 Election*

THOMAS SOEHL, McGill University

MYER SIEMIATYCKI, Ryerson University

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**E3** CREDENTIAL AND SKILL CONTINUUMS: PATHWAYS TO PRACTICE FOR INTERNATIONALLY EDUCATED NURSES (IENS)

This session brings together scholars, students and practitioners focused on the training, migration and labour force integration of internationally educated nurses (IENS) in Canada. The session will bring a transnational perspective to understanding the credential and skills continuum and dis-continuum for nurses who seek integration into professional practice in Canada.

**ORGANIZER** MARGARET WALTON-ROBERTS, Balsillie School of International Affairs

**PARTICIPANTS** SHERI ADEKOLA, PhD Student, Wilfrid Laurier University  
*Discourses of Skills Circulation: Nigerian IENS Perceptions of International Skilled Migration*

IVY BOURGEAULT, University of Ottawa  
*Comparative Migration from Four Nursing Migration Source Countries*

ANDREA BAUMANN  
*Workforce Integration: Healthcare Sector Employment Practices*

TANYA CHUTE-MOLINA, MCIIT  
*Internationally Educated Nurses and Match Rates in the Canadian Labour Market*

JENNA HENNEBRY and MARGARET WALTON-ROBERTS, Balsillie School of International Affairs  
*Recruiters in the Circulation of Care: A Comparative Analysis of the Nature of Intermediaries*

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**E4** EVALUATION IN THE SETTLEMENT SECTOR: CHALLENGES AND OPPORTUNITIES

The settlement sector is well positioned to collect evidence to inform policy development and program implementation at the local, provincial and federal level. This workshop digs deeper into the challenges the settlement sector face in evaluation and also uncovers opportunities for evaluation to inform policy development and program design using case examples from the field.

**ORGANIZER** DIPAL DAMANI, D&D Inclusion Consulting

**PARTICIPANTS** TED RICHMOND, Ryerson University  
*Evaluation Challenges Faced by the Settlement Sector*

SUTHA BALASINGHAM, The Regional Municipality of York  
*Evaluation used by the York Region Local Immigration Partnership*

DIPAL DAMANI, D&D Inclusion Consulting  
*Evaluation Tools and Techniques of Use to the Settlement Sector*

**CHAIR** JOHN SHIELDS, Ryerson University

**MODERATOR** MEHDI RIZVI, Media

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SATURDAY, MARCH 5 - 11:00 AM TO 12:30 PM  
SAMEDI 5 MARS - 11H00 À 12H30

**E5** INSTITUTIONAL SOLUTIONS FOR EXTENDING SERVICES TO UNINSURED/NON-STATUS COMMUNITIES:  
RESEARCH, ADVOCACY AND SERVICE INNOVATIONS

Uninsured/non-status families continue to face multiple barriers to services. Workshop presenters will share about research, advocacy and service innovations/partnerships that have been mobilized in Toronto to extend vital healthcare and other services to uninsured/non-status communities. Institutional strategies for replicating and expanding on these successes will be discussed.

**ORGANIZERS** SIDDEKA NARAYAN, Nurse and Manger of Health with Dignity initiative, Access Alliance  
YOGENDRA SHAKYA

**PARTICIPANTS** DR. MICHAELA HYNIE, Associate Professor, York University and member of Network on Uninsured Clients  
*Partnering for Equity: Advocacy, Knowledge and Access through the Network for Uninsured Clients*

ANNA PANCHAM, Health Equity Specialist, Access and Equity, Toronto Public Health  
*Implementing a Sanctuary City Policy from a Public Health Perspective.*

MANAVI HANDA, Midwife Lecturer Ryerson University, Founding partner West End Midwives and  
SIDDEKA NARAYAN, Nurse and Manger of Health with Dignity initiative, Access Alliance  
*Providing Health Care to the Undocumented And Non-Insured: A Community-Based Partnership Model*

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**E6** SUPPORTING HIGHLY SKILLED FILIPINOS IN TORONTO: MOBILIZING KNOWLEDGE FOR IMPROVED SETTLEMENT  
AND EMPLOYMENT SUPPORT

In our workshop, we discuss challenges and opportunities in supporting highly skilled immigrants in accessing gainful employment and their original professions, sharing examples from the Filipino community in Toronto. We share current and emerging work in our collaborations for service provision, participatory action research, community organizing, and government leadership.

**ORGANIZERS** MONICA ANNE BATAK, Community researcher, Kababayan Multicultural Centre, Graduate student, Ryerson University  
FLODELIZ DANDAL, Executive Director, Kababayan Multicultural Centre

**PARTICIPANTS** ROWELL CLARITO PEREZ, OCT, Internationally-trained teacher  
*Supporting Highly Skilled Filipinos in Toronto: Mobilizing Knowledge for Improved Settlement and Employment Support - an Internationally - Trained Teacher's Perspective*

ARIF VIRANI, Member of Parliament (MP), Parkdale-High Park  
*Supporting Highly Skilled Filipinos in Toronto: Mobilizing Knowledge for Improved Settlement and Employment Support - A Mp's Perspective*

MONICA ANNE BATAK, Community researcher, Kababayan Multicultural Centre, Graduate student, Ryerson University  
*Supporting Highly Skilled Filipinos in Toronto: Mobilizing Knowledge for Improved Settlement and Employment Support - Insights from Participatory Action Research*

FLODELIZ DANDAL, Executive Director, Kababayan Multicultural Centre  
*Supporting Highly Skilled Filipinos in Toronto: Mobilizing Knowledge for Improved Settlement and Employment Support - A Settlement Agency Perspective*

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**E7** MAINTAINING THE HEALTHY IMMIGRANT ADVANTAGE

The healthy immigrant effect, in which the mental and physical health of immigrants declines over years of settling in the new country, has been well documented (Sanou et. al, 2014). This workshop will focus on the following question: Which methodologies are best suited for maintaining the healthy immigrant advantage?

**ORGANIZER** FIONA STEVENSON, Immigrant Services, YMCA of Greater Vancouver

**PARTICIPANTS** KATHRYN CURETON, Renfrew-Collingwood INTERactive  
*Interculturalism through Physical Activity*

MARC LARRIVEE, MOSAIC  
*Immigrant and Refugee Mental Health Promotion and MOSAIC's Multicultural Clinical Counselling Program*

FIONA STEVENSON, Immigrant Services, YMCA of Greater Vancouver  
*Helping Immigrant Families Withstand The Physical And Mental Stresses Of Settlement:  
Canadian Fitness Connection And Staying Healthy Workshops*

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**E8** BUILDING CANADIAN UNITY AND IDENTITY: HOW DO WE CREATE A DIVERSE AND INCLUSIVE SOCIETY BUILT ON SOCIAL COHESION?

This workshop will draw on the perspectives of experts in the realms of immigration and settlement as we examine the issues related to the integration of newcomers into Canadian life. We will share concrete examples, strategies and best practices, and challenges and lessons to be learned from across the country.

**ORGANIZER** CANADIAN RACE RELATIONS FOUNDATION

**PARTICIPANTS** ANITA BROMBERG, Canadian Race Relations Foundation  
*Focus on Canadian values*

VAHAN KOLOLIAN, Mosaic Institute  
*Focus on Immigrant/Newcomer Integration*

RATNA OMIDVAR, Lifeline Syria; Global Diversity Exchange  
*Diversity and Inclusion of Immigrants and Refugees*

RITA CHAHAL, Manitoba Interfaith Immigration Council  
*Focus on Refugee Integration/Support*

CARL NICHOLSON, Catholic Centre for Immigrants, Pathways to Prosperity  
*Focus on Integration of Immigrants and Minorities*

DR. MARTIN MARK, Archdiocese of Toronto: Office for Refugees (ORAT)  
*Refugee Settlement/Support*

**MODERATOR** MARINA NEMAT, Author

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SATURDAY, MARCH 5 - 11:00 AM TO 12:30 PM  
SAMEDI 5 MARS - 11H00 À 12H30

**E9** FROM THE “BIG SHIFT” TO THE “BIG RETURN”? ELECTION 2015 MAINSTREAMING OF ETHNIC VOTES

The 2015 election increased visible minority representation, from 10 in 2011 to 14 percent. The much vaunted Conservative ethnic outreach failed to stem the Liberal tide. Drawing on election results, polling data and the language used by political parties and media, this session will analyze lessons learnt from the 2015 election, and contrast these with Toronto municipal politics.

**ORGANIZER** ANDREW GRIFFITH, Author, Commentator and Blogger

**PARTICIPANTS** CHRIS COCHRANE, Associate Professor of Political Science at the University of Toronto  
*The Diversity of the “Immigrant Vote” in Canada: 2006-15*

RANJIT BHASKAR, Election Desk Editor, New Canadian Media  
*The End Of Silo Journalism: Mainstreaming of Ethnic Media – Ethnic Media is the New Mainstream*

SAMANTHA JACKSON, PhD Student, Political Science - Comparative Public Policy, McMaster University  
*Why So Few? Assessing the Electoral Representation of Minorities in Canadian Local Politics?*

ANDREW GRIFFITH, Author, Commentator and Blogger  
*The “Big Shift” or the “Big Return”? The 2015 Election and Visible Minority Voters*

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**E10** INTERSECTIONAL APPROACHES TO YOUTH IDENTITY, INTEGRATION AND RESILIENCE: GENDER, MIGRATION AND CULTURE

This interdisciplinary workshop will showcase current research on the integration, identity and resilience of immigrant youth and the young-adult children of immigrants. Participants will explore these themes from an interdisciplinary and intersectional approach and through diverse theoretical perspectives. Particular attention will be given to social support and capital, and the social determinants of health, including social, educational and equity policy and practice.

**ORGANIZERS** FERNANDO NUNES, Mount Saint Vincent University

NAZILLA KHANLOU, York University

**PARTICIPANTS** ESRA ARI, The University of Western Ontario  
*Comparing the Civic Engagement of Two Second Generation Groups in Toronto: Canadian-born Jamaicans and Canadian-born Portuguese*

LUZ MARIA VAZQUEZ and NAZILLA KHANLOU  
*Cultural Identity and Resilience of Latino youth in Canada*

FERNANDO NUNES, Mount Saint Vincent University  
*Segmented Integration and Attitudes Towards Ethnic Heritage, Cultural Maintenance and Community: The Case of Portuguese-Canadian Young Adults*

ATTIA KHAN and NAZILLA KHANLOU, York University  
*An Intersectionality-Informed Scoping Review of the Literature on Resilience, Mental Health and the Social Determinants of Health, amongst Migrant Youth in Canada*

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**E11** INTERNATIONAL STUDENTS

International students are amongst the fastest growing migrant populations in the Global North, yet remain understudied. Drawing on data from interviews with international students and stakeholders in Canada and beyond, this panel investigates emerging migration patterns. It engages with debates around students' geographic and social mobility and offers policy recommendations and invitations for further research.

**ORGANIZERS**

**PARTICIPANTS**

KATARINA KOLEVA

GOLBON MOLTAJI

SINZIANA CHIRA

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**R7 HARMFUL CULTURAL PRACTICES**

Violence against women and children has a long history in most regions of the world. Today, it manifests itself in many ways, including forced marriage, polygamy and honour-based violence. This round table will explore the complexity of these issues in the context of Canadian diversity and the proclamation of Bill S-7, Zero Tolerance for Barbaric Cultural Practices Act.

**ORGANIZER** CANADIAN RACE RELATIONS FOUNDATION

**PARTICIPANTS**

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**R8 IMMIGRATION FROM THE CENTRE TO THE MARGINS: COMPARING POLICY, DEMOGRAPHICS, AND OUTCOMES ACROSS IMMIGRATION PATHWAYS AND BETWEEN CANADA AND NOVA SCOTIA**

Policy and debates around immigration over the last two decades have focused on immigrants' capacity to make meaningful contributions to the Canadian economy. This session questions this approach, largely designed for Canada as a whole and for economic stream immigrants and sees how it works across immigration categories and in Nova Scotia. Papers use finding from the Longitudinal Immigrant Data Base (IMDB) to analyze the economic outcomes of five cohorts of economic and family sponsored immigrants to Canada and Nova Scotia between 1990-1994 and 2010-2012. Analyses show that family sponsored immigrants achieve meaningful economic outcomes and at times even outperform economic principal applicants.

**ORGANIZER** HOWARD RAMOS, Professor, Dept. of Sociology and Social Anthropology, Dalhousie University

**PARTICIPANTS** MADINE VANDERPLAAT, Professor, Dept. of Sociology & Criminology, Saint Mary's University  
YOKO YOSHIDA, Associate Professor, Dept. of Sociology and Social Anthropology, Dalhousie University  
HOWARD RAMOS, Professor, Dept. of Sociology and Social Anthropology, Dalhousie University

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**R9 MANDATED DOMESTIC VIOLENCE TREATMENT OF IMMIGRANT SOUTH ASIAN MALES: IMPLICATIONS FOR OPTIMIZING TREATMENT AND COUNSELLING SERVICES**

Focusing on immigrant South Asian adult males who are court ordered to undergo counselling for the treatment of domestic violence; this workshop will discuss the current provision of services, including problems and challenges faced by service providers and provide guidelines for best practice including culturally appropriate practice with South Asian immigrant male perpetrators.

**ORGANIZERS** JYOTI JOHL, Immigrant Services Calgary, University of Calgary

WENDY AUGER, Director of Mosaic Family Resource Centre

**PARTICIPANTS** PREETI PARMAR, Counsellor, Multicultural Men's Program, Immigrant Services Calgary  
INDIRA CARO, Graduate Student, Masters of Counselling, University of Calgary  
JYOTI JOHL, Immigrant Services Calgary, University of Calgary

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**R10** CHANGING SUPPORT TO WOMEN'S ORGANIZATIONS: IMPLICATIONS FOR IMMIGRANT WOMEN

In recent years, government funding and public support for specialized organizations – such as ethno-specific or women's organizations – has waned. This roundtable examines how women's organizations in the immigrant- and refugee-serving sector are coping, including whether they have changed their mandate in response to reduced levels of funding and public support.

**ORGANIZER** OCASI (ONTARIO COUNCIL OF AGENCIES SERVING IMMIGRANTS)

**PARTICIPANTS** SUDIP MINHAS, Executive Director, Windsor Women Working With Immigrant Women

FATIMA FILIPPI, Executive Director, Rexdale Women's Centre

MAYA ROY, Executive Director, Newcomer Women's Services Toronto

MARCIE PONTE, Executive Director, Working Women Community Centre

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**R11** S'ÉTABLIR HORS DES CENTRES URBAINS : DÉFIS ET STRATÉGIES D'INTÉGRATION ÉCONOMIQUE DES NOUVEAUX ARRIVANTS FRANCOPHONES DANS LES PETITES COLLECTIVITÉS ET LES RÉGIONS

Cette table ronde qui rassemblera des représentants gouvernementaux, des académiciens et des représentants communautaires, nous permettra d'aborder l'enjeu de l'immigration francophone dans les petites collectivités et les zones rurales. Les échanges des différents spécialistes nous permettront de dresser les défis et d'identifier les stratégies d'attraction et de rétention des immigrants francophones dans les petites collectivités et les zones rurales.

**ORGANISATEUR** RÉSEAU DE DÉVELOPPEMENT ET D'EMPLOYABILITÉ DU CANADA (RDÉE CANADA)

**PARTICIPANTS** ROUKYA ABDI-ADEN, Gestionnaire, Concertation nationale, RDÉE Canada

MICHÈLE VATZ LAROUSSI, Professeure, Université de Sherbrooke

CHRISTINE BURTON, Directrice générale, Agriculture et Agroalimentaire Canada

JEAN VIEL, Directeur Adjoint, Politiques d'intégration des immigrants au sein des communautés francophones en situation minoritaire

LOUIS TÉTRAULT, Directeur général, Association des municipalités bilingues du Manitoba (AMBM)

JOEL LEMOINE, Conseiller en finances et en affaires, Conseil de développement économique du Manitoba (CDEM)

LORI-ANN CYR, Présidente Directrice générale, Diversis

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**R12** INDEXING IMMIGRANT INTEGRATION IN CANADA: CONCEPTUAL CHALLENGES

How well has Canada accomplished its goals in terms of immigration and integration? No simple answer exists given the lack of consensus around societal goals and policy objectives. The Canadian Index for Measuring Integration (CIMI) however aims to overcome this challenge by identifying measures to determine success in immigrant integration.

**PARTICIPANTS**     JACK JEDWAB, Canadian Institute on Identities and Migration /Association for Canadian Studies  
JOHN HELLIWELL, University of British Columbia  
LLOYD WONG, University of Calgary  
LORI WILKINSON, University of Manitoba  
SARA WALLACE-GOODMAN, University of California, Irvine  
ALLISON HARELL, Université du Québec à Montréal

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**R13** INVESTING IN ADULT AND YOUTH ENTREPRENEURSHIP FOR A SOUND ECONOMY

We need new supply of entrepreneurs for a creative Canadian economy. Getting Results through Business Entrepreneurship Programs demonstrate how government support can be provided to immigrants and youth who choose entrepreneurship as their path for economic integration. We will share examples, best practices and challenges from across the country from Vancouver to Montreal.

**PARTICIPANTS**     ELIZA CHANG, S.U.C.C.E.S.S.  
ANNALISE ITEN, YES Montreal

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**F1** CROSS-PROVINCIAL EXPERIENCES WITH IMMIGRATION

25 years after the Canada-Quebec accord and in relation with current intergovernmental relations in immigration, this panel asks: what do we know about the different provincial experiences with immigration? It examines recent practices through both cases studies and comparative analyses of provincial experiences with immigration.

**ORGANIZERS**

ANTOINE BILODEAU, Concordia University

MIREILE PAQUET, Concordia University

**PARTICIPANTS**

CHEDLY BELKHODJA, Concordia University

*Immigration in New Brunswick: Understanding the Dynamics of Small Numbers*

AUDE-CLAIRE FOUROT, SFU

*Provinces and Francophone Immigration: A comparison of Manitoba and British Columbia*

ANTOINE BILODEAU, Concordia University

*Feeling Accepted in four Canadian Provinces: Another Tool to Understand Immigrant Integration*

MIREILE PAQUET, Concordia University

*The New Immigration Federalism: Conservative Heritage, Liberal Ambitions and Provincial Mobilization*

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**F2** SOCIAL INNOVATION IN THE GLOBAL REFUGEE CRISIS: THE LIFELINE SYRIA CHALLENGE AT TORONTO'S UNIVERSITIES

Partnering with Lifeline Syria, in 2015 Ryerson, OCAD, the University of Toronto and York University joined together to unite their campuses and promote student experiential learning in response to the humanitarian crisis in Syria by engaging in an ambitious and ongoing refugee sponsorship project. Representatives from each will discuss and reflect upon this exciting and innovative project.

**ORGANIZER**

JOHN CARLAW, Project Lead- Syria and Refugee Awareness Initiative, Centre for Refugee Studies, York University

**PARTICIPANTS**

WENDY CUKIER, Vice-President, Research & Innovation, Ryerson University; Founder, Ryerson Lifeline Syria Challenge  
*A Challenge Worth Setting: The Founding and Expansion of the Ryerson Lifeline Syria Challenge*

SAMANTHA JACKSON, Ryerson Lifeline Syria Challenge, PhD Candidate

*Mobilizing the Ryerson Campus for the Lifeline Syria Challenge*

VINITHA GENGATHARAN, Director, International Strategy & Partnerships at University of Toronto

*The University of Toronto and the Lifeline Syria Challenge*

PIERRE-ANDRÉ THÉRIAULT BARRISTER and SOLICITOR PHD STUDENT, Refugee Sponsorship Support Program Coordinator, Osgoode Hall Law School, York University

*Legal Education, Teaching and Service: The Refugee Sponsorship Support Program & the Lifeline Syria Challenge*

JOHN CARLAW, Project Lead- Syria and Refugee Awareness Initiative, Centre for Refugee Studies, York University

*Tentanda Via: The Way Must Be Tried: Innovation and Collaboration in the Lifeline Syria Challenge at York University*

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SATURDAY, MARCH 5 - 2:00 PM TO 3:30 PM  
SAMEDI 5 MARS - 14H00 À 15H30

### **F3** HIGHLY SKILLED MIGRANTS IN THE CANADIAN LABOUR MARKET: STRATEGIES AND SUPPORT PROGRAMS FOR SUCCESS

This workshop focuses on issues of highly skilled migrants' access to the relevant labour market in Canada from three sides: migrants' strategies for learning about local labour market; the role of public and private sector organisations in shaping migrants access to "local" labour market; and the impact of intercultural learning and exchange on reshaping Canadian workplaces.

**ORGANIZERS** JELENA ZIKIC, School of Human Resource Management, York University

GUNJAN SONDHI

**PARTICIPANTS** MONICA ANNE BRENNAN, Toronto Region Immigrant Employment Council (TRIEC)  
*"The Power of Mentoring": impact and Outcomes of The Mentoring Partnership Program*

KATERINA BELAZELKOSKA, The G. Raymond Chang School of Continuing Education  
*Workplace Communication for the Canadian Workplace (Wcc) Program: An Innovative Approach in Closing the Intercultural Communication Gap*

SHAFI BHUIYAN, Faculty of Community Services, Ryerson University  
*ITMDs Bridging Program: A Gateway for an Alternative Career Path in Healthcare*

SHERYL CUMMAR, PhD candidate, School of Human Resource Management, York University  
*When You Can't Be Who You Are: Pathways Into Medical Profession in Canada*

JELENA ZIKIC, School of Human Resource Management, York University  
*"I Have Learned How Hard It Is...": Outcomes of Intercultural Mentoring Partnerships in Workspaces*

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### **F4** FROM INTERCULTURAL TO TRANSCULTURAL COMPETENCE

This workshop explores a new theory and educational practices for engaging immigrants and Canadian-born in learning and developing transcultural competence that will transform their attitudes and behaviours and will move them away from a focus to fitting in to a focus of the mutual learning.

**ORGANIZER** SINELA JURKOVA, University of Calgary

**PARTICIPANTS** RICARDO MORALES  
*CCIS Dynamic Model of Transcultural Competence*

REGINE KING  
*Bringing Home, Home: Place-Making and Therapeutic Landscaping Through Cultural Rituals and Practices Among African Refugees in Winnipeg*

CHRISTINE MUSHALAME, Vanier Community Centre

SINELA JURKOVA, University of Calgary  
*Transcultural Competence: "Soft Skills" or Mode of Learning and Being*

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**F5** BUILDING READINESS AND SEXUAL HEALTH CAPACITY IN THE SETTLEMENT AND INTEGRATION SECTOR:  
EXPERIENCES FROM ALBERTA

In response to the barriers newcomers face when accessing sexual health services in Alberta, this presentation will explore ways to build readiness and capacity for collective impact in the settlement and integration sector by leveraging collaborative multi-stakeholder partnerships that support newcomer sexual health, sexual diversity and sexual violence prevention.

**ORGANIZER** CAROLINE HEMSTOCK, Alberta Association of Immigrant Serving Agencies

**PARTICIPANTS** DR. DEBB HURLOCK, Creative Theory Consulting Inc.  
*"Courage to Begin:" Building Capacity of Immigrant Service Prov*

ROSELINE CARTER, Calgary Sexual Health Centre and LEANNE CASUNCAD, Calgary Immigrant Women's Association  
*Healthy Relationships*

AMANDA KOYAMA, Calgary Catholic Immigration Society  
*Creating Comfort: A look at respectful workplaces, core competencies and strategies for change*

KATHRYN FRIESEN, Catholic Social Services  
*Current Needs and Existing Resources in the Settlement Sector Regarding Newcomer Sexual Health and LGBTQ Services*

**MODERATOR** CAROLINE HEMSTOCK, Alberta Association of Immigrant Serving Agencies

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**F6** TBD

TBD

**ORGANIZER** ONTARIO HUMAN RIGHTS COMMISSION

**PARTICIPANTS** TBD

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SATURDAY, MARCH 5 - 2:00 PM TO 3:30 PM  
SAMEDI 5 MARS - 14H00 À 15H30

**F7** LES MAGHRÉBINS DU CANADA : ENJEUX MIGRATOIRES ET INSERTION SOCIALE

Cet atelier mettra en avant divers sujets en lien avec la présence maghrébine au Canada. Les différentes présentations se pencheront sur la présence des maghrébins dans l'espace urbain, l'entrepreneuriat au sein de cette communauté, les femmes maghrébines, le rapport avec l'Islam, entres autres sujets.

**ORGANISATEURS** STAMBOULI JAMEL

MANAI BOCHRA, Ph.D

**PARTICIPANTS**

SONIA BEN SOLTANE, Université McGill  
*États des savoirs sur les femmes maghrébines au Québec*

KHAOULA ZOGHLAMI, UDEM  
*Les luttes hybrides des Québécoises de 2e génération portant le voile*

BOCHRA MANAI, INRS  
*Le Petit-Maghreb de Montréal entre branding ethnique et stigmatisation*

JAMEL STAMBOULI, HEC Montréal  
*L'entrepreneuriat maghrébin : entre nécessité et opportunité?*

CAROL-ANNE GAUTHIER, Université Laval  
*Les obstacles à l'intégration socioprofessionnelle des immigrantes maghrébines hautement qualifiées établies dans la ville de Québec*

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**F8** LIFE AFTER IMMIGRATION: MEANINGS AND EXPERIENCED OF SELF, FAMILY AND RELATIVES, SPACE AND FREEDOM OF MOVEMENT FOR MIGRATED INDIVIDUALS IN CANADA

This workshop explores shifts in perceptions of "self" after migration. Space, others and movements impact the "being" of individuals in their new homes. Issues of "freedom of movement" for Canadian dual citizens, "other beings" including family and relatives, and the changed "Space" result in redefinition of identities for immigrants.

**ORGANIZER** MAHSA ROUZROKH, PhD (ABD), Department of Recreation and Leisure Studies, University of Waterloo, Waterloo

**PARTICIPANTS**

DR. TOM GRIFFIN, Assistant Professor, Ted Rogers School of Hospitality and Tourism Management, Ryerson University, Toronto  
*The Experience of Hosting Friends and Relatives for Newcomers*

POONEH TORABIAN, PhD (ABD), Department of Recreation and Leisure Studies, University of Waterloo, Waterloo  
*Freedom of Movement For All: Border Crossing Experiences of Canadian Dual Citizens*

S. ALI MOSTOLIZADEH, PhD Student, Department of Recreation and Leisure Studies, University of Waterloo, Waterloo  
*When Photos Tell Our Stories: Meaning Making of Space For Immigrants Through Leisure Practices*

MAHSA ROUZROKH, PhD (ABD), Department of Recreation and Leisure Studies, University of Waterloo, Waterloo  
*The Metamorphosis of Self: Insights into the Meaning of Being for Immigrant Artists*

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**F9** CULTURAL INTERSECTIONS: INCLUSION, SOCIAL INNOVATION AND CREATIVITY

This workshop contextualizes migration at the intersections of labour, art and social change. It is well recognized that immigrants are confronted with fewer opportunities for engagement with and access to the arts. Yet, the role of art and language in immigrant narratives and corresponding emergent art forms/aesthetics should be viewed as a key to social inclusion.

**ORGANIZER** LATHA SUKUMAR, LL.B, M.A., MCIS Language Services, Executive Director

**PARTICIPANTS** MIN SOOK LEE, Ontario College of Art and Design University (OCADU), Assistant Professor, Art & Social Change, Documentary Filmmaker and EVELYN ENCALADA GREZ, Ontario Institute for Studies in Education (OISE), Assistant Professor, Activist  
*Changing the Frame on Migrant Worker Justice through Documentary Praxis*

CAROLINA ALFARO DE CARVALHO, Multimedia translator  
*Crossing The Language Barrier – Inclusion and Engagement of Immigrant Communities Through Art*

NADIA CAIDI, Ph.D, University of Toronto, Faculty of Information, Associate Professor  
*Social Inclusion in a Digital World: Rethinking Traditional Measures*

SANJAY SHAHANI and IKEM OPARA, Ontario Trillium Foundation, Strategy Lead. Inspired People  
*Ontario Trillium Foundation: Connected People and Inspired People*

ELIANA TRINAISTIC, MIST, MCIS Language Service, Social Impact Manager  
*Supplementing the Core Mission with Program Design: Documentaries for Change*

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**F10** ACCESSING EDUCATION AND TRAINING: CHALLENGES IN THE FILIPINO COMMUNITY

The settlement experiences of the Filipino community in Canada have often created specific challenges for both immigrants and their children in terms of accessing post-secondary education. This panel will explore the educational and training pathways of both young Filipino-Canadians and those who have arrived through the Live-In Caregiver Program.

**ORGANIZERS** PHILIP KELLY, York University

ETHEL TUNGOHAN, York University

**PARTICIPANTS** CHRISTA SATO, University of Calgary  
*Filipino-Canadian Men and their Pathways to University*

CHRIS MONAHAN, Ontario Ministry of Training, Colleges and Universities

PHILIP KELLY, York University, JENNILEE AUSTRIA, Writer and Settlement Worker and DON WELLS, McMaster University  
*Immigration Trajectories and Youth Post-Secondary Pathways in the Filipino Community*

ETHEL TUNGOHAN, York University, RUPA BANERJEE, Ryerson University, and GABRIELA PETRONILA CLETO  
*Caregiver Access to Education and Training*

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**G1** SANCTUARY CITY IN TORONTO: CHALLENGES AND OPPORTUNITIES

This workshop explores whether Sanctuary City policy in Toronto effectively protects and promotes the well-being of undocumented migrants in the GTA. Drawn from civil society, government, and academia, panelists will discuss the experiences undocumented migrants, community service organizations (CSOs), city representatives, and other stakeholders have had with Sanctuary City policy.

**ORGANIZERS**      GRAHAM HUDSON, Associate Professor, Dep't of Criminology, Ryerson  
IDIL ATAK, Assistant Professor, Dept. of Criminology, Ryerson

**PARTICIPANTS**      CHARITY-ANN HANNAN, PhD Cand., Policy Studies, Ryerson University  
*Sanctuary Cities and Inter-Governmental Jurisdictions*

LOLY RICO, Co-Chair, FCJ Refugee Centre  
*Sanctuary City Toronto and the FCJ Refugee Centre: Past, Present and Future*

FENICIA LEWIS-DOWLIN, Senior Policy & Research Officer, City of Toronto  
*Access T.O. in Policy and Practice*

GRAHAM HUDSON, Associate Professor, Dep't of Criminology, Ryerson  
*Is Sanctuary City Working in Toronto? An Empirical Study*

IDIL ATAK, Assistant Professor, Dept. of Criminology, Ryerson  
*Sanctuary City: A Human Rights Based and Ethical Approach to Undocumented Migrants*

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**G2** ON-LINE TRAINING FOR PEER SETTLEMENT WORKERS

Newcomers understand the challenges and needs of other newcomers. Peer settlement workers can be trained to support each other as part of any program. Learn how easy it is to use online and in-person training approaches to build capacity for peer support workers.

**ORGANIZER**      DARLENE GAGE, HIPPY Canada

**PARTICIPANTS**      TBD, Likely from Working Women  
*Pros and Cons of Peer-To-Peer Settlement Support*

TBD  
*Challenges and Successes of On-Line Learning*

DARLENE GAGE, HIPPY Canada  
*On-line Training for Peer Settlement Workers*

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**G3** ENACTING SOCIAL JUSTICE FOR IMMIGRANT AND REFUGEE STUDENTS AND TEACHERS

Our workshop focuses on ways in which social justice has been enacted for immigrant and refugee teachers or students in five contexts including an elementary school, a secondary school, two faculties of education, a credential assessment unit and a regulatory body. Our goal is to illustrate that social justice for immigrants and refugees is possible across the entire education continuum.

**ORGANIZER** ANTOINETTE GAGNÉ, Ontario Institute for Studies in Education, University of Toronto

**PARTICIPANTS** JEEWAN CHANICKA, Principal, YRDSB  
*Social Justice Schooling – Possibilities and Potential*

STEPHANIE SOTO GORDON, Teacher, TDSB  
*Leadership Education for English Language Learners as Transformative Pedagogy*

MICHAEL SALVATORI, Chief Executive Officer and Registrar, Ontario College of Teachers  
*Fair and Transparent Regulatory Practices for Internationally Educated Teachers*

VICTORINA BAXAN, Comparative Education Service (CES), Academic Credential Assessment, University of Toronto  
*Credential Assessment For Immigrant Professionals: Social Justice At The Intersection Of Policy And Partnerships*

ANTOINETTE GAGNÉ, Ontario Institute for Studies in Education, University of Toronto and  
CLEA SCHMIDT, Faculty of Education, University of Manitoba  
*Critical Teacher Education for Equity and Inclusion in K-12 schools*

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**G4** PERCEPTION VERSUS REALITY: THE EXPERIENCE OF SKILLED IMMIGRANTS BEFORE AND AFTER ARRIVAL IN CANADA

TBD

**ORGANIZER** KEITH JOHNSON, Independent Consultant

**PARTICIPANTS** TIM OWEN, World Education Services  
*Pre-Arrival Considerations*

BRIAN BAUMAL, Thinklounge Market Research,  
*The Experiences Recent Immigrants – Quantitative and Qualitative Findings*

PAUL FELTMAN, World Education Services,  
*Canada/US Comparisons*

KEITH JOHNSON, Independent Consultant  
*Reflections from Immigrant-Serving Organizations and Other Key Stakeholders*

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SATURDAY, MARCH 5 - 4:00 PM TO 5:30 PM  
SAMEDI 5 MARS - 16H00 À 17H30

## **G5** CRITICAL ANALYSIS OF IMMIGRATION POLICY CONTEXT AND DEBATES

This workshop will discuss and debate key immigration policy problem areas, critically analyze policy and immigration context, explore how the issues may be addressed more constructively, and examine and evaluate possible policy solutions. It will offer a multi-disciplinary perspective and focus on prominent themes within Canadian immigration policy context and debates.

**ORGANIZERS** LESLIE NICHOLS

MOJGAN RAHBARI-JAWOKO, Ryerson University

**PARTICIPANTS** JOHN CHRISTOPHER GUTH, Independent Scholar

*2015 Citizenship Act Changes and its Impact on Canadian Dual-Citizens becoming Second Class Canadians*

JAMES BAKER, Memorial University

*Demonizing the Refugee: Canadian Conservative Discourse in the Age of Cimmigration*

CHRIS ANDERSON, Wilfrid Laurier University

*Controlling Citizenship: Redesigning Being Canadian*

DR. WESLEY CRICHLLOW, University of Toronto Institute of Technology

DR. VAPPU TYYSKA, Ryerson University

MOJGAN RAHBARI-JAWOKO, Ryerson University

*Difficulties and Dilemmas in Developing Migrant Admission and Settlement Policies*

**MODERATOR** LESLIE NICHOLS

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## **G6** A RIPE TIME FOR CHANGE: TEMPORARY FARM LABOUR MIGRATION AND POLICY OPPORTUNITIES TO ADVANCE EQUITY

With a new federal government, significant opportunities exist to address concerns affecting agricultural workers hired through Canada's Temporary Foreign Worker Program. Drawing on expertise from scholars, health practitioners and labour advocates, this session explores multi-jurisdictional policies to advance health equity, human rights and food security for migrant farm workers.

**ORGANIZER** ANELYSE WEILER, PhD Student, University of Toronto

**PARTICIPANTS** JANET MCLAUGHLIN, Assistant Professor, Health Studies, Research Associate, International Migration Research Centre, Wilfrid Laurier University

DONALD WELLS, Professor, School of Labour Studies and Department of Political Science, McMaster University

MICHELLE TEW, Occupational Health Nurse, Occupational Health Clinics for Ontario Workers

STAN RAPER, National Coordinator, Agricultural Workers Alliance

ANELYSE WEILER, PhD Student, University of Toronto

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**G7** ECONOMIC INTEGRATION OF IMMIGRANTS IN ATLANTIC CANADA

With increased inflows of immigrants in smaller provinces, issues relating to their economic integration are gaining greater attention of policy makers, settlement service organizations and academic researchers. This workshop brings together these stakeholders to discuss such issues and challenges.

**ORGANIZER** ATHER H. AKBARI, Saint Mary's University

**PARTICIPANTS** NABIHA ATALLAH, Immigrant Services Association of Nova Scotia)  
*Strategies for Effective Economic Integration*

Paul-Emile David, Atlantic Canada Opportunities Agency  
*Economic Integration in Atlantic Canada: Overview of Acoa Initiatives Aimed at Promoting Entrepreneurship*

ATHER H. AKBARI, Saint Mary's University  
*Role of Community Networks in Economic Integration: Some Evidence From Housing Market*

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**G8** PROFIT-DRIVEN "TEMPORARY" MOBILITY: THE LONG-TERM IMPLICATIONS OF THE COMMERCIALIZATION OF MIGRATION POLICIES

Through evidence from research, policy, and advocacy work, this panel examines the transnational, national, and local manifestations of ongoing changes to the Temporary Foreign Worker Program across Canada. More specifically, it focuses on the impact that the outsourcing of labour mobility has on sending countries, receiving communities, and migrants.

**ORGANIZERS** GERALDINA POLANCO, Assistant Professor, California State University, Northridge  
JILL BUCKLASCHUK, Postdoctoral Fellow, University of Guelph

**PARTICIPANTS** EVELYN ENCALADA, Grassroots Activist/PhD Candidate, Justicia for Migrant Workers, OISE, University of Toronto  
*From Rural Ontario to Rural Guatemala: The Impacts of the "4In4out" Rule on Migrant Farmworkers and Their Communities*

ETHEL TUNGOHAN, Postdoctoral Fellow, University of Alberta  
*Good Enough to Work But Not Good Enough to Stay?: Assessing Temporary Foreign Workers' Experiences in Alberta*

DR. BUKOLA SALAMI, DR. SARA DOROW, DR. PHILOMENA OKEKE-IHEJIRIKA,  
DR. ETHEL TUNGOHAN and ELISE HERVIEUX  
*Interrogating the Impact of Recent Changes to Canadian Temporary Foreign Workers Program Policy on Temporary Foreign Workers in Alberta*

GERALDINA POLANCO, Assistant Professor , California State University, Northridge  
*Global Labour Sending States and the Transnational Production of Labour Precarity*

JILL BUCKLASCHUK, Postdoctoral Fellow, University of Guelph  
*"Our Batch Was Lucky... Others Struggle": The Changing Role of English Language Requirements in Temporary Migrants' Path to Inclusion and Permanent Settlement in Manitoba*

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SATURDAY, MARCH 5 - 4:00 PM TO 5:30 PM  
SAMEDI 5 MARS - 16H00 À 17H30

**G9** REGIONAL STRATEGIES ON IMMIGRATION SETTLEMENT

TBD

**ORGANIZER** TBD

**PARTICIPANTS** MARGARITA CAROPRESI  
*Three Keys to Improve Inclusion and Safety of Migrant Workers in Canada*

RACHAEL PETTIGREW  
*Immigration Settlement Services and Gaps in Northwest Territories, Yukon and Nunavut*

ANGELIQUE REDDY-KALALA

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**G10** DIVERSE MODELS OF PROFESSIONAL LEARNING AND YOUTH ENGAGEMENT TOWARD INTERCULTURAL UNDERSTANDING

Using descriptions and examples from four innovative projects, the presenters offer insights on models of engaging professionals, newcomers, and diverse children and youth, in collaborative initiatives that foster intercultural understanding. Presentations include an online toolkit for professional development for working with newcomer Canadians, a teacher education program fostering cultural humility through collaboration with diverse youth in partner community agencies, a global citizenship education model for high school students from diaspora communities, and a youth leadership and citizenship project that uses inter-faith dialogue to foster individual and community resilience.

**ORGANIZER** DR. DARREN E. LUND, Werklund School of Education, University of Calgary

**PARTICIPANTS** DENIZ ERKMEN, Research Officer, AAISA (Alberta Association of Immigrant Serving Agencies)  
*Knowledge Management Through AAISA's Learning Community*

GINA CSANYI-ROBAH or RACHEL RAWANA, Mosaic Institute's Next Generation Program  
*The Next Generation Project: A Global Citizenship Education Model for Canadian High School Students from Diaspora Communities*

HMET TAMIRCI, National Director, Intercultural Dialogue Institute  
*Strengthening Individual and Community Resilience through "Project Communitas"*

Werklund School of Education, University of Calgary, and NINA HOWORUN, Graduate Research Assistant, Werklund School of Education (University of Calgary)  
*Engaging With Multiple Identities of Children and Youth Through Community-Engaged Learning*

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SATURDAY, MARCH 5 - 4:00 PM TO 5:30 PM  
SAMEDI 5 MARS - 16H00 À 17H30

**G11** TBD

**ORGANIZER** ONTARIO HUMAN RIGHTS COMMISSION

**PARTICIPANTS**

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**POSTERS PRESENTATION**  
**PRESENTATION PAR AFFICHES**

**P1** IMPROVING HEALTH OUTCOMES OF VULNERABLE IMMIGRANTS AND REFUGEES IN TORONTO: ACCESS, EQUITY AND INTERDISCIPLINARY PARTNERSHIP

Access Alliance envisions improving health outcomes for the most vulnerable communities in Toronto, such as immigrants and refugees, by addressing systemic inequities. The grounding principle is that quality healthcare provision to vulnerable clients requires agencies to identify root causes of health inequities and proactively address to overcome systemic access barriers.

**ORGANIZER** AKM ALAMGIR, PhD

**PARTICIPANTS** WINTTANA DEBESSAI, Access Alliance Multicultural Health and Community Services

DANIELLE KENYON, Access Alliance Multicultural Health and Community Services

MONIKA DALMACIO, Access Alliance Multicultural Health and Community Services

CLIFF LEDWOS, Access Alliance Multicultural Health and Community Services

YOGENDRA B. SHAKYA, PhD, Access Alliance Multicultural Health and Community Services

AKM ALAMGIR, PhD

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**P2** THE CANADIAN INDEX FOR MEASURING INTEGRATION (CIMI): DEVELOPING A CANADIAN ASSESSMENT TOOL

The CIMI is an assessment tool that aims to integrate multiple key factors in order to measure the success of newcomer integration into Canada. This index is the first of its kind in Canada and is based on Canadian data sets as well as lessons learned from existing international indices.

**PARTICIPANTS** NAZIH NASRALLAH

ANN BALASUBRAMANIAM

ASHLEY MANUEL

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**P3** ON BRIDGING AND BONDING

The Saskatoon Open Door society, one of the leading non-profit settlement service provider in Saskatchewan, is presenting its best practices in integrated community program delivery in collaboration with and participation of Aboriginal communities.

**ORGANIZER** ANAHIT FALIHI

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**P4** NEWCOMER INFORMATION CENTRE (NIC): A SASKATCHEWAN REGIONAL GATEWAY FOR NEWCOMERS-ASSISTING NEWCOMERS THROUGH ACTIVE PARTNERSHIPS

The Newcomer Information Centre (NIC) is committed to supporting all newcomers arriving in the Saskatoon gateway by being a neutral welcome centre providing active outreach, information, English language assessments and referrals to appropriate settlement, community and mainstream services. The NIC works collaboratively with employers, community organizations and stakeholders to ensure that newcomers can make informed decisions and are able to achieve successful integration into the gateway communities.

**ORGANIZER**      ANGELA DAIGNEAULT

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**P5** EMPLOYER CONNECTIONS – SASKATOON STORY

The Employer Connections program works directly with local business employers in key sectors facing labour market shortages. Specific outcomes for Employer Connections include 50 local employers from across labour market sectors participating in the program. As well, there were over 125 registered participants in the various employment programs.

**ORGANIZER**      ASHRAF MIRMONTAHAI

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**P6** EXPLORING THE DETERMINANTS OF IMMIGRANTS' ATTITUDES TOWARDS IMMIGRATION: A CANADIAN PERSPECTIVE

Immigration studies often limit their investigations to white/native-born respondents, excluding immigrants and ethnic minorities from the analyses. But how much do we know about immigrants' views' about immigration? Are they really more receptive to it? Moreover, how do different theoretical perspectives apply to this segment of the population?

**ORGANIZERS**      CAITLIN ROBINSON  
                         ANTOINE BILODEAU

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**P7** FRIENDSHIP, IDENTITY, AND COMING TO CANADA

This is a qualitative project focused on examining the experiences of immigrant youth participating in a youth integration programs. The project aims to provide a deeper understanding of how such programs facilitate settlement, while paying particular attention to how such experiences relate to the development of friendships and participants' sense of identity.

**ORGANIZER**      COLIN JOSEPH CUTHBERT

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**P8** SOUTHERN SUDANESE ADJUSTMENT TO CANADIAN SOCIETY: CHALLENGES AND OPPORTUNITIES

This poster presentation based on 32 in-depth interviews with refugees from the Southern Sudanese Communities in Toronto, Calgary, and Brooks, Alberta, will focus on the participants perceptions of the opportunities that exist for them in Canada as well as the challenges they face in adjusting to living in a new country.

**PARTICIPANTS**     DAVID ESTE, PhD, Faculty of Social Work, University of Calgary  
LAURA SIMCH, PhD, Faculty of Social Work, University of Calgary  
HALEY HAMILTON, PhD, Faculty of Social Work, University of Calgary  
CHRISTA SATO, BA, BSW, Faculty of Social Work, University of Calgary

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**P9** EMPLOYER/AGENT-TYING POLICIES AND STATE VIOLATIONS OF 'NON'/(IM)MIGRANT WORKERS' RIGHT TO LIBERTY AND SECURITY: THE CANADIAN CASE

This analysis explores which and how Supreme court of Canada's 'state violation of the right to liberty/security' legal reasonings apply to temporary foreign worker employer-tying policies - and in particular to employer-specific temporary work authorization, agent-tied access to employment and hiring prohibition imposed to potential alternative employers.

**ORGANIZER**     EUGÉNIE DEPATIE-PELLETIER

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**P10** CASE STUDY: CATIE'S HEPATITIS C ETHNOCULTURAL EDUCATION, OUTREACH, AND SOCIAL MARKETING PROGRAM

In Canada, immigrants and newcomers are disproportionately affected by hepatitis C and hepatitis B. Immigrants and newcomers are estimated to represent 35 percent of all past or present hepatitis C infections in Canada. The program was developed to address the unique health information needs of this population.

**ORGANIZER**     FOZIA TANVEER (CATIE)  
**PARTICIPANTS**     HYWEL TUSCANO (CATIE)  
                              LOGAN BROECKAERT (CATIE)  
                              MELISA DICKIE (CATIE)

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**P11** LEARNING FROM EXPERIENCE: EVIDENCE-INFORMED EFFICIENCIES FOR INTERNATIONALLY EDUCATED NURSE LICENSURE

Professional licensure is required for internationally educated registered nurses' labour and career mobility. Highlighting the phases of this complex process, the Learning From Experience research project used findings from comprehensive statistical analyses to inform changes to policies and practices towards increasing the efficiency and transparency of the licensure process.

**ORGANIZER**      JENNIFER KWAN, LFE Project Manager, College and Association of Registered Nurses of Alberta

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**P12** A CONTINUUM OF PRE-ARRIVAL SERVICES FOR IMMIGRANTS TO CANADA

Planning for Canada, a pre-arrival program funded by Citizenship and Immigration Canada, provides economic and family-class immigrants with the right information, tools, and Canadian contacts so they are better equipped to find work that reflects their skills and education. Planning for Canada is jointly delivered by CIIP and COA.

**ORGANIZERS**      CANADIAN ORIENTATION ABROAD (COA)  
THE CANADIAN IMMIGRANT INTEGRATION PROGRAM (CIIP)

**PARTICIPANT**      CYNTHIA MURPHY, CIIP Director, Colleges and Institutes Canada (CICan)

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**P13** AN EXPLORATORY STUDY ON CANADA'S HISTORICAL OPENNESS FOR LOW-SKILLED WORKERS, REFUGEES AND ASYLUM SEEKERS

This study explores the historical openness of Canada's immigration policy for low-skilled workers, refugees, and asylum seekers. Specifically, we quantitatively examine the inter-relationship between policy decisions and annual immigration flows between 1970 and 2010. We further extend the analysis by considering the association between the policy decisions and macro-economic variables.

**PARTICIPANTS**      MUSTAFA ORNEK, McMaster University  
FIRAT SAYIN, McMaster University

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**P14** THE POLITICAL ECONOMY OF SKILLED MIGRATION IN AUSTRALIA: DO THE AIMS OF THE TEMPORARY WORK (SKILLED) VISA 457 PROGRAM FULFIL ITS PURPOSE?

An investigation into the effectiveness of Temporary Skilled Migration (TSM) policy, in particular, the effectiveness of the Temporary Work (Skilled) visa 457 program in Australia in meeting its objectives of assisting businesses during their time of skills shortages and improving the overall economic condition of Australia overall.

**ORGANIZER**      SERAP (SERA) YILMAZ, Torrens University Australia

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**P15** THE INTERSECTION OF CULTURE AND HEALTH AMONG CHINESE MIGRANTS

Increasing Chinese migration has led to new global migratory phenomena. This qualitative study of mainland Chinese migrants in Singapore provides insights into the intersection between Chinese culture and health, revealing strengths and gaps of access to healthcare in an unfamiliar healthcare landscape, which can instruct culturally-competent healthcare policies for migrants.

**ORGANIZER**      DR. TAM WAI JIA, Saw Swee Hock School of Public Health, National University of Singapore

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**P16** LEARNING ABOUT INTERNATIONAL ADOPTION EXPERIENCES IN WINNIPEG: FOCUS ON AFRICA

This poster describes a study that involved those who provide services to parents adopting children internationally and to the adopted children. The service providers pointed out how cultural beliefs and practices, kinship and migration trajectories often shape adoption from different African countries and challenge settlement for the adopted children in Winnipeg.

**ORGANIZERS**      TUULA HEINONEN, Faculty of Social Work, University of Manitoba  
MARLENE POMRENKE, Student Counselling Services, University of Manitoba

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**P17** FOREIGN HUMAN CAPITAL AND THE EARNINGS GAP BETWEEN IMMIGRANTS AND CANADIAN-BORN WORKERS

TBD

**ORGANIZERS**      JAVIER TORRES

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**P18** AGENCY DATA ON MIGRATION – A PILOT PROJECT

National level public data sources do not provide sufficient data on the different classes of immigrants and temporary residents within Canada. As a result, not only is there limited knowledge about different groups, but it is difficult to assess their needs and whether their needs are being met. This poster and the accompanying handouts will provide an overview of the ADMIG (Agency Data on Migration) Project, a pilot project exploring agency administrative data as a potential source of data on immigrants and temporary residents, and results from our survey of agencies, secondary data analysis and focus groups.

**ORGANIZERS**

ANN KIM

REEM ATTIEH

JOHN SHIELDS

PHILIP KELLY

LUIN GOLDRING

LUANN GOOD GINGRICH

VALERIE PRESTON

**PARTICIPANTS**

JOHN SHIELDS

PHILIP KELLY

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