Metropolis
Identities - Identités

# 9th Metropolis Identities Summit

## Restoring Trust, Strengthening Relationships: Identity, Diversity, and Social Harmony in Canada

# 9e sommet Metropolis Identités

## Rétablir la confiance, renforcer les relations : identité, diversité et harmonie sociale au Canada



**Sheraton Fallsview Hotel**
Niagara Falls, Ontario
**22-23 / 10 / 2026**

ACS - Metropolis Institute / AEC - Institut Metropolis
ACS - Metropolis Institute / AEC - Institut Metropolis
metropolisconference.ca

**Wi-Fi:** Sheraton Conference
**Password:** Conference



Canadian Race Relations Foundation

Fondation canadienne des relations raciales

JIAS | JEWISH IMMIGRANT AID SERVICES



Future Skills Centre | Centre des Compétences futures

Immigrant Employment Council of BC

IECBC

WES WORLD EDUCATION SERVICES

TNO THE NEIGHBOURHOOD ORGANIZATION

PLANNING FOR | PLANIFIER POUR LE CANADA

ACS·AEC Metropolis

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Canada

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Association for Canadian Studies
Association d'études canadiennes



# Understanding Canada
# Comprendre le Canada

The Association for Canadian Studies advances understanding of Canada through research, publications, conferences, and dialogue on identity, diversity, immigration, and the issues shaping Canadian society.

L'Association d'études canadiennes contribue à une meilleure compréhension du Canada par le biais de la recherche, de publications, de congrès et d'échanges sur l'identité, la diversité, l'immigration et les enjeux qui façonnent la société canadienne.

- **RESEARCH** | RECHERCHE
- **CONFERENCES** | CONGRÈS
- **PUBLICATIONS** | PUBLICATIONS
- **DIALOGUE** | DIALOGUE

**WANT TO LEARN MORE ABOUT CANADIAN IDENTITIES? CONTACT US.**

**VOUS SOUHAITEZ EN SAVOIR PLUS SUR LES IDENTITÉS CANADIENNES ? CONTACTEZ-NOUS.**

Metropolis
Canada

# 29th Metropolis Canada Conference

# 29e congrès Metropolis Canada

## Vancouver 2027



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Appel à propositions maintenant en ligne!

**Sheraton Vancouver Wall Centre**
Vancouver, British Columbia
Vancouver, Colombie Britannique

10-12 March, 2027
10 au 12 mars 2027

ACS - Metropolis Institute
AEC - Institut Metropolis

ACS - Metropolis Institute
AEC - Institut Metropolis

www.metropolisconference.ca

# Tech setup
# Configuration technologique

## Wi-Fi

**Network:** Sheraton Conference
**Password:** Conference

## eventmobi

EventMobi is the conference app where you can find session details, learn more about partners, receive live event updates, and connect with other delegates through features like direct messaging.

Follow the steps below to download and access the app, so you can navigate the conference with ease and make the most of your networking opportunities.

Apple App Store

Google Play

1. Scan the QR or search for 'Event App by EventMobi' in the Apple App Store or Google Play Store
2. Enter the event code: **MetropolisIdentities2026** and select the blue + sign
3. When the event appears, click 'Launch App' and in the login screen, enter the email address you used to register for this conference
4. If you have used the app before: Enter your password
   **If this is your first time using the app:** Create a new password
   **If you cannot remember your password:** Click "Forgot Password" or "Login using one-time code instead", which will email you a code which you can enter to access the app without a password

## Wordly

Wordly is a live AI translation and captioning app, which you can use to follow the opening addresses and plenary sessions in over 60 languages.

Follow these steps to read or listen to these featured sessions in the language of your choice:

1. Scan this QR code
2. Select which language you would like to get captions and translations in
3. Captions will start automatically. Put in headphones and then use the 'unmute' button (🔇) to hear the live audio translation

## Wi-Fi

**Réseau:** Sheraton Conference
**Code:** Conference

## eventmobi

EventMobi est l'application du congrès qui vous permet de trouver des informations détaillées sur les sessions, d'en savoir plus sur nos partenaires, de recevoir des mises à jour en direct sur l'événement et d'entrer en contact avec d'autres délégués grâce à des fonctionnalités telles que la messagerie directe.

Suivez les étapes ci-dessous pour télécharger et accéder à l'application, afin de pouvoir naviguer facilement dans le congrès et profiter au maximum de vos opportunités de réseautage :

Apple App Store

Google Play

1. Scannez les codes QR ci-contres ou recherchez « Event App by EventMobi » dans l'App Store d'Apple ou le Google Play Store.
2. Entez le code: **MetropolisIdentities2026** et sélectionnez le symbole + bleu
3. Lorsque l'événement apparaît, cliquez sur « Lancer l'application » et, dans l'écran de connexion, entrez l'adresse e-mail que vous avez utilisée pour vous inscrire à ce congrès
4. Si vous avez déjà utilisé l'application : entrez votre mot de passe.
   **Si vous utilisez l'application pour la première fois :** créez un nouveau mot de passe
   **Si vous ne vous souvenez pas de votre mot de passe:** Cliquez sur « Forgot Password » ou « Login using one-time code instead» . Vous recevrez alors par courriel un code que vous pourrez saisir pour accéder à l'application sans mot de passe.

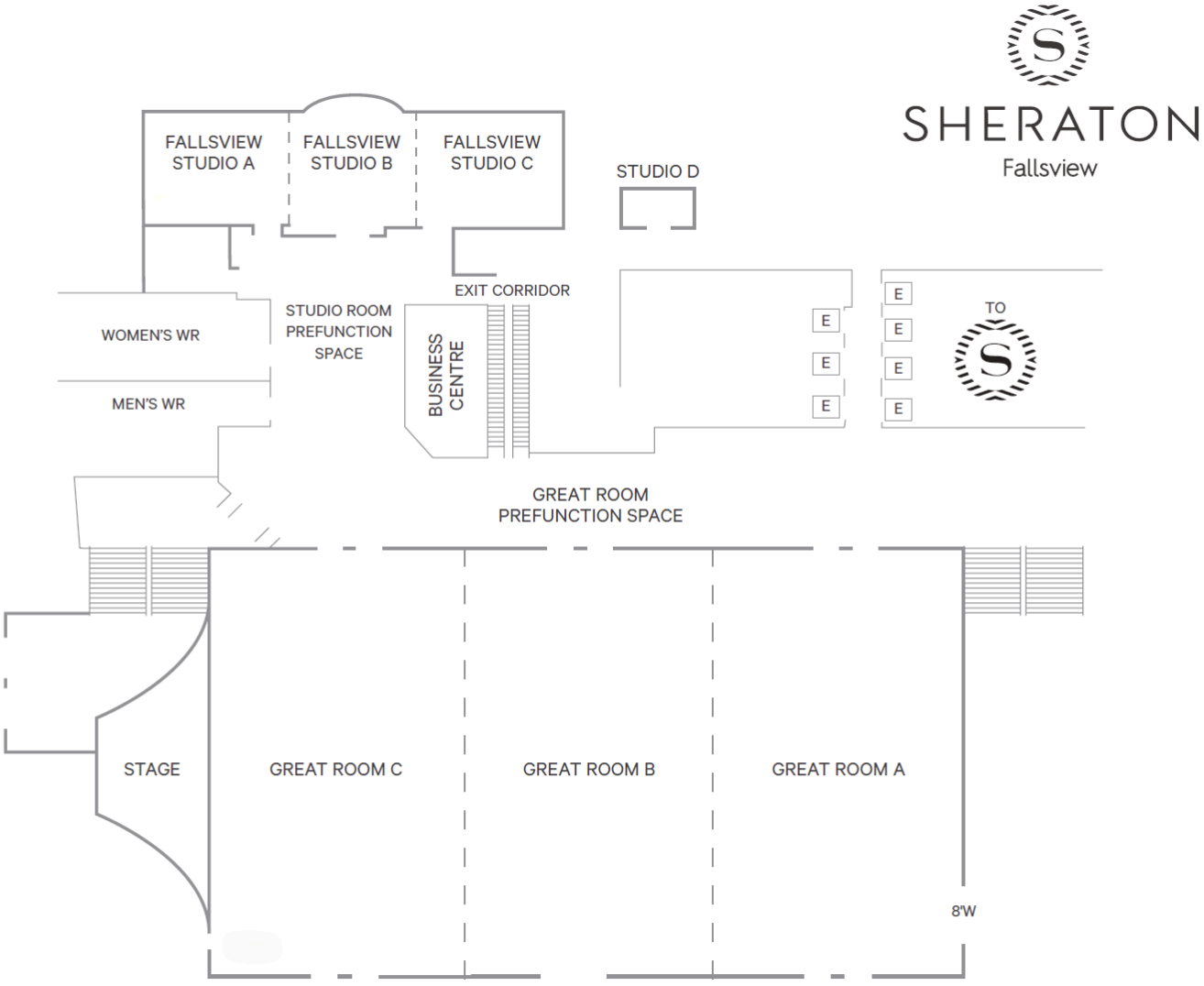
## Wordly

Wordly est une application de traduction et de sous-titrage en direct par IA, que vous pouvez utiliser pour suivre les allocutions d'ouverture et les séances plénières dans plus de 60 langues.

Suivez ces étapes pour lire ou écouter ces séances principales dans la langue de votre choix :

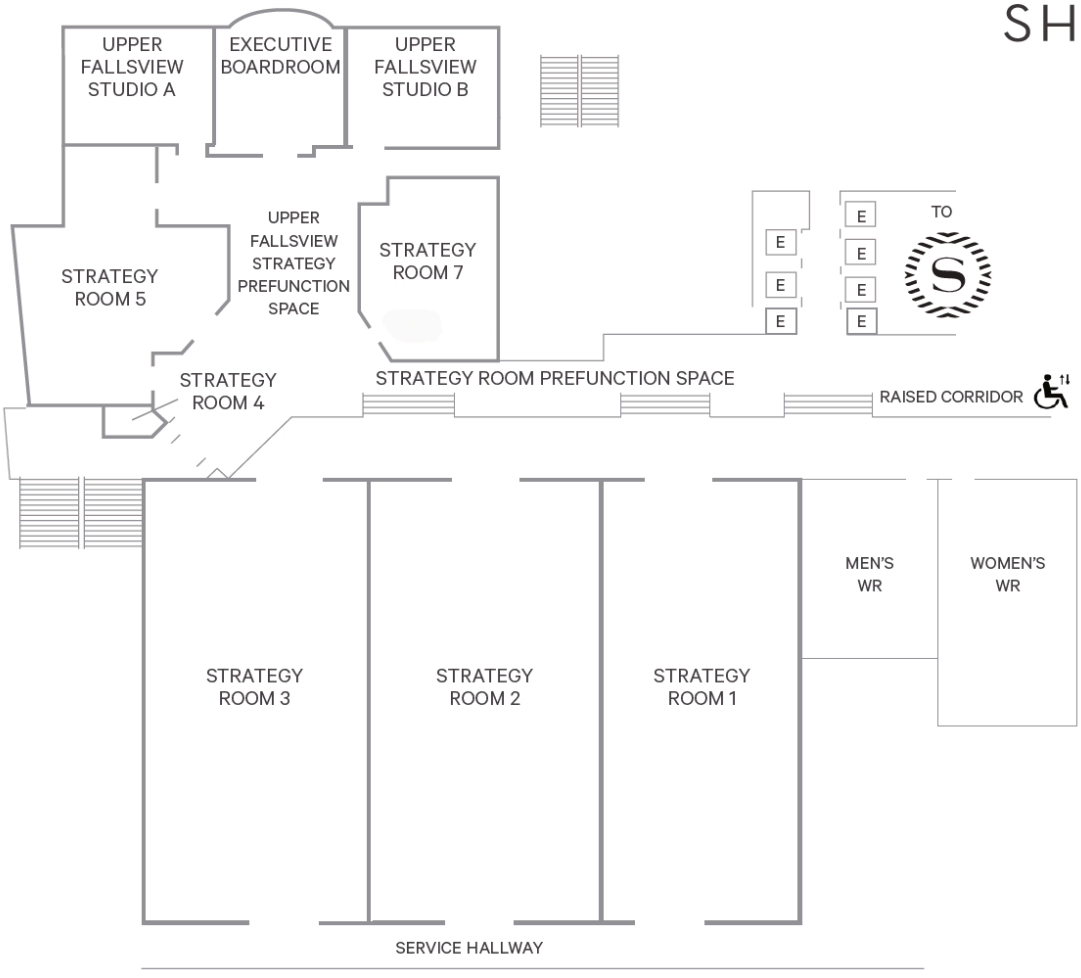
1. Scannez le code QR ci-contre
2. Sélectionnez la langue dans laquelle vous souhaitez obtenir les sous-titres et la traduction.
3. Les sous-titres démarreront automatiquement. Mettez des écouteurs, puis utilisez le bouton « activer le son » (🔇) pour entendre la traduction audio en direct

## 3rd Level
## 3e étage



# 5th Level
# 5e étage

SHERATON
Fallsview



# Racism and hate affect all of us.

The Canadian Race Relations Foundation is a federal Crown corporation that works with partners across Canada to turn shared impact into shared action through grants, collaborations, research, public engagement, training and community and expert-informed resources.

**Bringing people and organizations together to end racism and build stronger, more connected communities.**

**Learn more. Connect. Take part.**

# Le racisme et la haine, ça nous concerne tous.

La Fondation canadienne des relations raciales est une société d'État fédérale qui travaille avec des partenaires partout au Canada pour transformer les enjeux communs en actions communes grâce à des subventions, des collaborations, de la recherche, la mobilisation du public, de la formation et des ressources élaborées avec l'aide des communautés et des experts.

**Nous rassemblons les gens et les organisations pour mettre fin au racisme et bâtir des communautés plus fortes et plus solidaires.**

**Apprenez-en plus. Engagez-vous.**

Canadian Race Relations Foundation

Fondation canadienne des relations raciales

crrf-fcrr.ca

Government of Canada

Gouvernement du Canada



JIAS | JEWISH IMMIGRANT AID SERVICES

JIAS is in an agile and trusted agency in an evolving settlement ecosystem. We are eager to partner with you to build capacity across the sector.








# 3 reasons to partner with JIAS:

- Over a century of innovative, impactful, client-centered service delivery
- We have expertise in project management, program design & evaluation
- We build bridges between organizations and communities

Get in touch with us:
partnerships@jiastoronto.org | jiastoronto.org

JIAS

## Partners
## Partenaires

This event is made possible thanks to the generous support of our partners.
Cet événement est rendu possible grâce au généreux soutien de nos partenaires.

- The Association for Canadian Studies
  L'Association d'études canadienne
- JIAS (Jewish Immigrant Aid Services)
- TNO – The Neighbourhood Organization
- The Canadian Race Relations Foundation (CRRF)
  La Fondation canadienne des relations raciales (FCRR)
- The Future Skills Centre
  Centre des Compétences futures
- WES (World Education Services)
- Immigrant Employment Council of BC (IECBC))
- Canadian Heritage
  Patrimoine canadien
- The Metropolis Institute
  L'Institut Metropolis
- Planning for Canada
  Planifier pour le Canada

## Exhibitors
## Exposants

Take some time during the breaks to visit our exhibitors in the Great Room A.
Prenez du temps pendant les pauses pour visiter nos exposants dans la salle Great Room A.

- JIAS (Jewish Immigrant Aid Services)
- TNO – The Neighbourhood Organization
- The Canadian Race Relations Foundation (CRRF)
  La Fondation canadienne des relations raciales (FCRR)
- The Future Skills Centre
  Centre des Compétences futures
- WES (World Education Services)
- Canadian Index for Measuring Integration and Inclusion (CIMII)
  L'Indice canadien de mesure de l'intégration et de l'inclusion (ICMII)
- Employment Solutions - Welland Heritage Council and Multicultural Centre (WHCMC)
  Solutions d'emploi - Conseil du patrimoine et Centre multiculturel de Welland (WHCMC)
- Scanning Pens
- Next Stop - YMCA of Greater Toronto
- End FGM Canada Network
- Settle
- Social Research and Demonstration Corporation (SRDC)
  La Société de recherche sociale appliquée (SRSA)
- ACCES Employment
  ACCES Emploi
- Polycultural Immigrant and Community Services
- New Horizons Media
- Planning for Canada
  Planifier pour le Canada
- National COPA (Centre d'orientation de prévention des agressions)

## 9th Metropolis Identities Summit's organizing committee
## Comité organisateur du 9e Sommet Metropolis Identités

The Metropolis Institute would like to thank the members of the 9th Metropolis Identities Summit's organizing committeee.

L'Institut Metropolis tient à remercier les membres du comité organisateur du 9e Sommet Metropolis Identités.

- **Elise Herzig**
  JIAS (Jewish Immigrant Aid Services)
- **Ahmed Hussein**
  TNO – The Neighbourhood Organization
- **Jodi Block**
  JIAS (Jewish Immigrant Aid Services)
- **Patrick MacKenzie**
  IEC-BC
- **Carolann Barr**
  TNO – The Neighbourhood Organization
- **Jennifer Rajasekar**
  TNO – The Neighbourhood Organization
- **Wendy Cukier**
  The Diversity Institute and the Future Skills Centre
  Le *Diversity Institute* et le Centre des Compétences futures
- **Mikhaela Sullivan**
  Réseau en Immigration Francophone de la région Centre-Sud-Ouest de l'Ontario
- **Prasad Nair**
  Peel Children's Aid Society (Peel CAS)
  La Société d'aide à l'enfance de Peel
- **Shamira Madhany**
  World Education Services (WES)
- **Beth Clarke**
  World Education Services (WES)
- **Marie Mouradikian**
  Bridges Niagara
- **Myriam Mekni**
  CCI Ottawa
- **Marwan Ismail**
  Polycultural Immigrant and Community Services
- **Lori Wilkinson**
  University of Manitoba
- **Cristian Medina**
  Planning for Canada
- **Taylor Shek-wai Hui**
  Social Research and Demonstration Corporation (SRDC)
  Société de recherche sociale appliquée (SRSA)
- **Janet Madume**
  Welland Heritage Council and Multicultural Centre (WHCMC)

## ACS-Metropolis Conference Staff
## Personnel du congrès d'AEC-Metropolis

- **Corinne Prince**
  Special Advisor
  Conseillère spéciale
- **James Ondrick**
  Executive Director
  Directeur exécutif
- **Christopher Surtees**
  Director of Learning and Operations
  Directeur de l'apprentissage et des opérations
- **Chloe Peel**
  Events Communications and Experience Coordinator
  Coordinatrice de la communication et de l'expérience événementielle
- **Galia Pakman Arrojo**
  Communications Assistant
  Adjointe aux communications
- **Eunice Anteh**
  Research Associate
  Associée de recherche

# Welcome message
# Mot de bienvenue



## Ahmed Hussein

Chief Executive Officer

TNO – The Neighbourhood Organization

A very warm welcome to beautiful Niagara Falls and to the Metropolis Identity Conference.

It is a pleasure to welcome participants from across Canada to this important gathering as we come together to explore issues of identity, belonging, and the experiences of immigrants and newcomers in our communities.

Immigration is about much more than numbers; it is about people, their journeys, their hopes, their families, their contributions, and their desire to build a better future. As our communities become increasingly diverse, questions of identity and belonging are becoming more important than ever.

This conference provides an opportunity to reflect on how immigrants contribute to our country and how we can build communities where everyone has the opportunity to participate, contribute, and feel that they belong.

I hope that over the coming days, you will share ideas, challenge assumptions, learn from one another, and develop new partnerships and approaches to the immigration issues facing our communities today.

Once again, welcome to Niagara Falls. I wish you a productive, engaging, and inspiring conference, and I hope you enjoy your time here.



## Elise Herzig

Executive Director

JIAS (Jewish Immigrant Aid Services) Toronto

Dear Colleagues, Partners, and Friends,

I am honoured to welcome you to the 9th Annual Metropolis Identities Summit in Niagara Falls, Ontario. Over the coming days, we will build trust, deepen relationships, and celebrate Canada's evolving diversity. As we gather amid the majestic beauty and natural wonder of the Falls, we begin by acknowledging and thanking the Indigenous Peoples who have cared for and stewarded these lands for a millennia before us.

Niagara Falls is a fitting setting for this summit. Here, countless drops of water come together to create a force of extraordinary power and beauty—a reminder of what becomes possible when diverse voices, ideas, and experiences converge around a shared purpose.

In these complex and challenging times, this gathering offers hope—rooted in service, open dialogue, creative thinking, and community. We come from across the country with diverse identities and perspectives, yet we share a common purpose: to exchange ideas, confront difficult challenges, strengthen relationships, and build communities where everyone feels supported, belongs, and thrives.

I look forward to meeting you, forging new connections, sparking new ideas, and learning with and from each of you. Welcome to the Metropolis Identities Summit. May these two days leave us energized, inspired, and ready to carry our shared learning forward.



## Ahmed Hussein

Directeur général

TNO – The Neighbourhood Organization

Bienvenue dans la magnifique région de Niagara et au congrès Metropolis Identités.

C'est un plaisir d'accueillir des participants de partout au Canada à cette importante rencontre, alors que nous nous réunissons pour aborder les questions d'identité, d'appartenance et des expériences des immigrants et des nouveaux arrivants au sein de nos communautés.

L'immigration, c'est bien plus que des chiffres; ce sont des gens, leurs parcours, leurs espoirs, leurs familles, leurs contributions et leur désir de bâtir un avenir meilleur. À mesure que nos communautés se diversifient, les questions d'identité et d'appartenance prennent plus d'importance que jamais.

Ce congrès offre l'occasion de réfléchir à la manière dont les immigrants contribuent à notre pays et à la façon dont nous pouvons bâtir des collectivités où chacun a la possibilité de participer, de contribuer et de se sentir chez soi.

J'espère qu'au cours des prochains jours, vous échangerez des idées, remettrez en question les idées reçues, apprendrez les uns des autres et développerez de nouveaux partenariats et de nouvelles approches pour faire face aux enjeux liés à l'immigration auxquels nos communautés sont confrontées aujourd'hui.

Encore une fois, bienvenue à Niagara Falls. Je vous souhaite un congrès fructueux, stimulant et inspirant, et j'espère que vous apprécierez votre séjour ici.



## Elise Herzig

Directrice générale

JIAS (Jewish Immigrant Aid Services) à Toronto

Chers collègues, partenaires et amis,

C'est un honneur pour moi de vous accueillir au 9e Sommet annuel Metropolis Identités à Niagara Falls, en Ontario. Au cours des prochains jours, nous renforcerons la confiance, approfondirons nos liens et célébrerons la diversité en constante évolution du Canada. Alors que nous nous réunissons au cœur de la beauté majestueuse et des merveilles naturelles des chutes, nous tenons tout d'abord à rendre hommage et à remercier les peuples autochtones qui ont pris soin de ces terres et en ont assuré la gestion pendant des millénaires avant nous.

Les chutes du Niagara constituent un cadre idéal pour ce sommet. Ici, d'innombrables gouttes d'eau se rejoignent pour créer une force d'une puissance et d'une beauté extraordinaires — un rappel de ce qui devient possible lorsque des voix, des idées et des expériences diverses convergent vers un objectif commun.

En ces temps complexes et difficiles, ce rassemblement est source d'espoir — un espoir ancré dans le service, le dialogue ouvert, la pensée créative et l'esprit communautaire. Nous venons de partout au pays, avec des identités et des perspectives diverses, mais nous partageons un objectif commun : échanger des idées, relever des défis difficiles, renforcer nos liens et bâtir des communautés où chacun se sent soutenu, trouve sa place et peut s'épanouir.

J'ai hâte de vous rencontrer, de tisser de nouveaux liens, de faire émerger de nouvelles idées et d'apprendre avec vous et les uns des autres. Bienvenue au Sommet Metropolis Identités. Puissent ces deux journées nous laisser pleins d'énergie, inspirés et prêts à mettre en pratique ce que nous aurons appris ensemble.

# Welcome message
# Mot de bienvenue



## Jack Jedwab

President and CEO

The Association for Canadian Studies and the Metropolis Institute

On behalf of the Metropolis Institute, it is a pleasure to welcome you to Niagara Falls.

Metropolis Identities was created to examine immigration, its intersections with identity, and how demographic change is reshaping our understanding of who we are as Canadians. This year's theme - *Restoring Trust, Strengthening Relationships: Identity, Diversity and Social Harmony in Canada* - reflects the particular moment in which we meet.

Trust is fundamental to a diverse society, yet has become fragile amid debates over immigration, religion, language, Indigenous reconciliation and international conflicts. Prejudice, hate, misinformation and polarization make common ground more difficult to find. Rebuilding trust does not mean ignoring differences or disagreements, but creating the conditions to address them through evidence and respectful debate.

Canada's approach to immigration has long relied on public confidence, but changing migration targets, pressures on housing and public services, economic uncertainty and concerns about the immigration system have shifted public attitudes. Those working in immigration, settlement and integration must address these concerns while highlighting newcomers' essential contributions to Canadian society.

The Quebec election and an Alberta referendum have again raised questions about the country's future. Our second plenary will examine what these developments tell us about the state of the federation. Questions of national unity cannot be separated from identity, immigration, language, regional belonging and trust.

Over the next two days, we will hear a wide range of perspectives. We will not agree on everything, nor should we. The value of this Summit lies in our capacity to examine difficult issues honestly, test assumptions against evidence and identify practical ways to strengthen relationships.

Thank you to our speakers, partners and sponsors, and everyone who contributed to this program. Special thanks to our co-Chairs, Elise Herzig and Ahmed Hussein, and to the Metropolis team, particularly James Ondrick, Chloe Peel and Corinne Prince, for their hard work in making this Summit possible.





## Jack Jedwab

Président et Directeur général

L'Association d'études canadiennes et l'Institut Metropolis

Au nom de l'Institut Metropolis, j'ai le plaisir de vous souhaiter la bienvenue à Niagara Falls.

Metropolis Identités a été créé pour examiner l'immigration, ses liens avec l'identité, ainsi que la manière dont les changements démographiques redéfinissent notre compréhension de qui nous sommes en tant que Canadiens. Le thème de cette année - *Rétablir la confiance, renforcer les relations : identité, diversité et harmonie sociale au Canada* - reflète le contexte particulier dans lequel nous nous réunissons.

La confiance est fondamentale dans une société diversifiée, mais elle s'est fragilisée au milieu des débats sur l'immigration, la religion, la langue, la réconciliation avec les Autochtones et les conflits internationaux. Les préjugés, la haine, la désinformation et la polarisation rendent plus difficile la recherche d'un terrain d'entente. Rétablir la confiance ne signifie pas ignorer les différences ou les désaccords, mais créer les conditions permettant de les aborder à l'aide de données probantes et d'un débat respectueux.

L'approche du Canada en matière d'immigration repose depuis longtemps sur la confiance du public, mais l'évolution des objectifs migratoires, les pressions sur le logement et les services publics, l'incertitude économique et les préoccupations concernant le système d'immigration ont fait évoluer les attitudes de la population. Ceux qui travaillent dans les domaines de l'immigration, de l'établissement et de l'intégration doivent répondre à ces préoccupations tout en soulignant les contributions essentielles des nouveaux arrivants à la société canadienne.

Les élections au Québec et un référendum en Alberta ont de nouveau soulevé des questions sur l'avenir du pays. Notre deuxième séance plénière examinera ce que ces événements nous révèlent sur l'état de la fédération. Les questions d'unité nationale ne peuvent être dissociées de l'identité, de l'immigration, de la langue, de l'appartenance régionale et de la confiance.

Au cours des deux prochains jours, nous entendrons une grande diversité de points de vue. Nous ne serons pas d'accord sur tout, et ce n'est pas le but. La valeur de ce Sommet réside dans notre capacité à examiner les questions difficiles avec honnêteté, à confronter nos idées préconçues aux données probantes et à dégager des moyens concrets de renforcer nos relations.

Merci à nos conférenciers, à nos partenaires et à nos commanditaires, ainsi qu'à tous ceux qui ont contribué à ce programme. Nous tenons à remercier tout particulièrement nos coprésidents, Elise Herzig et Ahmed Hussein, ainsi que l'équipe de Metropolis, notamment James Ondrick, Chloé Peel et Corinne Prince, pour leur travail acharné qui a permis de rendre ce Sommet possible.



TNO

THE NEIGHBOURHOOD ORGANIZATION



TNO is a community-based, multi-service agency providing a wide range of community services since 1985.



## Our Programs

- Child and Family
- Community Development
- English Classes
- Employment Programs
- Food Collaborative
- Housing Program
- Mental Health Program
- Mentoring Programs
- Programs for Women
- Senior Programs
- Settlement Programs
- SWIS Coordination (Ontario)
- Trades Connect
- Volunteer Program
- Worker Support Services
- Youth Programs

**Follow us on**

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Unit 200, 45 Overlea Blvd.
Toronto ON M4H1C3

www.tno-toronto.org

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1-855-421-3054


WES
World Education Services
Since 1974, WES has helped immigrants, refugees, and international students thrive—supporting their educational, economic, and social inclusion.
We deliver credential evaluations, policy expertise, program design, and philanthropy to open doors and spark meaningful change.
Learn more.
wes.org

# Schedule
# Horaire

## Thursday, October 22nd | Jeudi le 22 octobre

| | | | |
|---|---|---|---|
| As of \| dès | 7:30 am | Registration<br>Inscription | Great room prefunction space |
| As of \| dès | 7:30 am | Light breakfast<br>Petit déjeuner léger | Great room B&C |
| 8:45 am - | 9:00 am | Opening remarks<br>Mot de bienvenue | Great room B&C |
| 9:00 am - | 10:30 am | Plenary session 1<br>Séance plénière 1 | Great room B&C |
| 10:30 am - | 11:00 am | Break<br>Pause | |
| 11:00 am - | 12:00 pm | Block A of simultaneous sessions<br>Bloc A de séances simultanées | Breakout rooms<br>Salles de séances |
| 12:00 pm - | 1:15 pm | Lunch<br>Dîner | Great room B&C |
| 1:15 pm - | 2:15 pm | Block B of simultaneous sessions<br>Bloc B de séances simultanées | Breakout rooms<br>Salles de séances |
| 2:15 pm - | 2:45 pm | Break<br>Pause | |
| 2:45 pm - | 3:15 pm | Block C of simultaneous sessions<br>Bloc C de séances simultanées | Breakout rooms<br>Salles de séances |
| 3:15 pm - | 3:45 pm | Break<br>Pause | |
| 3:45 pm - | 4:45 pm | Block D of simultaneous sessions<br>Bloc D de séances simultanées | Breakout rooms<br>Salles de séances |

## Friday, October 23rd | Vendredi le 23 octobre

| | | | |
|---|---|---|---|
| As of \| dès | 7:30 am | Registration<br>Inscription | Great room prefunction space |
| As of \| dès | 7:30 am | Light breakfast<br>Petit déjeuner léger | Great room B&C |
| 9:00 am - | 9:15 am | Opening address<br>Allocution préliminaire | Great room B&C |
| 9:15 am - | 10:30 am | Plenary session 1<br>Séance plénière 1 | Great room B&C |
| 10:30 am - | 11:00 am | Break<br>Pause | |
| 11:00 am - | 12:00 pm | Block E of simultaneous sessions<br>Bloc E de séances simultanées | Breakout rooms<br>Salles de séances |
| 12:00 pm - | 1:15 pm | Lunch<br>Dîner | Great room prefunction space |
| 1:15 pm - | 2:15 pm | Block F of simultaneous sessions<br>Bloc F de séances simultanées | Breakout rooms<br>Salles de séances |
| 2:15 pm - | 2:45 pm | Break<br>Pause | |
| 2:45 pm - | 3:15 pm | Block G of simultaneous sessions<br>Bloc G de séances simultanées | Breakout rooms<br>Salles de séances |
| 3:15 pm - | 3:45 pm | Break<br>Pause | |
| 3:45 pm - | 4:45 pm | Block H of simultaneous sessions<br>Bloc H de séances simultanées | Breakout rooms<br>Salles de séances |

# Program

## About the program

Session titles and information appear in the language submitted by the session organizer.

Browse sessions by theme and category to help plan a program that reflects your interests and professional priorities.

## Categories

Panel discussion: multiple speakers sharing diverse perspectives

Research presentation: overview of a specific study or project

Educational lecture or keynote talk: informative and conceptual

Practical workshop: hands-on learning or skill development

Roundtable discussion: interactive, participant-driven exchange

Case study or best practice session: real-world examples and lessons learned

Program or policy changes: government department updates the sector on a new program or changes to existing policy or programs

## Themes

Canada's Narrative at a Moment of Uncertainty

History of Immigration and Refugees in Canada

Immigration, Diversity, and Intercultural Interaction

Canada–United States Relations and Their Impact on Identity and Diversity

Rethinking the Language of Diversity

Racism, Hate, Prejudice and the Challenge of Building Trust

Indigeneity, Identity Affirmation, and Reconciliation

The Future of Canada's Francophonie

# Programme

## À propos du programme

Les titres et renseignements des séances sont présentés dans la langue de soumission de l'organisateur.

Parcourez les séances par thème et par catégorie afin de vous aider à planifier un programme qui reflète vos intérêts et vos priorités professionnelles.

## Catégories

Discussion en panel: plusieurs intervenant(e)s partageant des perspectives variées

Présentation de recherche: aperçu d'une étude ou d'un projet particulier

Conférence éducative ou allocution principale: informatif et conceptuel

Atelier pratique: apprentissage pratique ou développement de compétences

Table ronde: échange interactif axé sur la participation

Étude de cas ou séance sur les meilleurs pratiques: exemples concrets et leçons tirées des expériences de terrain

Changements de programme ou de politiques: mise à jour par un ministère sur un nouveau programme ou sur des changements à des politiques ou programmes existants

## Thèmes

Le récit canadien à un moment d'incertitude

Histoire de l'immigration et des réfugiés au Canada

Immigration, diversité et interaction interculturelle

Les relations canado-américaines et leur impact sur l'identité et la diversité

Repenser le langage de la diversité

Le racisme, la haine, les préjugés et le défi de bâtir la confiance

Autochtonie, affirmation identitaire et réconciliation

L'avenir de la francophonie canadienne

## Temporary Migration and Migrant Worker Support Stream
## Série sur la migration temporaire et le soutien aux travailleurs migrants

Temporary and migrant workers are an essential part of communities and labour markets across Canada, yet many continue to face barriers related to employment, immigration status, health care, housing, transportation, language, social inclusion, and access to rights and services.

This stream brings together migrant workers, frontline practitioners, researchers, legal and health experts, community organizations, and program partners to explore more accessible, coordinated, and worker-centred systems of support. Sessions examine collaborative models, the connections between migration, work, and health, partnerships with employers and consulates, legal supports, and new evaluation evidence on TNO – The Neighbourhood Organization's Worker Support Services program, with particular attention to migrant workers' voices and lived experiences.

Les travailleurs temporaires et migrants constituent un élément essentiel des collectivités et des marchés du travail partout au Canada; pourtant, bon nombre d'entre eux continuent de se heurter à des obstacles liés à l'emploi, au statut d'immigration, aux soins de santé, au logement, au transport, à la langue, à l'inclusion sociale et à l'accès aux droits et aux services.

Ce volet rassemble des travailleurs migrants, des intervenants de première ligne, des chercheurs, des experts en droit et en santé, des organismes communautaires et des partenaires de programme afin d'explorer des systèmes de soutien plus accessibles, mieux coordonnés et axés sur les travailleurs. Les séances portent sur les modèles de collaboration, les liens entre la migration, le travail et la santé, les partenariats avec les employeurs et les consulats, les soutiens juridiques, ainsi que les nouvelles données d'évaluation concernant le programme de services de soutien aux travailleurs de TNO – The Neighbourhood Organization, en accordant une attention particulière aux témoignages et aux expériences vécues par les travailleurs migrants.

## Sessions at a Glance
## Aperçu des séances

Temporary Migration and Migrant Worker Support Stream

| | |
|---|---|
| **A5** | Eight Organizations, One Purpose: How TeaMWork's Collaborative Network Empowers Agricultural Migrant Workers and Builds Trust and Belonging in Southwestern Ontario |
| **B6** | Beyond Service Counts: Worker Voices and Evaluation Lessons from Worker Support Services |
| **D2** | The future of the MWP |
| **E4** | Beyond the Organization: Building Strategic Partnerships with FARMS and Consulates to Reach Migrant Workers |
| **F10** | Building Bridges between Migration Work and Health: Connecting Migrant Agricultural Workers to Community Health Services Across Ontario |

## Canadian Heritage Sessions
## Séances Patrimoine canadien

The Canadian Heritage Stream explores how identity, diversity and belonging are evolving in a changing Canada. Through discussions of Canadian identity, multiculturalism, immigration narratives, intercultural understanding, anti-racism and cultural brokering, the sessions examine how Canadians understand themselves and one another within an increasingly diverse society. Bringing together research, community experience and practical approaches, the stream considers how institutions and communities can respond to changing narratives, address racism and systemic barriers, strengthen intercultural trust, and foster a more inclusive sense of belonging in Canada.

Le volet Patrimoine canadien explore l'évolution de l'identité, de la diversité et du sentiment d'appartenance dans un Canada en transformation. À travers des discussions sur l'identité canadienne, le multiculturalisme, les récits d'immigration, la compréhension interculturelle, la lutte contre le racisme et la médiation culturelle, les séances examinent comment les Canadiens se perçoivent eux-mêmes et se perçoivent les uns les autres au sein d'une société de plus en plus diversifiée. Alliant recherche, expérience communautaire et approches pratiques, ce volet examine comment les institutions et les communautés peuvent s'adapter à l'évolution des récits, lutter contre le racisme et les obstacles systémiques, renforcer la confiance interculturelle et favoriser un sentiment d'appartenance plus inclusif au Canada.

| | |
|---|---|
| **Plenary Session 1**<br>**Séance plénière 1** | Restoring Trust: The State of Intergroup Relations in North America<br>Rétablir la confiance : l'état des relations intergroupes en Amérique du Nord |
| **Plenary Session 2**<br>**Séance plénière 2** | Challenges to Unity, Belonging, and the Canadian Experience<br>Les défis liés à l'unité, à l'appartenance et à l'expérience canadienne |
| **A7** | Building Bridges – Forging Connections Between Newcomers and Indigenous Peoples |
| **B5** | Revisiting the Pillars of Canadian Identity |
| **B8** | L'évolution des identités francophones au Canada – Un visage humain derrière les statistiques |
| **D5** | Between Origin-State Recognition And Canadian Multiculturalism: Polish Diaspora Identity After The Global Extension Of The Karta Polaka |
| **D7** | Shaping Tomorrow: Canada's Identity in a Time of Change |
| **E6** | Francophone Immigration as a Nation-Building Project |
| **F6** | Policy and practice to addressing racism and discrimination by immigrant and refugee families |

# Strengthening Canada's economy with an inclusive future of work



The **Diversity Institute** leads research and evidence-based programs to support job creation, pathways to employment, career progression and entrepreneurship for immigrants and other equity-deserving groups.

Supported by the **Future Skills Centre,** we examine the major trends shaping Canada's labour market, including technology transformation, geopolitical uncertainty, public opinion about immigration policies and its impact on access to employment for newcomers.

## The evidence shows

that **immigrants remain one of Canada's key economic strengths** and are essential to meeting national goals related to skills, employment, entrepreneurship, innovation and trade.

## We collaborate with employers and community partners on a range of programs that support pathways to employment and entrepreneurship, including:

- ADaPT (Advanced Digital and Professional Training)
- NEESH (Newcomer Employment & Entrepreneurship Skills Hub)
- WE-Hub (Women's Entrepreneurship Hub)
- Women Entrepreneurship Knowledge Hub (WEKH)
- DiversityLeads
- Inclusive career supports

We are pleased to share our research at the 9th edition of the Metropolis Identities Summit. Learn more at torontomu.ca/diversity

TED ROGERS SCHOOL OF MANAGEMENT | DIVERSITY INSTITUTE

torontomu.ca/diversity/research/future-skills/

Future Skills Centre | Centre des Compétences futures

fsc-ccf.ca

The Future Skills Centre – Centre des Compétences futures is funded by the Government of Canada's Future Skills Program.

Canada

Bridging Divides

Immigrant Employment Council of BC | IECBC



# Connecting Employers To Immigrant Talent.

## OUR MISSION

To make BC's employers Canada's leader in fully embracing the skills and experience newcomers bring to our communities.

## OUR VISION

BC is a global destination of choice for newcomers because its employers fully recognize and tap into the skills, training and experience of the immigrant talent they hire.

## WHAT WE DO

- Champion Solutions for Employers
- Showcase Employers' Perspectives
- Facilitate Partnerships
- Support all Sectors and Regions in BC
- Develop Employer-Focused Resources
- Lead the Immigrant Employment Councils of Canada

Hiring immigrant talent? Start with us.

**www.iecbc.ca**

## Welcome and Opening Remarks by Conference Co-chairs

8:45 - 9:00 | Great room B&C 3rd floor

**Elise Herzig**
Executive Director, JIAS (Jewish Immigrant Aid Services) Toronto

**Ahmed Hussein**
Chief Executive Officer, TNO – The Neighbourhood Organization

## Plenary Session 1

9:00 - 10:30 | Great room B&C 3rd floor

**Restoring Trust: The State of Intergroup Relations in North America**

Trust between communities is under pressure across North America. Polarization, social fragmentation, economic anxiety, misinformation, and declining confidence in institutions are reshaping how people perceive one another and their societies. Yet the dynamics of intergroup relations differ significantly between Canada and the United States.

This plenary will examine the current state of cohesion and intergroup trust through a comparative Canada–U.S. lens. Drawing on public opinion data, demographic trends, social research, and institutional indicators, the discussion will explore how citizens perceive one another across lines of ethnicity, language, religion, region, race, and political identity. Panelists will assess what surveys and social indicators reveal about social distance, belonging, polarization, discrimination and national identity.

The session will also consider where Canada's model for managing relations is succeeding or faltering, how the U.S. experience differs, and what lessons both countries may offer in addressing division and rebuilding trust. Special attention will be given to evolving relationships between Indigenous and non-Indigenous peoples, French- and English-speaking communities, regional tensions, and the broader challenge of maintaining cohesion in increasingly diverse societies.

Session Chair:

**Samina Sami**
Board of Directors, Institute of Public of Administration of Canada TRG and The Association for Canadian Studies

Speakers:

**Dr. Sahana Mukherjee**
Associate Director of Race and Ethnicity Research, Pew Research Center

**Scott McLeish**
Director of the Centre for Population and Social Statistics, Statistics Canada

**Nancy Mitchell**
Director, Research Special Projects, The Diversity Institute

**Jack Jedwab**
President and CEO, The Metropolis Institute and the Association for Canadian Studies

## Mot de bienvenue et allocution d'ouverture des coprésidents du congrès

8:45 - 9:00 | Great room B&C 3e étage

**Elise Herzig**
Directrice générale, JIAS (Jewish Immigrant Aid Services) Toronto

**Ahmed Hussein**
Directeur général, TNO – The Neighbourhood Organization

## Séance plénière 1

9:00 - 10:30 | Great room B&C 3e étage

### Rétablir la confiance : l'état des relations intergroupes en Amérique du Nord

La confiance entre les communautés est mise à rude épreuve partout en Amérique du Nord. La polarisation, la fragmentation sociale, l'inquiétude économique, la désinformation et la perte de confiance dans les institutions redéfinissent la façon dont les gens se perçoivent les uns les autres et perçoivent leurs sociétés. Pourtant, la dynamique des relations intergroupes diffère considérablement entre le Canada et les États-Unis.

Cette séance plénière examinera l'état actuel de la cohésion et de la confiance intergroupes à travers un prisme comparatif entre le Canada et les États-Unis. En s'appuyant sur des données d'opinion publique, des tendances démographiques, des recherches sociales et des indicateurs institutionnels, la discussion explorera la façon dont les citoyens se perçoivent les uns les autres au-delà des clivages ethniques, linguistiques, religieux, régionaux, raciaux et d'identité politique. Les panélistes évalueront ce que les sondages et les indicateurs sociaux révèlent au sujet de la distance sociale, du sentiment d'appartenance, de la polarisation, de la discrimination et de l'identité nationale.

La séance examinera également les points forts et les faiblesses du modèle canadien de gestion des relations, en quoi l'expérience américaine diffère, et quelles leçons les deux pays peuvent offrir pour surmonter les divisions et rétablir la confiance. Une attention particulière sera accordée à l'évolution des relations entre les peuples autochtones et non autochtones, aux communautés francophones et anglophones, aux tensions régionales, ainsi qu'au défi plus large que représente le maintien de la cohésion dans des sociétés de plus en plus diversifiées.

Présidente de la séance:

**Samina Sami**
Conseil d'administration, Institut d'administration publique du Canada – TRG et l'Association d'études canadiennes

Intervenants:

**Dr. Sahana Mukherjee**
Directrice adjointe de la recherche sur la race et l'origine ethnique, Pew Research Center

**Scott McLeish**
Directeur du Centre de la Statistique sociale et de la population, Statistique Canada

**Nancy Mitchell**
Directrice, Projets spéciaux de recherche, The Diversity Institute

**Jack Jedwab**
Président et directeur général, L'Institut Metropolis et l'Association d'études canadiennes

## A1 | Artificial Intelligence as a Driver of Francophone Vitality: Supporting Linguistic Integration of Francophone Immigrants in Canada
L'intelligence artificielle comme moteur de la vitalité francophone : soutenir l'intégration linguistique des immigrants francophones au Canada

Fallsview Studio A
3rd floor | 11:00 - 12:00 | The Future of Canada's Francophonie
L'avenir de la francophonie canadienne | Étude de cas ou séance sur les meilleurs pratiques

This bilingual presentation explores how AI supports the linguistic integration of Francophone immigrants in Canada, focusing on CLIC language learning, learner autonomy, and instructor practices. Drawing on CCLB data and field insights, it positions AI as a strategic tool for growing and sustaining the vitality of Francophone minority communities.

Présentation bilingue explorant comment l'IA soutient l'intégration linguistique des immigrants francophones au Canada. Elle met l'accent sur l'apprentissage en CLIC, l'autonomie des apprenants et les pratiques des instructeurs. S'appuyant sur les données et les observations du CNCLC, elle présente l'IA comme un outil stratégique pour renforcer la vitalité des communautés francophones.

Moderator: **Shannita Martineau,** Centre for Canadian Language Benchmarks (CCLB / CNCLC)
**Kaouter Mekersi,** Centre for Canadian Language Benchmarks (CCLB / CNCLC)
**Mohamed Taha Rahmouni,** Centre for Canadian Language Benchmarks (CCLB / CNCLC

## A2 | Restoring Trust in Immigration: Why Economic Inclusion Matters for Canada's Future

Strategy room 5
5th floor | 11:00 - 12:00 | Canada's Narrative at a Moment of Uncertainty | Panel discussion

Canada's immigration system has long been central to the country's economic growth and identity. Yet rising concerns about housing affordability, labour market pressures, and newcomer integration have challenged public confidence. This session explores how improving economic inclusion and workforce integration can strengthen trust in immigration and reinforce Canada's national narrative. We will discuss how public opinion polling has shaped our public narrative and the role of deeper storytelling in recalibrating the conversation.

Moderator: **Sarah Kastner,** World Education Services (WES)
**Dozie Anyaegbunam,** The Newcomers
**Oumar Dicko,** World Education Services (WES)
**Marshia Akbar,** Toronto Metropolitan University

## A3 | Immigrants build Canada - Shifting the discourse

Fallsview Studio C
3rd floor | 11:00 - 12:00 | Immigration, Diversity, and Intercultural Interaction | Research or project presentation

Immigration has been central to Canada's economic and demographic strategy, but recent years have seen a shift in public attitudes. Using a gender and diversity lens, this panel offers a dialogue on immigrants' contribution to the Canadian economy through employment and entrepreneurship against the backdrop of changes in public discourse.

**Hassan Faryaar,** Statistics Canada
**Simon Blanchette,** McGill University



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## A4 | Understanding Immigrant Integration and Inclusion Across Canada: The Canadian Index for Measuring Integration and Inclusion (CIMII)

Upper Fallsview Studio A 5th floor | 11:00 - 12:00 | Immigration, Diversity, and Intercultural Interaction | Research or project presentation

CIMII is a national data-driven tool comparing immigrant and Canadian-born outcomes across economic, social, civic, and health dimensions. This presentation introduces its data, indicators, and methodology, then demonstrates the online platform. Participants will learn to explore provincial and urban rankings, compare regions, examine trends, and apply demographic filters.

**Paul Holley,** Association for Canadian Studies and Metropolis Institute
**Michele Vitale,** Association for Canadian Studies and Metropolis Institute
**Hongshu Wang,** Association for Canadian Studies and Metropolis Institute
**Eunice Anteh,** Association for Canadian Studies and Metropolis Institute

## A5 | Eight Organizations, One Purpose: How TeaMWork's Collaborative Network Empowers Agricultural Migrant Workers and Builds Trust and Belonging in Southwestern Ontario

Temporary Migration and Migrant Worker Support Stream

Strategy Room 1 5th floor | 11:00 - 12:00 | Immigration, Diversity, and Intercultural Interaction | Panel discussion

Migrant workers often face isolation and complex challenges that no single organization can address alone. This panel explores how the TeaMWork Project unites eight partner organizations across Southwestern Ontario to provide coordinated, worker-centered support. Through collaborative case management, shared expertise, community events, and trusted relationships, TeaMWork strengthens integration, improves access to services, and fosters belonging.

Moderator: **Micaela Nimmo,** Workforce WindsorEssex - TeaMWork Project
**Paulina Martinez Morales,** South Essex Community Council
**Jiohanka Pérez,** Collège Boréal
**Andrea Jones-Peper,** North Lambton Community Health Centre (NLCHC)
**Hector Diaz,** Workforce WindsorEssex - TeaMWork Project

## A6 | Building Evaluation Capacity for Canada's Evolving Settlement Landscape

Strategy Room 3 5th floor | 11:00 - 12:00 | Canada's Narrative at a Moment of Uncertainty | Practical workshop

As Canada navigates shifting immigration priorities and fluctuating funding, evaluation across the settlement sector is essential for demonstrating service provider outcomes and better serving newcomers. IMPRESS, a national and equity-integrated program, makes evaluation easy and automated. This interactive workshop explores IMPRESS's online platform and toolkit to build sector-wide evaluation capacity.

**Fionnuala Braun,** YMCA of the National Capital Region
**Kathleen Holloway Jun ,** YMCA of the National Capital Region
**Rinila Haridas,** YMCA of the National Capital Region
**Farrah Khattab,** YMCA of the National Capital Region

Additional contributor: Andrew Dawson, YMCA of the National Capital Region; Wafaa Zerrad, YMCA of the National Capital Region

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## A7 | Building Bridges – Forging Connections Between Newcomers and Indigenous Peoples

Fallsview Studio B
3rd floor | 11:00 - 12:00 | Indigeneity, Identity Affirmation, and Reconciliation | Case study or best practice session

This presentation shares a case study of a project launched by Skeena Diversity Society to build connections between Newcomers and Indigenous Peoples. Stage One provides Newcomers with knowledge and understanding of Indigenous Peoples and histories. Stage Two brings communities together to foster mutual understanding, relationships, and meaningful connections.

**Saša Loggin,** Skeena Diversity Society
**Simo'ogit Gadeelip/Edward Allen,** LL.B.

## A8 | More Than Just Posters: Transforming Anti-Hate Intent into Action

Upper Fallsview
Studio B
5th floor | 11:00 - 12:00 | Racism, Hate, Prejudice and the Challenge of Building Trust | Case study or best practice session

This session explores how effective anti-hate campaigns with practical tools can move beyond awareness to mobilize and empower residents to act. It highlights a multi-platform approach built on research and reporting mechanisms, and community partnerships to translate intent into sustained action. The discussion will also explore how organizations can center community-informed research and co-design to build policies and systems grounded in equity, and expertise through lived experience.

**Nilo Honarbakhsh,** Policy Coordinator, Region of Durham
**Patricia Hines,** Manager, Region of Durham

## A9 | From Strangers to Neighbors: The Transformative Power of Volunteerism

Strategy Room 7
5th floor | 11:00 - 12:00 | Immigration, Diversity, and Intercultural Interaction | Practical workshop

In the face of anti-immigrant sentiment, volunteerism builds trust across communities. Between 10-15% of active JIAS volunteers are current or recent clients of the agency, reflecting the diversity of our client base. This session will explore volunteerism, with and alongside newcomers, as a tool for bridge building across cultures.

**Jodi Block,** JIAS (Jewish Immigrant Aid Services) Toronto
**Nina Rubinovich,** JIAS (Jewish Immigrant Aid Services) Toronto



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## A10a* | Information as Infrastructure: Ontario's Province-Wide Digital Model for Newcomer Integration

Strategy Room 2
5th floor | 11:00 - 12:00* | Immigration, Diversity, and Intercultural Interaction | Practical workshop

Orientation to Ontario (O2O) Lite is transforming newcomer settlement by creating a shared information ecosystem for organizations delivering Information and Orientation services across Ontario. Through multilingual resources, digital learning tools, webinars, podcasts, and AI-enabled supports, O2O Lite strengthens frontline capacity, promotes service consistency, and expands access to trusted information. The model empowers newcomers to make informed decisions, navigate services, and build pathways toward participation, belonging, and successful integration.

**Ruchika Singh,** COSTI
**Rahila Mushtaq,** COSTI
**Arshia Azam,** COSTI
**Hanadi Almasri,** HMC Connections
**Sylvere Baransegeta,** Centre de santé communautaire Hamilton/Niagara

## A10b* | Embedding Identity and Anti-Racism in LINC

Strategy Room 2
5th floor | 11:00 - 12:00* | Racism, Hate, Prejudice and the Challenge of Building Trust | Case study or best practice session

COSTI's new Anti-Racism in the LINC Classroom training program focuses on how identity shapes classroom experiences and everyday life in Canada. This session shares what we have learned so far, highlighting the foundational work in preparing and delivering an instructor training program and CLB-aligned learning materials.

**Erin O'Neil,** COSTI
**Chavon Niles**

** Note two separate presentations in this session time block*

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## B1 | What Employers Really Want: Immigrants and the Canadian Economy

Strategy room 5, 5th floor | 1:15 - 2:15 | Immigration, Diversity, and Intercultural Interaction | Educational lecture or keynote talk

As Canada faces unprecedented challenges – the aging population, trade uncertainty, and technological disruption - immigration remains critical to our global competitiveness. The impact of sudden cuts to immigration is being seen across sectors and has been associated with recent softening in the economy. As Canada continues to rethink its approach to immigration, employers, particularly small and medium enterprises, are critical to the discussion. This session focuses on reiterating the contributions of immigrants to the economy with a focus on employer needs, entrepreneurship and the implications for policy and practice.

Session Chair**: Patrick MacKenzie,** CEO, Immigrant Employment Council of BC (IECBC)
**Wendy Cukier,** Professor, Entrepreneurship and Strategy, Ted Rogers School of Management, Toronto Metropolitan University, *What the data show: Immigrants, Employment, Entrepreneurship and Economic Growth*
**Raf Khan,** Director, Manufacturing Initiatives, Excellence in Manufacturing Consortium
**Viktoria Schuler,** Director, Products and Services, Canadian Agricultural Human Resource Council (CAHRC)
**Rob Henderson,** President and CEO, BioTalent Canada

## B2 | Designed to Distract: When Organized Disinformation Campaigns Undermine DEI Efforts

Upper Fallsview Studio A, 5th floor | 1:15 - 2:15 | Canada's Narrative at a Moment of Uncertainty | Case study or best practice session

Discover how disinformation campaigns target and undermine DEI efforts in public institutions. Drawing on a campaign against a municipal anti-hate initiative, this engaging session uncovers tactics that distort narratives, erode trust, and strain organizations, while equipping participants with practical strategies to respond, protect capacity, and build resilience without amplifying harm.

**Anu Sharma,** Regional Municipality of Durham
**Allison Hector-Alexander,** Regional Municipality of Durham

## B3 | From Resilience to Rupture: Understanding and Addressing Delayed-Onset Trauma Among Refugees After Resettlement

Fallsview Studio B, 3rd floor | 1:15 - 2:15 | Immigration, Diversity, and Intercultural Interaction | Case study or best practice session

Many refugees initially appear well but later experience family and systemic ruptures as trauma resurfaces post-resettlement. Drawing on trauma-informed, culturally grounded, and family-systems approaches, the presentation examines early trauma assessment and systemic interventions that strengthen family resilience and prevent delayed-onset psychological distress among refugees.

**Abdikheir Ahmed,** Resilia Community Wellness Centre, Winnipeg



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## B4 | Standing Against Hate: Empowering Canadians to Respond to Racism

Strategy room 2, 5th floor | 1:15 - 2:15 | Racism, Hate, Prejudice and the Challenge of Building Trust | Practical workshop

Everyone has a role to play in eradicating racism in our communities. Presentations in this session outline the efforts made by SPOs and umbrella organizations, in tandem with academics, to address racism and to provide Canadians with a "toolkit" to assist them in responding to racism in their communities and everyday lives. While there is no "one size fits all" solution to racism, education and awareness among our citizens will help pave the way towards a racism-free Canada.

Moderator: **Lori Wilkinson,** University of Manitoba, Canada Research Chair in Migration
**Elise Herzig,** JIAS (Jewish Immigrant Aid Services) Toronto
**Samina Sami,** Community Safety and Wellbeing
**Reuben Garang,** Immigrant Partnerships Winnipeg
**Rosty Othman,** University of Manitoba
**Abdul-Bari Abdul-Karim,** University of Manitoba

## B5 | Revisiting the Pillars of Canadian Identity

Strategy room 7, 5th floor | 1:15 - 2:15 | Immigration, Diversity, and Intercultural Interaction | Panel discussion

This panel examines 2023 ISSP public opinion data on views towards immigration and towards the country's democracy, culture and history. Findings address how Canadians see themselves and their country in light of recent developments such as the reduction of migration targets and public awareness surrounding the history of residential schools.

**Sarah Wilkins-Laflamme,** University of Waterloo
**Raffaele Fasiolo,** Former Senior Policy Advisor at the Privy Council Office
**Howard Ramos**, Western University

## B6 | Beyond Service Counts: Worker Voices and Evaluation Lessons from Worker Support Services

Temporary Migration and Migrant Worker Support Stream

Fallsview Studio C, 3rd floor | 1:15 - 2:15 | Immigration, Diversity, and Intercultural Interaction | Panel discussion

How do we know when migrant worker support programs are making a meaningful difference? This session examines the impact of Worker Support Services (WSS) through program delivery, evaluation evidence, and the lived experiences of temporary foreign workers. It explores access to support, knowledge of workplace rights, unmet needs, trust, belonging, and workers' confidence in exercising their rights. Together, these perspectives highlight the value of incorporating worker voices, frontline knowledge, and program evidence to strengthen services and policies affecting migrant workers.

**Paul Holley,** Association for Canadian Studies and Metropolis Institute, *Evaluating Impact: Access, Rights, Trust, Belonging, and Unmet Needs*
**Jennifer Rajasekar,** TNO – The Neighbourhood Organization, *Supporting Migrant Workers Through a Frontline, Holistic Approach*
**Timothy Bernard,** Migrant worker and Frontline staff
**Opal Chaikwang,** TNO - The Neighbourhood Organization

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## B7a* | Immigration, Diversity, and Intercultural Interaction: Inclusion and Recognition of 2S LGBTQIA+ communities with diverse Migration Trajectories

Upper Fallsview Studio B 5th floor | 1:15 - 2:15* | Immigration, Diversity, and Intercultural Interaction | Research or project presentation

In this session, we will share our collaboration on community-based arts-based research to amplify the experiences of migrant LGBTQIA+ students in college and universities in Canada. We drew on best practices to develop and implement the survey and photovoice focus groups. We will share how people with lived and living experiences were included in every step of the project. Lessons learned will be shared with the participants

**Irem Karabag,** York University, *Amplifying migrant LGBTQIA+ students voices*
Additional contributors: Christina Arayata, University of Toronto; Ines Abdelmalek, Université de Montréal; Nigel Mantou Lou, University of Victoria; Nancy Clark, University of Victoria; Ed Lee, Université de Montréal; Roya Haghiri-Vijeh, York University

## B7b* | Global Network Learning and Simulation as Tools for Providing Affirming Care for 2S LGBTQIA+ Communities

This qualitative study examined how a Sexual Orientation and Gender Identity virtual simulation influenced nursing students' understanding of prejudice, inclusivity, and affirming care for 2S LGBTQIA+ communities. Analysis of 43 reflective assignments revealed increased self-awareness of biases, enhanced critical reflection, and strengthened capacity to provide culturally safe, inclusive community health care.

Moderator: **Roya Haghiri-Vijeh,** York University
**Ritika Chaudhari,** York University

## B7c* | Using Virtual Cultural Exchange as a Tool to Teach Nursing Students About Providing Affirming Care to the 2S LGBTQIA+ Community While Gaining International Perspectives

To educate nursing students on providing safe and affirming care to 2S LGBTQIA+ individuals, Globally Networked Learning (GNL) was used to educate students on caring for diverse identities and orientations in healthcare settings. The addition of international collaboration through GNL also allowed students to gain valuable insight into diverse cultures.

Moderator: **Roya Haghiri-Vijeh**, York University
**Samantha Colafella,** York University, *Using Globally Networked Learning to Teach Nursing Students About Providing Affirming Care to the 2S LGBTQIA+ Community*
Additional contributors: Supreet Bains, York University; Somalpreet Khamb, York University; Karen Campbell

## B7d* | Inclusion and Recognition of 2SLGBTQIA+ Communities with Diverse Migration Trajectories

Migrant LGBTQIA+ students navigate intersecting cultural contexts shaping identity, belonging, and well-being in higher education. This scoping review maps institutional, interpersonal, and individual strategies implemented and recommended that support their mental health, highlighting how universities mediate intercultural tensions and inclusion, while identifying gaps in current approaches to fostering equitable participation.

Moderator: **Roya Haghiri-Vijeh**, York University
**Orcun Turan,** York University
Additional contributors: Roya Haghiri-Vijeh, York University; Christine Huel, University of Saskatchewan; Fatemeh Gharibi, York University; Tj Beley; Janet Montague, Centennial College; Ilo-Katyrn Maimets, York University; Edward Ou Jin Lee, Université de Montréal; Nancy Clark, University of Victoria; Nigel Mantou Lou, University of Victoria; Bhavna Singh, York University

** Note four separate presentations in this session time block*



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Les titres et renseignements des séances sont présentés dans la langue de soumission de l'organisateur.

## B8 | L'évolution des identités francophones au Canada - Un visage humain derrière les statistiques

Strategy room 1
5e étage | 1:15 - 2:15 | L'avenir de la francophonie canadienne | Atelier pratique

Atelier interactif et participatif sur la francophonie canadienne, multiple et évolutive grâce à l'immigration des quatre coins du monde. Un échange construit avec toutes nos spécificités pour engager le dialogue sur nos langues, accents et expressions. Ensemble, explorons comment ces éléments influencent notre inclusion et comment mieux accueillir cette diversité.

**Christel Funken,** CSFY (Commission scolaire francophone du Yukon)
**Laure Dutruel,** Gestionnaire, Réseau en immigration francophone du Yukon (RIFY) & Communauté francophone accueillante (CFA)

Autre contributrice : Pierrette Fequet, Consultante en éducation

## B9 | "You need to find a community as a first step": Arab Families' Experiences in Building Community

Fallsview Studio A
3rd floor | 1:15 - 2:15 | Immigration, Diversity, and Intercultural Interaction | Research or project presentation

This presentation draws from the Arab Families' Experiences in Ontario Project to showcase the challenges, expectations, and experiences of Arab parents raising their children and building community in a new Canadian context. Using the Arabic concept of *tarbiyah* as the theoretical lens, this presentation highlights how Arab parents navigate their children's upbringing, build community, preserve their cultural heritage, and develop belonging mechanisms while adapting to their new environment. Ultimately, this presentation underlines the politics of belonging and establishing communities in Canada, emphasizing the critical role of community development and appropriate settlement services that support newcomers' success and well-being.

**Maria Cappelletti,** Toronto Metropolitan University

Additional contributors: Aicha Benayoune, Toronto Metropolitan University; Yousra Amari, Toronto Metropolitan University; Henry Parada, Toronto Metropolitan University

## C1 | Values-Based Perspectives of Citizens Are Critical in Making Collective Policy Choices

Fallsview Studio B
3rd floor | 2:45 - 3:15 | Rethinking the Language of Diversity | Panel discussion

A deeper level of policy engagement occurs when spaces are created deliberately to understand citizens' values. As Canadians we have a core set of shared values but how we choose to practice them may differ. It is therefore imperative to understand the context in which certain values enter policy discussion.

**Jenny Gulamani-Abdulla,** Canadian Federation For Citizenship
**Ghalib Abdulla,** Canadian Federation For Citizenship

## C2 | Qui prend soin de ceux qui prennent soin des autres? L'épuisement invis… bâtisseurs de la cohésion sociale

CANCELLED

Fallsview Studio A
3e étage | 2:45 - 3:15 | L'avenir de la francophonie canadienne | Atelier pratique

Alors que les organismes communautaires jouent un rôle essentiel dans l'accueil, l'intégration et le renforcement du sentiment d'appartenance, leurs équipes portent souvent une charge humaine et émotionnelle invisible. Cette séance propose une réflexion sur les impacts de cet épuisement, son influence sur la cohésion sociale et les conditions nécessaires pour soutenir durablement celles et ceux qui contribuent chaque jour à bâtir des communautés inclusives et résilientes.

**Azza Youssef,** Consultante en leadership stratégique, gouvernance et innovation sociale

## C3 | Navigating the Ethics of Displacement: Trust, Transparency, and Power D… in Community-Led Research

CANCELLED

Strategy Room 5
5th floor | 2:45 - 3:15 | Immigration, Diversity, and Intercultural Interaction | Research or project presentation

Research involving displaced populations is frequently characterized by a profound power imbalance, systemic distrust, and ethical dilemmas that challenge the integrity of the knowledge produced. By analyzing the psychological coping mechanisms of displaced subjects and the institutional marginalization of community scholars, this paper argues for a systemic shift toward the Asset-Based Community Development model and ensuring a sanctuary island for the displaced scholars to bridge the gap between traditional academia and community-based research for their barrier-free integration in Canada. It advocates for Asset-Based Community Development approaches and protected pathways that enable displaced scholars to contribute to host-country research ecosystems.

**Akm Alamgir,** Access Alliance Multicultural Health and Community Services



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## C4 | Dismantling the Data Divide: Restoring Trust and Equity Through The People-First Data Charter

Upper Fallsview Studio A 5th floor | 2:45 - 3:15 | Racism, Hate, Prejudice and the Challenge of Building Trust | Case study or best practice session

How do our data practices systematically marginalize diverse communities? This session explores how rigid, extractive intake models perpetuate systemic bias and erode community trust. Using the People-First Data Charter, practitioners and policymakers will learn how to transition to equitable data collection frameworks that honor diverse identities and sustain social harmony.

**Omar Yaqub,** IslamicFamily & Flourishing Systems

Additional contributor: Fiaz Mohammed, IslamicFamily & Flourishing Systems

## C5 | Connecting Communities Through Culture: Promoting Inclusion and Belonging

Strategy Room 3 5th floor | 2:45 - 3:15 | Immigration, Diversity, and Intercultural Interaction | Practical workshop

Through initiatives such as our monthly Cultural Exchange events, we showcase two different cultures through cultural displays, traditional food, music, dance, fashion shows, and educational presentations. The presentation will also feature Culture Fest, SJNC's signature multicultural event, which brings together more than 22 cultural communities through performances, interactive cultural exhibits, family-friendly activities, and international cuisine. Attendees will learn how these initiatives foster inclusion, strengthen community connections, reduce barriers between cultures, and create a greater sense of belonging for newcomers and long-time residents alike

Session Chair: **Cecilia Que,** The Saint John Newcomers Centre
**Leonardo Gamarano,** The Saint John Newcomers Centre

Additional contributor: Lorne Daltrop, The Saint John Newcomers Centre

## C6 | Data, Identity, and Belonging: Evaluation Use in a Diverse Immigrant-Serving GBV Program

Fallsview Studio C 3rd floor | 2:45 - 3:15 | Racism, Hate, Prejudice and the Challenge of Building Trust | Research or project presentation

This study examines how staff in a Black-led, immigrant-serving GBV program interpret and use evaluation data during the rollout of new tools. Interviews and document analysis explore how cultural identity, trauma-informed practice, and organizational trust shape data engagement, with insights to strengthen scalable, culturally-grounded evaluation systems across diverse community settings.

**Akunna Izugbokwe,** University of Alberta

Additional contributors: Oluwakemi Amodu, University of Alberta; Oluwayemisi Olugboji, University of Alberta

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## C7 | Beyond Integration: Immigrant Francophone Youth As Builders Of Canada's Future Francophonie
Au-Delà De L'Intégration : Les Jeunes Francophones Issus De L'Immigration, Bâtisseurs De L'Avenir De La Francophonie Canadienne

Strategy Room 1, 5th floor | 2:45 - 3:15 | The Future of Canada's Francophonie / L'avenir de la francophonie canadienne | Panel discussion / Discussion en panel

This panel invites participants to rethink the role of immigrant Francophone youth in Canada. Too often viewed as service recipients or individuals to be integrated, they are in fact a powerful driver of leadership, innovation, and community vitality. This discussion will explore ways to strengthen their participation.

Cette table ronde propose de repenser la place des jeunes francophones issus de l'immigration au Canada. Trop souvent considérés comme des bénéficiaires de services ou des personnes à intégrer, ils représentent pourtant un puissant levier de leadership, d'innovation et de dynamisme communautaire. Cette discussion explorera comment renforcer leur participation afin de soutenir la vitalité de la francophonie canadienne.

**Ines Ghozzi,** Actions Interculturelles Canada

Additional contributors: Aura Maria Forero, AIDE; Alain Alavo, RAFIO

## C8 | The Immigrant Discombobulation Index: Measuring The Gap Between Expectations And Realities

Strategy Room 7, 5th floor | 2:45 - 3:15 | Immigration, Diversity, and Intercultural Interaction | Research or project presentation

The Immigrant Discombobulation Index measures gaps between newcomers' expectations and realities. Drawing on Generation1.ca's research and other sources, we examine how underemployment, bias, isolation, limited networks, technology and structural barriers shape belonging, confidence, trust and agency. It supports human-centred workforce integration across migrant-rich countries, including Canada and the United States.

**Arundati Dandapani,** Generation1.ca

## C9 | Stories That Speak: Challenging Employment Inequities Through Photovoice

Strategy Room 2, 5th floor | 2:45 - 3:15 | Racism, Hate, Prejudice and the Challenge of Building Trust | Roundtable discussion

Immigrant employment remains challenging for many racialized groups in Canada. Drawing on a qualitative photovoice study, this presentation explores participants' experiences through photographs, reflections, interviews, and focus groups. Findings reveal systemic exclusion alongside resilience and resistance. An animation featuring nine participants' stories invites dialogue on equitable labour market change.

**Uzma Danish,** Trent University

Additional contributors: Marina Morgenshtern, Trent University; Gabriela Novotna, University of Regina; Dalon Taylor, Wilfrid Laurier University



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## D1 | Cultural Broker Leaders and Workplace Trust: Practicing Cultural Humility and Intercultural Competence

Strategy Room 2, 5th floor | 3:45 - 4:45 | Immigration, Diversity, and Intercultural Interaction | Roundtable discussion

As workplaces grow increasingly multicultural, Cultural Broker Leaders play a critical role in navigating identity, power, and difference. This workshop explores cultural humility and intercultural competence as cultural brokering practices, addressing bias, intersectionality, and reconciliation. Participants will exchange insights on how cultural brokering can strengthen trust, inclusion, and social harmony

Moderator: **Alexandra Almeida Hernandez,** National Cultural Broker Project / Manitoba Possible
**Amber Parker,** SAISIA

Additional contributors: Traicy Robertson, National Cultural Broker Project / Manitoba Possible; Samantha Lee, National Cultural Broker Project / Manitoba Possible

**Continue the workshop through guided conversations exploring identity, power, and difference across self, team, organization, and society. Participants will practice cultural humility and intercultural competence as cultural brokering tools to strengthen trust, inclusion, reconciliation, and social harmony*

## D2 | The future of the MWP

Temporary Migration and Migrant Worker Support Stream

Strategy Room 1, 5th floor | 3:45 - 4:45 | Immigration, Diversity, and Intercultural Interaction | Panel discussion

The Government of Canada has made a drastic change to policy regarding immigration including the levels of temporary foreign workers. Coordination between agencies, the three levels of government and foreign representations is essential to know what the impact of these policies is on the ground, for the economy and for the workers.

**Jennifer Rajasekar,** TNO – The Neighbourhood Organization
**Hugo Velazquez,** MOSAIC

## D3 | Beyond "Diversity": Reframing Language, Power, and Practice in SWIS and School-Based Settlement

Strategy Room 5, 5th floor | 3:45 - 4:45 | Rethinking the Language of Diversity | Case study or best practice session

Language is often treated as neutral, but in settlement and education systems, it actively shapes how newcomer students and families are understood, supported, and measured. In SWIS (Settlement Workers in Schools), commonly used terms—such as "diversity," "vulnerable," or "integration"—carry embedded assumptions that influence program design, partnerships, and outcomes. This session invites participants to critically examine the language underpinning newcomer settlement work and explore how reframing key terms can shift practice, strengthen alignment, and enhance system responsiveness. Participants will leave with a clearer understanding of how language functions as a lever for change—and how to apply this lens within their own organization.

**Malini Singh,** TNO-The Neighbourhood Organization
**Monika Yosofzai,** YMCA of Simcoe Muskoka-Immigrant and Youth Services
**Rima Nohra,** New Canadians' Centre of Excellence Inc.

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## D4 | Beyond the Aggregate: Measuring and Understanding Diverse Population Groups in Canada
Au-delà des données agrégées : mesurer et comprendre la diversité des groupes de population au Canada

Fallsview Studio A, 3rd floor | 3:45 - 4:45 | Immigration, Diversity, and Intercultural Interaction / Immigration, diversité et interaction interculturelle canadienne | Panel discussion / Discussion en panel

This session explores how Statistics Canada measures ethnocultural diversity through key concepts, including ethnic origin, population group, religion and immigration. Through examples on education, employment and income, presenters will show how disaggregated and intersectional analysis moves beyond broad averages to identify meaningful differences within and across racialized population groups. Participants will gain practical insight into how to leverage these data for their own research, policy and program needs.

Cette séance explore la manière dont Statistique Canada mesure la diversité ethnoculturelle à l'aide de concepts clés, notamment l'origine ethnique, le groupe de population, la religion et l'immigration. À partir d'exemples portant sur l'éducation, l'emploi et le revenu, les présentateurs montreront comment les analyses désagrégées et intersectionnelles permettent d'aller au-delà des moyennes générales afin de mettre en évidence des différences significatives au sein des groupes de population racisés. Les participants acquerront des connaissances pratiques sur la façon de tirer parti de ces données pour répondre à leurs propres besoins en matière de recherche, de politiques publiques et de programmes.

**Filsan Hujaleh,** Statistics Canada
**Dorcas Hindir,** Statistics Canada

## D5a* | Between Origin-State Recognition and Canadian Multiculturalism: Polish Diaspora Identity After the Global Extension of the Karta Polaka

Upper Fallsview Studio B, 5th floor | 3:45 - 4:45* | Immigration, Diversity, and Intercultural Interaction | Research or project presentation

This paper examines how Poland's Karta Polaka reshapes Polish diaspora identity in Canada after its global expansion. Focusing on origin-state recognition, multiculturalism, and belonging, it asks how symbolic and legal ties to Poland coexist with Canadian civic participation, intercultural trust, and integration in a diverse society today.

**Eugeniusz Kuznicow-Wyszyński,** University of Warsaw

## D5b* | The Exile Archive: Transnational Repression, Diaspora Identity, and the Erosion of Trust in Canada

Upper Fallsview Studio B, 5th floor | 3:45 - 4:45* | Racism, Hate, Prejudice and the Challenge of Building Trust | Research or project presentation

Drawing on 60+ testimonial profiles gathered through the Voices in Exile project at the University of Ottawa, this session examines how transnational repression reshapes diaspora identity and erodes trust between exile communities and Canadian institutions. We present qualitative findings and policy recommendations for protecting activists-in-exile under Canada's diversity framework.

**Philip Leech-Ngo,** University of Ottawa, *Functionally Thin Citizenship: How Transnational Repression Hollows Diaspora Belonging*
**Nadia Abu-Zahra,** University of Ottawa, *Lessons from the Voices in Exile Project*



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## D6 | REDI (Reconciliation, Equity, Diversity and Inclusion) in Practice

Fallsview Studio B
3rd floor | 3:45 - 4:45 | Indigeneity, Identity Affirmation, and Reconciliation | Panel discussion

Trust is built through relationships. Bringing together Indigenous staff members and an ally leader from The Momentum Centre (TMC) this panel explores how Indigenous identity, cultural connection and relationship-based practices strengthen community trust, creating reconciliation paths, cross-cultural competency and economic inclusion. Presenters will discuss how authentic involvement, cultural acceptance, accountability, and reciprocity gain trust while exploring what meaningful allyship within organizations can look like. Canada remains unsure how to transform the talk of reconciliation into meaningful action. This session offers strategies for strengthening relationships across communities and advancing reconciliation through everyday practice.

**Ashley Johnson,** The Momentum Centre
**Daniel Richard,** The Momentum Centre
**Kimber Corthey,** The Momentum Centre

## D7 | Shaping Tomorrow: Canada's Identity in a Time of Change

Strategy Room 3
5th floor | 3:45 - 4:45 | Canada's Narrative at a Moment of Uncertainty | Roundtable discussion

As Canada navigates a period of social, economic, and demographic change, questions of identity, belonging, and national direction are becoming increasingly important. This session explores how evolving regional perspectives, generational shifts, migration patterns, and changing public discourse are influencing Canada's collective narrative. Participants will reflect on the challenges and opportunities emerging from this moment of uncertainty and examine how inclusion, dialogue, and shared values can strengthen social cohesion, foster resilience, and help shape a more connected and adaptable future for Canada.

Moderator: **Monica Atwal,** Building Multicultural Communities (BMC)
**Ashraf Jassani,** Building Multicultural Communities (BMC)

## D8 | Building Canada's Future Through Global Talent

Fallsview Studio C
3rd floor | 3:45 - 4:45 | Canada's Narrative at a Moment of Uncertainty | Research or project presentation

International students are vital to Canada's long-term economic and demographic resilience as prospective immigrants bringing skills, global perspectives, and strong integration potential. Amid shifts in immigration and education policy, and drawing on CBIE's 2026 Internationalization Survey, our presentation examines how Canada can attract, support, and retain global talent to remain competitive.

**Joanny Bélair,** Canadian Bureau for International Education (CBIE)
**Melissa Payne**, Canadian Bureau for International Education (CBIE)

** Note two separate presentations in this session time block*

## D9 | WARM: A Capacity-Building Series for Welcoming and Retaining Newcomers in Rural Communities

Upper Fallsview Studio A 5th floor | 3:45 - 4:45 | Immigration, Diversity, and Intercultural Interaction | Research or project presentation

How can rural communities effectively attract and keep newcomers? Explore the innovative journey of partners who created the Welcome, Attract, Retain, and Motivate (WARM) training series across Alberta. Gain practical, transferable lessons directly from participant experiences for strengthening local integration efforts.

**Elaine Flores,** Rural Development Network
**Soheila Homayed,** Rural Development Network

Additional contributors: Lisa De Gara, Action for Healthy Communities; Zahra Kheirieh, Yellowhead Regional Library

## D10 | Prepared to Connect: A Two-Directional Approach to Newcomer Integration and Mentorship

Strategy Room 7 5th floor | 3:45 - 4:45 | Immigration, Diversity, and Intercultural Interaction | Case study or best practice session

Integration works best when both sides are prepared. JVS Toronto, an employment service organization with expertise in newcomer mentorship, runs two complementary services in their pre-arrival program Canada InfoNet: intercultural communication workshops that ready newcomers for Canadian workplaces, and inclusive mentorship certification that builds cultural competency in volunteer mentors. Delivered in partnership with John McGraw- TEDx speaker, intercultural communication expert, this session explores how parallel investments on both sides strengthen integration outcomes.

**Sharvari Jois,** JVS Toronto
**Ligia Chiari,** JVS Toronto
**John Edward McGraw**



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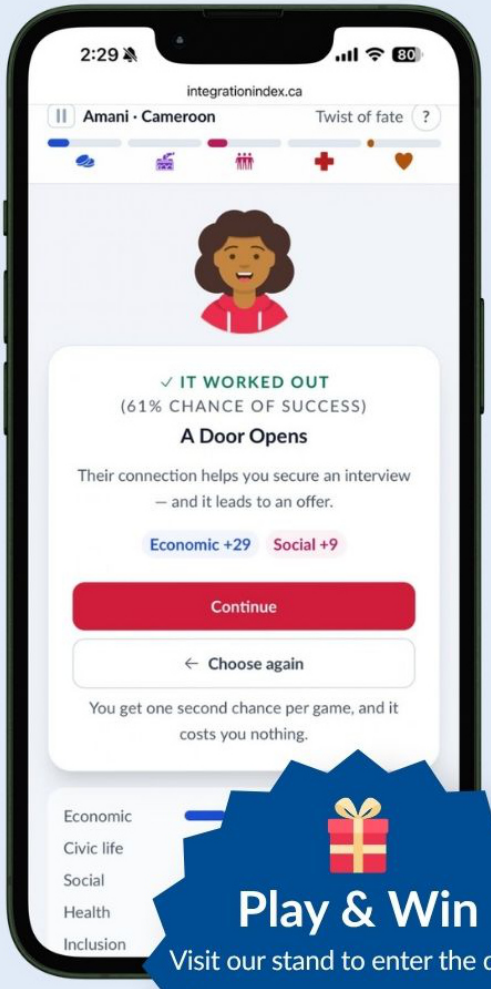
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The Integration Game offers a window into some of the challenges and decisions newcomers may face as they build a new life in Canada, and shares the data behind those experiences through the Canadian Index for Measuring Integration and Inclusion (CIMII).




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## Opening address

9:00- 9:15 | Gre… 3rd flo… &C

Postponed to 12:30

**The Honourable Marc Miller**
Minister of Canadian Identity and Culture and Minister responsible for Official languages and Canadian Heritage, Government of Canada

## Plenary Session 2

9:15 - 10:30 | Great room B&C 3rd floor

**Challenges to Unity, Belonging, and the Canadian Experience**

Taking place just days after Quebec's provincial election and Alberta's October 19 referenda, this plenary offers a timely opportunity to reflect on what these developments may reveal about the future of Canada and the evolving state of the federation.

Bringing together voices from across the country, the session will explore how Canadians experience identity, coexistence, and belonging in an era marked by political polarization, regional tensions, demographic change, and competing visions of the country's future. Through dialogue and reflection, speakers will examine several defining relationships within Canada: Indigenous and non-Indigenous peoples; Quebec, Alberta, and the rest of Canada; French- and English-speaking communities; and the continuing evolution of multiculturalism and pluralism.

The discussion will consider how recent political developments intersect with broader debates about federalism, autonomy, citizenship, and shared values, while asking whether a common Canadian narrative remains capable of sustaining solidarity and democratic life in a diverse federation.

Session Chair:

**Nketti Johnston-Taylor**
CEO, The Centre for Newcomers Calgary, Alberta

Speakers:

**The Honourable Stéphane Dion**
Political scientist, former Member of Parliament, Minister, and Diplomat, Government of Canada

**Bob Watts**
Emeritus Fellow, School of Policy Studies Queen's University, Mohawk and Ojibway expert in Indigenous policy, former Interim Executive Director of the Canada's Truth and Reconciliation Commission

**Tasha Kheiriddin**
Public affairs commentator, consultant, lawyer, policy analyst and writer

## Allocution préliminaire

9:00 - 9:15 | Gre… 3e étag… &C

Reporté à 12:30

**L'honorable Marc Miller**
Ministre de l'Identité et de la Culture canadiennes, Ministre responsable des Langues officielles et Patrimoine canadien, Gouvernement du Canada

## Séance plénière 2

9:15 - 10:30 | Great room B&C 3e étage

**Rétablir la confiance : l'état des relations intergroupes en Amérique du Nord**

Organisée quelques jours seulement après les élections provinciales au Québec et les référendums du 19 octobre en Alberta, cette séance plénière offre une occasion opportune de réfléchir à ce que ces événements peuvent révéler sur l'avenir du Canada et l'évolution de la fédération.

Réunissant des voix de partout au pays, cette séance explorera la manière dont les Canadiens vivent leur identité, leur coexistence et leur sentiment d'appartenance à une époque marquée par la polarisation politique, les tensions régionales, les changements démographiques et des visions concurrentes de l'avenir du pays. Par le dialogue et la réflexion, les conférenciers examineront plusieurs relations déterminantes au sein du Canada : celles entre les peuples autochtones et non autochtones; entre le Québec, l'Alberta et le reste du Canada; entre les communautés francophones et anglophones; ainsi que l'évolution continue du multiculturalisme et du pluralisme.

La discussion portera sur la manière dont les récents développements politiques s'inscrivent dans les débats plus larges sur le fédéralisme, l'autonomie, la citoyenneté et les valeurs communes, tout en se demandant si un récit canadien commun demeure capable de soutenir la solidarité et la vie démocratique au sein d'une fédération diversifiée.

Présidente de la séance:

**Nketti Johnston-Taylor**
Directrice générale, Centre for Newcomers, Calgary, Alberta

Intervenants:

**L'honorable Stéphane Dion**
Politologue, ancien député, ministre et diplomate, Gouvernement du Canada

**Bob Watts**
Membre émérite de l'École d'études politiques de l'Université Queen's, expert mohawk et ojibwé en matière de politiques autochtones, ancien directeur général par intérim de la Commission de vérité et de réconciliation du Canada

**Tasha Kheiriddin**
Commentatrice en affaires publiques, conseillère, avocate, analyste politique et autrice

## E1 | Alberta's Immigration Referendum: Implications for Federalism and Provincial Policy

Strategy Room 3, 5th floor | 11:00 - 12:00 | Canada's Narrative at a Moment of Uncertainty | Roundtable discussion

This roundtable will examine what the outcome of Alberta's referendum questions on immigration could mean for the province's immigration policies, programs and relationship with federal immigration authorities. It will consider the potential consequences for immigrant selection, settlement services, labour-market priorities and the division of federal–provincial responsibilities. The discussion will also explore whether Alberta's approach could influence other provinces, generate demands for greater provincial control over immigration, and reshape Canada's broader immigration system.

**Corinne Prince,** Association for Canadian Studies and Metropolis Institute
**Lori Wilkinson,** University of Manitoba, Canada Research Chair in Migration
**Nketti Johnston-Taylor,** Chief Executive Officer, Centre for Newcomers, Calgary, Alberta

## E2 | Building Bridges in an Age of Polarization: Talking Across Differences? CANCELLED

Strategy Room 2, 5th floor | 11:00 - 12:00 | Immigration, Diversity, and Intercultural Interaction | Roundtable discussion

At a time when international conflicts increasingly spill into domestic relationships and public debate, the prospects for bridge building can appear increasingly fragile. Panelists will consider whether bridge building requires consensus—or whether its more realistic and important objective is learning how to disagree, sometimes profoundly, while maintaining mutual respect and keeping the possibility of dialogue open.

Moderator: **Nazli Sedghi,** Iranian lawyer, legal researcher & human rights advocate
**The Honourable Bob Rae,** former Canadian Ambassador to the United Nations and former Premier of Ontario
**Jack Jedwab,** Metropolis Institute and the Association for Canadian Studies
**Wendy Cukier,** The Diversity Institute, Toronto Metropolitan University
**Samina Sami,** Institute of Public of Administration of Canada TRG and the Association for Canadian Studies

## E3 | Professional Networks as Infrastructure: Rethinking Career Mobility for Mid-Career Women+

Strategy Room 7, 5th floor | 11:00 - 12:00 | Canada's Narrative at a Moment of Uncertainty | Panel discussion

Based on TGC's Sector Access Networking pilot connecting mid-career immigrant women+ with professionals in Canada's priority sectors – industry experts from energy, electricity, transportation, and logistics will address how informal networks drive hiring and career growth. Ideal for executive directors, program managers, job developers and employment services professionals.

Moderator: **Sara Kazi,** TGC
**Joanna Osawe,** Women in Renewable Energy (WiRE)
**Fiona Blondin,** Sterling Ridge Power Technologies Inc.
**Katherine Sparkes,** Enwave Energy Corporation
**Sushma Narisetty,** Toronto Hydro



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## E4 | Beyond the Organization: Building Strategic Partnerships with FARMS and Consulates to Reach Migrant Workers

Temporary Migration and Migrant Worker Support Stream

Fallsview Studio C
3rd floor | 11:00 - 12:00 | Immigration, Diversity, and Intercultural Interaction | Panel discussion

Reaching temporary foreign workers at scale requires going beyond direct service delivery. This panel examines how strategic partnerships with FARMS — a key agricultural employer liaison — and Mexican and Guatemalan consulates and embassies create direct pathways to workers and employers alike, expanding program reach, building institutional trust, and improving outcomes across Ontario.

**Berenice Vega Rauda,** F.A.R.M.S. and CanAg Travel
**Juan Gabriel Morales Morales,** Embassy of Mexico in Canada

## E5 | Bridging Worlds: Cultural Brokers at the Frontlines of Equity, Access, and System Change

Upper Fallsview
Studio B
5th floor | 11:00 - 12:00 | Immigration, Diversity, and Intercultural Interaction | Roundtable discussion

This engaging and thought-provoking session blends storytelling, real-world case studies, and practical frameworks. It broadens the conversation beyond education to include pre-arrival experiences and interactions with justice/legal, medical, government, post-secondary, and other systems. The session also asks critical questions about the challenges newcomers face, what meaningful systemic change requires, and how institutions can move forward in coordinated ways rather than in circular motion. It also situates Cultural Brokering within broader global and historical contexts, including: colonial legacies and their ongoing impact; Migration, displacement, and identity; Competing narratives of land, belonging, and power.

Participants will leave with a deeper understanding of how Cultural Brokers contribute not only to individual outcomes, but to sustained system transformation, social justice, and more coordinated pathways forward for institutions serving newcomers and communities. All contributing to Canada's well-being as a nation.

**Traicy Robertson,** National Cultural Broker's Project, Manitoba Possible
**Samantha Lee,** National Cultural Broker's Project, Manitoba Possible

Additional contributors: Barbara Dixon, National Cultural Broker's Project, Manitoba Possible

## E6 | Francophone Immigration as a Nation-Building Project

Fallsview Studio B
3rd floor | 11:00 - 12:00 | Canada's Narrative at a Moment of Uncertainty | Educational lecture or keynote talk

As Canada faces demographic pressures and renewed debates about identity and national unity, francophone immigration offers a unique lens through which to examine the country's future. This session explores its role in strengthening communities, supporting economic growth, and reinforcing Canada's social fabric.

**Kimberly Jean Pharuns,** Observatoire en immigration francophone au Canada

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## E7 | Les communautés francophones et acadiennes du Canada : renforcer l'appartenance et construire un avenir commun dans la diversité

Fallsview Studio A, 3e étage | 11:00 - 12:00 | L'avenir de la francophonie canadienne | Étude de cas ou séance sur les meilleurs pratiques

Cet atelier propose une réflexion sur les dynamiques du vivre-ensemble au sein des communautés francophones et acadiennes du Canada. Elle met en lumière les pratiques prometteuses qui favorisent l'inclusion, la participation et le sentiment d'appartenance dans un contexte marqué par une diversité croissante des parcours, des identités et des expériences.

**Amadou Ghouenzen Mfondi,** Fédération des communautés francophones et acadiennes du Canada (FCFA), *Diversité, valeurs communes et sentiment d'appartenance : défis et perspectives au sein des communautés francophones et acadiennes*
**Sandie Redon,** Fédération franco-ténoise (FFT), *Une francophonie plurielle aux TNO : transformer la diversité en pouvoir d'agir partagé*
**Juliana Fiallo,** Association des francophones du Nunavut (AFN), *Repenser le dialogue interculturel en contexte minoritaire : perspectives de la francophonie nunavummiut*

## E8 | Building Trust Through Safe and Inclusive Workplaces for Newcomers

Strategy Room 1, 5th floor | 11:00 - 12:00 | Racism, Hate, Prejudice and the Challenge of Building Trust | Practical workshop

How do we build safer, inclusive workplaces for newcomers facing discrimination and exploitation? This presentation highlights SJNC's Sexual Harassment in the Workplace Project and nCourage's survivor-centred, trauma-informed approach to human trafficking. Together, they demonstrate how culturally responsive education, technology, employer engagement, and early intervention strengthen prevention and advance workplace equity.

Moderator: **Cecilia Que,** Saint John Newcomers Center (SJNC)
**Lina Gharbiya,** Saint John Newcomers Center (SJNC)
**Doaa Higazy,** Saint John Newcomers Center (SJNC)
**Nadia Drepaul,** Peel CAS' CWICE (Child Welfare Immigration Centre of Excellence)

Additional contributors: Judy Murphy, EFryNB; Alexandra Fournier, NB Human Rights Commission

## E9 | Recent Findings on Generalized Trust in Canada and the USA

Strategy Room 5, 5th floor | 11:00 - 12:00 | Canada–United States Relations and Their Impact on Identity and Diversity | Panel discussion

With data from the ISSP and Pew Research Center, this panel examines public opinion findings on trust. Findings address who is more trusting in both Canadian and American societies, and how these levels of trust impact other identities, political stances and attitudes towards immigrants as well as towards national unity.

**Sarah Wilkins-Laflamme,** University of Waterloo
**Lori Wilkinson,** University of Manitoba, Canada Research Chair in Migration
**Rosty Othman,** University of Manitoba
**Abdul-Bari Abdul-Karim,** University of Manitoba
**Sahana Mukherjee,** Pew Research Center



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## E10* | From Employment to Belonging: Reimagining Workforce Integration as a Pathway to Dignity and Community

Upper Fallsview Studio A 5th floor | 11:00 - 12:00* | Immigration, Diversity, and Intercultural Interaction | Panel discussion

### E10a* | Beyond Employment: Building Stability, Dignity, and Belonging for Asylum Claimants in Peel

When an asylum claimant secures employment, the ripple effects go far beyond a paycheque — greater housing stability, reduced reliance on social supports, deeper roots in community, and a renewed sense of dignity and purpose.

This session takes participants inside the Asylum Claimant Program in Peel Region — a partnership between the Region, COSTI and Polycultural Immigrant & Community Services — to explore how coordinated, cross-agency employment supports are turning economic opportunity into lasting stability for newcomers, while strengthening the local economy that welcomes them.

**Vithieyah Atputharajah,** General Manager, Hostel Services, COSTI

### E10b* | Immigration and Canada's Demographic Future: Rethinking Bridging Programs for a Talent-Hungry Economy

Canada's labour force isn't just growing through immigration anymore — soon, it will grow only through immigration. Yet a paradox persists: employers can't fill critical roles while thousands of internationally trained professionals sit on the sidelines, held back by credential gaps, unfamiliar workplace norms, thin professional networks, and mismatched expectations.

This session makes the case for a fundamental shift: bridging programs are no longer just a settlement service — they're becoming Canada's frontline workforce development strategy. What we'll explore: Scaling capacity to serve a growing wave of internationally trained professionals; Targeting high-demand, skills-short sectors like cybersecurity; Building deeper employer partnerships that turn credentials into careers- faster.

**Raajkumar Kannan,** Regional Manager, Employment Services, COSTI
**Himanshu Gulia,** Shield Identity, Founder & CEO

### E10c* | Beyond the Handshake: Building Youth Belonging Through Mentorship and Professional Networks

This session unpacks how intentional mentorship and networking don't just open doors for young people — they help youth walk through them with confidence. Drawing on real-world examples and hard-won lessons, we'll explore how to design relationship-based initiatives that connect youth with professionals, expand their networks, build social capital, and translate into real workforce outcomes. Walk away with practical strategies you can adapt for your own programs.

**Tejal Solanki,** Youth Mentoring Coordinator, COSTI

** Note three separate presentations in this session time block*

**Remarks by The Honourable Marc Miller** (virtual)
Minister of Canadian Identity and Culture and Minister responsible for Official languages and Canadian Heritage

**Allocution par l'honorable Marc Miller** (virtuel)
Ministre de l'Identité et de la Culture canadiennes, Ministre responsable des Langues officielles et Patrimoine canadien

12:30

Great room B&C
3rd floor

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## F1 | Generative AI in Indigenous Contexts: Critical Thinking, Biases, and Self-Determination
L'intelligence artificielle générative en contextes autochtones : esprit critique, biais et autodétermination

Strategy Room 1, 5th floor | 1:15 - 2:15 | Indigeneity, Identity Affirmation, and Reconciliation / Autochtonie, affirmation identitaire et réconciliation | Roundtable discussion / Table ronde

This bilingual presentation examines generative AI in Indigenous contexts, focusing on critical thinking, biases, and self-determination. It explores how AI may reproduce or challenge historical biases in digital representation and highlights CCLB and UTAPI's pedagogical guide to support CLIC instructors in integrating Indigenous perspectives and the ethical use of AI.

Présentation bilingue sur l'intelligence artificielle générative en contextes autochtones : pensée critique, biais, autodétermination. Elle explore comment l'IA reproduit ou remet en question les biais historiques en représentation numérique. Cette session met en avant un guide pédagogique d'UTAPI et du CNCLC pour appuyer les instructeurs CLIC et l'usage éthique de l'IA.

Moderator: **Shannita Martineau**, Centre for Canadian Language Benchmarks (CCLB/CNCLC)
**Raoul Daguilh,** Centre for Canadian Language Benchmarks (CCLB/CNCLC)
**Joannie Gill,** Utapi Consultants
**Anne Senior,** Centre for Canadian Language Benchmarks (CCLB/CNCLC)
**Florence Dupuis,** Utapi Consultants

## F2 | Input and Insights into the Canada We Believe In Campaign

Strategy Room 2, 5th floor | 1:15 - 2:15 | Canada's Narrative at a Moment of Uncertainty | Roundtable discussion

Building on the Canada We Believe In campaign, moving from shared principles to practical action. Participants will share input into the campaign and broad based multi-sector engagement, while aligning narratives for coordinated integration pathways, labour market needs, and economic, social, and humanitarian objectives for meaningful outcomes for newcomers and Canada.

**Daljit Gill-Badesha**, AMSSA
**Patrick Mackenzie,** IECBC

Additional contributors: Jonathon Oldman, ISSofBC; Sagel Dualeh, WES; Devika Ramkhelawan, MPNH

## F3 | Canada's National AI Strategy: Mitigating Disparities and Leveraging Opportunities

Strategy Room 5, 5th floor | 1:15 - 2:15 | Immigration, Diversity, and Intercultural Interaction | Panel discussion

With the launch of Canada's national AI strategy, this session explores inclusive AI adoption practices to mitigate disparities, particularly for immigrants. It explores key use cases for AI to support immigrant employment, and unpacks inclusive guidelines for the usage of AI in workplace processes.

**Wendy Cukier,** The Diversity Institute
**Samar Mudawi,** The Diversity Institute
**Ariadna Pauliuc,** The Diversity Institute



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## F4 | We're Better Together: Making the Welcoming Majority Visible

Strategy Room 3
5th floor | 1:15 - 2:15 | Canada's Narrative at a Moment of Uncertainty | Case study or best practice session

Most Canadians are proud to live in a country that welcomes refugees and immigrants. Yet these voices can be overshadowed by those calling to close our border as other countries are doing. How to build more vocal public support to maintain a Canadian path? This session will share promising practices from the We're Better Together campaign and what organizations of all sizes are learning along the way.

Moderator: **Gauri Sreenivasan,** Canadian Council for Refugees (CCR)
**Louisa Taylor,** Refugee 613
**Gauri Sreenivasan,** Canadian Council for Refugees (CCR)
**Elaine Burton Saindon,** Regional Connections

## F5 | Understanding Collaborative Governance Through Local Immigration Partnerships.

Upper Fallsview
Studio B
5th floor | 1:15 - 2:15 | Immigration, Diversity, and Intercultural Interaction | Case study or best practice session

Governance in Local Immigration Partnerships can be understood as an innovative hybrid form of collaborative, place-based, and network governance, uniquely suited to addressing the complexity of immigrant settlement and integration at the local level in both Anglophone and Francophone sectors. Drawing on existing research and practice, this presentation examines how these governance dimensions intersect in practice. This hybrid model reflects broader transformations in public administration and migration governance, characterized by decentralized responsibility, increased involvement of non-state actors, and an emphasis on local responsiveness. Rather than signaling a withdrawal of the state, this paradigm repositions it as an enabler and coordinator, with federal oversight complemented by locally driven, context-specific strategies.

**Koyali Burman,** Vancouver Local Immigration Partnership

## F6 | Policy and Practice to Addressing Racism and Discrimination by Immigrant and Refugee Families

Fallsview Studio B
3rd floor | 1:15 - 2:15 | Immigration, Diversity, and Intercultural Interaction | Case study or best practice session

Racism and discrimination continue to shape how immigrant and refugee families access essential services, often leading to exclusion and inequitable outcomes. Drawing on qualitative research, this session explores barriers and promising practices across mental health, child protection, and legal systems, highlighting actionable policy and practice strategies to advance equity and inclusion.

Moderator: **Sara Torres,** Laurentian University
**Funke Olokude,** Multicultural Health Brokers Coop
**Sophie Yohani,** University of Alberta
**Sally Ogoe,** Laurentian University-National Cultural Brokers Project

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## F7 | From Festival to Framework: A Community Membership Model Advancing Interculturalism, Community Resilience, and EDIAR

Upper Fallsview Studio A 5th floor | 1:15 - 2:15 | Immigration, Diversity, and Intercultural Interaction | Educational lecture or keynote talk

This session explores how Bridges Niagara's ethnocultural membership model—rooted in its 1970 incorporation and expressed through the 58-year legacy of the Niagara Folk Arts Festival—has evolved into a powerful framework for advancing interculturalism, dismantling systemic barriers, and responding to refugee crises. By connecting cultural celebration with service delivery, this grassroots model has shaped regional identity, strengthened newcomer inclusion, and operationalized EDIAR in both everyday programming and emergency response contexts. Canada's immigration story is often told through policy; this session tells it through community, culture, and continuity

**Marie Mouradikian,** Bridges Niagara
**Heather McLean,** Bridges Niagara

## F8 | Immigration, Sustainability, and Social Cohesion: Preparing Canada's Workforce for a Changing Future

Strategy Room 7 5th floor | 1:15 - 2:15 | Immigration, Diversity, and Intercultural Interaction | Case study or best practice session

Canada is experiencing major demographic, economic, and social change. As communities navigate conversations around identity, belonging, sustainability, and workforce needs, questions emerge: How can Canada build a sustainable future while strengthening social cohesion? What role can immigrant talent play in economic resilience and innovation?

This session explores the intersection of immigration, workforce development, sustainability, and social harmony. Panelists from settlement, industry, and workforce sectors will discuss inclusive pathways into emerging industries, barriers newcomers face, and collaborative strategies that support economic participation, community engagement, belonging, and public trust during transformation periods

Moderator: **Hasmik Asmaryan,** Calgary Catholic Immigration Society (CCIS), *Connecting Talent, Training, and Industry: A Collaborative Model for Immigrant Workforce Success*
**Tamara Gale,** Carbon Management Canada
**Johnny Cheng,** S.U.C.C.E.S.S BC, *Preparing Talent Before Arrival: Advancing Workforce Integration in a Changing Economy*

## F9 | An Integrated Approach to Culturally Responsive Education

Fallsview Studio A 3rd floor | 1:15 - 2:15 | Immigration, Diversity, and Intercultural Interaction | Case study or best practice session

This session highlights the Winnipeg School Division's integrated approach to culturally responsive practice through newcomer services, English as an Additional Language (EAL) programming, and anti-racism education. Presenters will share promising practices, lessons learned, and system-level strategies that strengthen belonging, intercultural understanding, and equitable outcomes for diverse students and staff.

**Monique Burke,** Winnipeg School Division
**Mohammad Rezai,** Winnipeg School Division
**Abdikadir Ahmed,** Winnipeg School Division
**Huzaifa Ibrahim,** Winnipeg School Division



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## F10 | Building Bridges between Migration Work and Health: Connecting Migrant Agricultural Workers to Community Health Services Across Ontario

Temporary Migration and Migrant Worker Support Stream

Fallsview Studio C
3rd floor | 1:15 - 2:15 | Immigration, Diversity, and Intercultural Interaction | Panel discussion

Migrant or temporary foreign agricultural workers face significant barriers to healthcare access — language, mobility, service structure, and unfamiliarity with Canadian systems, among others. In addition, the high-hazard nature of their work requires health care services to consider and understand workplace exposures, the work relatedness of injuries and illnesses, and how the immigration status of these workers, tied to their work, can affect treatment and prevention. This panel explores how community health organizations are building trusted, accessible health services and supports for migrant workers in Ontario and working to address the intersections of migration, work, and health.

**Eduardo Huesca,** Occupational Health Clinics for Ontario Workers (OHCOW)

## G1 | Trauma-Informed Practice For Service Providers In The Settlement Sector

Strategy Room 1
5th floor | 2:45 - 3:15 | Immigration, Diversity, and Intercultural Interaction | Practical workshop

This workshop draws on Pacific Immigrant Resources Society's (PIRS) experience working with immigrant and refugee women since 1975. Participants will be introduced to key competencies for becoming a trauma-informed service provider by learning the fundamentals of trauma, its impact, and exploring the approach for working with clients pioneered by PIRS.

**Fey Laffitte,** Pacific Immigrant Resources Society (PIRS)

## G2 | Transmission intergénérationnelle du français dans les familles d'origine immigrante

Fallsview Studio A
3e étage | 2:45 - 3:15 | L'avenir de la francophonie canadienne | Présentation de recherche

Alors que l'immigration francophone contribue au rétablissement du poids démographique des CFSM, la présente recherche interroge la capacité des immigrants francophones à soutenir la pérennité du français. Elle analyse la transmission intergénérationnelle du français au sein des familles issues de l'immigration, en mettant en lumière les dynamiques linguistiques et d'immigration.

**Émilie Lavoie,** Immigration, Réfugiés et Citoyenneté Canada

## G3 | Mapping the Global Francophonie: Skills Corridors and the Demographic Future of French Canada

Upper Fallsview
Studio A
5th floor | 2:45 - 3:15 | The Future of Canada's Francophonie | Research or project presentation

Meeting Francophone immigration targets requires a clear understanding of the global distribution of French-speaking talent. This session shares findings from ICTC's global supply analysis of Francophone and bilingual ICT professionals, highlighting which migration pathways, recruitment approaches, and retention strategies are best positioned to support the long-term vitality and economic participation of Francophone communities outside of Quebec in Canada.

**Maryna Ivus,** The Information and Communications Technology Council (ICTC)

## G4 | How to Support Survivors of Female Genital Mutilation Living in Canada

Fallsview Studio C
3rd floor | 2:45 - 3:15 | Immigration, Diversity, and Intercultural Interaction | Educational lecture or keynote talk

Current estimates suggest between 95,000 and 161,000 girls and women living in Canada have either undergone female genital mutilation/cutting or are at risk. This session focuses on the lived experiences of those women and girls and how frontline service providers in Canada can support their needs from a trauma-informed, culturally sensitive approach.

**Warda Warsame,** End FGM Canada Network
**Alisa Tukkimaki,** End FGM Canada Network



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## G5 | Newcomer Youth in the Classroom: A Digital Platform to Support High School Students

Strategy Room 3, 5th floor | 2:45 - 3:15 | Rethinking the Language of Diversity | Practical workshop

The aim of this project is to showcase a free digital platform entitled “Newcomer Youth in the Classroom”. This platform was designed to allow for in-depth, multi-layered, contextual understandings of newcomer experiences throughout the process of school integration. During our presentation, we will display how the platform can be used to train providers to incorporate multicultural and diverse newcomer perspectives in their classrooms and communities, and to facilitate dialogue between newcomer and non-newcomer secondary students. The platform is also accompanied by a "how to" guide that includes instructions for navigating the content. The content of the digital platform was informed by ten years of qualitative and arts-based research.

**Linnea Kalchos,** University of British Columbia
**Anusha Kassan,** University of British Columbia

## G6 | Psychological Responses of Religious Refugees to Persecution and Displacement

Strategy Room 5, 5th floor | 2:45 - 3:15 | History of Immigration and Refugees in Canada | Research or project presentation

This presentation reveals refugees’ experiences of persecution before and during migration based on analysis of 52 articles. Drawing from global examples, we explore responses rooted in refugees’ cultural and religious meaning systems. Our approach supports the case for honouring their historical origins in clinical interventions, social supports, and asylum systems.

**Raymond Chiu,** Wilfrid Laurier University

Additional contributors: Kemi Anazodo, University of Windsor; Nazhi Gali, University of Windsor; Summer Tuinstra, Western University; Elliot Macdonell, Impact Canada; Bruce Thomson, MacEwan University

## G7 | Closed and Opened Doors: Historical Perspectives on Exclusion and Inclusion in Canadian Immigration

Strategy Room 7, 5th floor | 2:45 - 3:15 | History of Immigration and Refugees in Canada | Educational lecture or keynote talk

Throughout Canada’s history, immigration policies have excluded some groups and prioritized others. In this session, we will look at case studies of immigration including Jews fleeing Europe, the Vietnamese “boat people” crisis, and the Syrian Refugee crisis. Let’s explore how Canada’s history influences policy, services, and community life today.

**Naomi Kramer,** JIAS Toronto
**Busola Akinbobola,** JIAS Toronto

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## G8 | How Ready Are Settlement Agencies to Meet the Needs of Older Adult Newcomers with Dementia?: Original Research from Saskatchewan

Upper Fallsview Studio B 5th floor | 2:45 - 3:15 | Immigration, Diversity, and Intercultural Interaction | Research or project presentation

In Canada, dementia is a public health issue on the rise. By 2050, the Alzheimer Society of Canada estimates that more than 1.7 million people will have dementia. The pending reality is even starker for Black and Asian communities. The Society predicts a 507% increase by only 2030 in the prevalence of dementia in Black communities and that 1 in every 4 people with dementia will be Asian by 2050. As Canada's population ages and older adults (60+) make up a larger share of the newcomer population, how are settlement agencies preparing to meet the needs of these clients? And which supports would they like to see established in the future?

**Amber Parker,** Saskatchewan Association of Immigration Settlement and Integration Agencies

## G9 | Designing Belonging: Rethinking "Culture Fit" In The Integration Of Internationally Educated Nurses

Strategy Room 2 5th floor | 2:45 - 3:15 | Immigration, Diversity, and Intercultural Interaction | Roundtable discussion

Internationally educated nurses bring clinical skills but lack access to unwritten workplace norms. This session presents Path2Practice and its practical toolkits, integrating cultural awareness, communication, and community-building. It offers actionable strategies to support inclusive integration, address bias, and shift from "culture fit" toward shared understanding and belonging in healthcare workplaces.

**Kim Pena Smith,** CRIEC
**Irina Kalish,** CRIEC

Additional contributor: Susan Reckseidler, CRIEC

## G10 | A Personal Journey Learning and Teaching Canada's Multicultural Narrative

Fallsview Studio B 3rd floor | 2:45 - 3:15 | History of Immigration and Refugees in Canada | Case study or best practice session

Based on decades of experience in high schools mostly in Ontario the evolution of a teacher's journey in learning and teaching Canada's multicultural narrative is described. This includes curriculum approaches and teaching ideas and sample resources that illustrate emerging themes. Question-answer opportunities will be sprinkled throughout the interactive presentation.

**John Myers,** retired teacher and teacher educator (Toronto District SchoolBoard and OISE-UT)



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## H1 | Immigrant Economic Inequality and Distributional Positioning in Canada: Evidence from the 2021 Census

Upper Fallsview Studio B 5th floor | 3:45 - 4:45 | Immigration, Diversity, and Intercultural Interaction | Research or project presentation

Using 2021 Census data, this study examines immigrant–non-immigrant differences in income, low-income risk, and placement across the income distribution among adults aged 25–64. Findings show that immigrants have less access to higher-income positions than non-immigrants and highlight the need to address structural barriers to higher-paying employment.

**Paul Holley,** Association for Canadian Studies and Metropolis Institute
**Michele Vitale,** Association for Canadian Studies and Metropolis Institute
**Hongshu Wang,** Association for Canadian Studies and Metropolis Institute

## H2 | Building Belonging Through Women's Leadership: Lessons from Immigrant Women in Business

Strategy Room 7 5th floor | 3:45 - 4:45 | Immigration, Diversity, and Intercultural Interaction | Case study or best practice session

Immigrant Women in Business (IWB) has engaged thousands of women through multicultural events, leadership initiatives, mentorship programs, and anti-racism education. This session explores how community-led approaches foster belonging, intercultural understanding, leadership development, and social cohesion while addressing barriers faced by immigrant, newcomer, refugee, and racialized women in Canada.

**Svetlana Ratnikova,** Immigrant Women in Business
**Dr. Nava Israel,** Immigrant Women in Business

## H3 | Intercultural Twinning at the University to Foster Interaction and Intercultural Competences
Le jumelage interculturel à l'université pour l'interaction et les compétences interculturelles

Fallsview Studio A 3rd floor | 3:45 - 4:45 | Immigration, Diversity, and Intercultural Interaction
Immigration, diversité et interaction interculturelle | Research presentation
Présentation de recherche

An intercultural twinning program was organized among university students to support the development of intercultural competences in interactions. The project examines the contributions of instructional design to academic inclusion, intercultural communication, and dialogue between communities. The educational and research components are presented.

Un jumelage interculturel a été organisé entre des personnes étudiantes universitaires pour soutenir le développement des compétences interculturelles en situation d'interaction. Le projet analyse les apports du design pédagogique en termes d'inclusion universitaire, de communication interculturelle et de dialogue entre les communautés. Les volets pédagogique et recherche sont présentés.

Moderator: **Myra Deraiche,** L'Université du Québec à Montréal (UQAM)
**Narimane Wanis,** McGill University

Additional contributors: Nicole Carignan, L'Université du Québec à Montréal (UQAM); Rachelle Dutil, L'Université du Québec à Montréal (UQAM); Justine Fortier, L'Université du Québec à Montréal (UQAM); Audrey-Anne Lague, L'Université du Québec à Montréal (UQAM); Cler'Esa Lamalle, L'Université du Québec à Montréal (UQAM); Sona Pogossian, L'Université du Québec à Montréal (UQAM)

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## H4 | Geographies of belonging: confronting on-campus hate and rebuilding trust

Fallsview Studio B, 3rd floor | 3:45 - 4:45 | Racism, Hate, Prejudice and the Challenge of Building Trust | Panel discussion

This panel examines racism and hate across urban and remote Canadian campuses through the unique lens of the WUSC Student Refugee Program. Former refugee students and volunteer alumni will discuss how prejudice impacts integration, how proactive action combats on-campus hate, and how peer-led empowerment restores trust, fosters belonging, and drives nation-building.

Moderator: **Goundo Diarra,** World University Service of Canada (WUSC)
**Annabelle Lefebvre,** World University Service of Canada (WUSC)
**Honoline Francis,** World University Service of Canada (WUSC)
**Badr Ahmed Ahmed Saleh Al-Sewari,** World University Service of Canada (WUSC)

## H5 | From Welcome to Belonging: How Social Support Networks Foster Integration and Civic Participation - Lessons from Together Project's Welcome Group Program

Strategy Room 1, 5th floor | 3:45 - 4:45 | Immigration, Diversity, and Intercultural Interaction | Panel discussion

How can volunteering as active citizenship - namely, providing social support to refugee newcomers - inspire greater belonging and civic participation among newcomers themselves? This discussion centres around experiences of volunteers and newcomer participants in Together Project's Welcome Group Program, as well as interviews and survey data, to explore the value of intercultural interaction as a way of promoting integration that can help inform other community-support models.

Moderator: **Anna Hill,** MakeWay Charitable Society - Together Project
**Ahmed Barbour,** MakeWay Charitable Society - Together Project, *From Welcoming to Creating Change: How Community, Belonging, and Volunteerism Shaped My Journey*
**Rahel Gettu,** MakeWay Charitable Society - Together Project, *From Being Welcomed to Having a Voice: A Newcomer's Journey from Belonging to Civic Leadership*
**Emily LeRoux-Rutledge,** University of Toronto, *The Benefits of Volunteering for Newcomer Inclusion and Belonging*

## H6 | How Accessible Are Canada's Economic Immigration Pathways to Displaced Talent? A Scorecard for Identifying Barriers Faced by Applicants in Refugee Circumstances

Strategy Room 5, 5th floor | 3:45 - 4:45 | Canada's Narrative at a Moment of Uncertainty | Panel discussion

This panel discusses a scorecard developed by TalentLift and Global Migration Institute to assess the accessibility of Canada's economic immigration pathways for applicants in refugee circumstances. Focusing on federal, territorial, and provincial pathways, it examines how different program requirements can create distinct barriers for displaced applicants seeking skills-based opportunities. The session contributes to ongoing Canadian and international policy debates on skilled immigration as a complementary pathway for people living as refugees.

Moderator: **Roberto Cortinovis,** Global Migration Institute, Toronto Metropolitan University
**Acil El Hassen,** TalentLift Canada
**Dana Wagner,** TalentLift Canada



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## H7 | From Arrival to Belonging: Immigrant and Refugee Experiences of Intercultural Integration in Manitoba

Strategy Room 2
5th floor | 3:45 - 4:45 | Immigration, Diversity, and Intercultural Interaction | Roundtable discussion

Arriving in Canada and belonging here are two different journeys. Drawing on nine years of front-line experience at the Immigrant and Refugee Student Services (IRSS) department, University of Winnipeg, this roundtable examines intercultural integration in Manitoba — exploring how institutions, diaspora networks, and communities can build trust and belonging for newcomers.

**David Mabior Atem,** University of Winnipeg

## H8 | Unlocking Immigrant Talent: The ReNEW Program Case Study

Upper Fallsview
Studio A
5th floor | 3:45 - 4:45 | Immigration, Diversity, and Intercultural Interaction | Case study or best practice session

In this session we will outline the creation and execution of a workforce readiness program that helps internationally trained professionals navigate their Canadian career transitions. We will share the data story of how the ReNEW Program at George Brown Polytechnic integrates impactful curriculum, career advising, and industry engagement.

Moderator: **Ana-Marija Petrunic,** George Brown Polytechnic
**Alison Burns,** George Brown Polytechnic
**Pamela Humpage,** George Brown Polytechnic
**Lorne Deuitch,** George Brown Polytechnic

## H9 | Who Will Teach the Next Generation? Teacher Recruitment, Retention and Social Cohesion in Ontario

Strategy Room 3
5th floor | 3:45 - 4:45 | Immigration, Diversity, and Intercultural Interaction | Research or project presentation

Ontario's ability to build inclusive, welcoming, and thriving communities depends on a strong publicly funded education system staffed by qualified teachers. This session explores teacher recruitment and retention challenges, workforce diversity, Francophone and regional shortages, and the implications for belonging, social cohesion, and public confidence in education.

**Nathan Core,** Ontario Teachers' Federation
**Yves Durocher,** Ontario Teachers' Federation

Additional contributors: Lindy Amato, OTF (Led the research); Todd Rimmington, ETFO; Zaiba Beg, ETFO; Belinda Russo, OECTA; Bruno Muzzi, OECTA; Shane Stagg, OSSTF; Rémi Sabourin, AEFO

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## H10 | Strengthening Relationships in Transition: Immigrant Family Resilience and Community Support

Fallsview Studio C
3rd floor | 3:45 - 4:45 | Immigration, Diversity, and Intercultural Interaction | Research or project presentation

Using surveys and focus group data from immigrant and newcomer adults and youth, this mixed-methods study explores factors shaping family resilience during settlement in Canada. Findings highlight the importance of community support, cultural identity, communication, and belonging, while identifying challenges related to financial stress, cultural adaptation, isolation, and service accessibility

**Renee Pi,** McMaster University

Additional contributors: Damilola Adingupu, The Family Advocates; Saryssa Thiara, University of Calgary; Genesis Ocampo Castillo, University of Calgary; Susan Boon, Department of Psychology University of Calgary; Vidhi Desai, University of Calgary; Damon D. Bailey, Calgary Local Immigration Partnerships (CLIP), City of Calgary; Rachael Quon, University of Calgary; Emily Tran, University of Calgary; Monetta Bailey, Social Science Department at Ambrose University, Calgary, Alberta; Rita Yembilah, Yembilah Evaluation and Research Services (YEARS)



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Take some time during the breaks to visit the posters in the Great Room A.

Prenez du temps pendant les pauses pour visiter les affiches dans la salle Great Room A.

### P1 Supporting Newcomer Readiness: How Pre-Arrival Services Facilitate Successful Integration Into Canada

This poster explores how YMCA of Greater Toronto's pre-arrival services support newcomer intercultural readiness, belonging, and integration in Canada. It examines the role of settlement information, referrals, and diaspora connections in shaping trust, civic participation, and perceptions of multiculturalism before and after arrival.

**Karen Li,** YMCA GTA Pre-Arrival Services
**Divya Sinha,** YMCA GTA Pre-Arrival Services

### P2 Regional Discontent In Canada Today: How It Varies By Province And What Drives It

This study analyzes regional discontent in Canada by unpacking its intensity, forms, and sources. Using 2026 public opinion survey data from the Environics Institute, it ranks and groups provinces by current levels and types of discontent regarding perceived treatment of one's province within the federation. The analysis then explores underlying sources.

**Raffaele Fasiolo,** Independent Researcher and Retired Federal Public Servant

### P3 Complex System Navigation: Reframing The Role Of Cultural Brokers In Canada'S Diversity Landscape (Phase I)

This scoping review-based presentation, synthesizes 48 studies on Cultural Brokers across settlement, health, and education sectors in Canada and other high-income Western countries supporting immigrants and newcomers. It highlights five key Cultural Brokers' functions : building trust, navigating complex systems, advancing inclusion, reducing barriers, and advocating within and for systems.

**Sara Torres,** Laurentian University/National Cultural Brokers Project
**Reza Zandi,** Laurentian University
**Sally Ogoe,** Laurentian University

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