9th Metropolis Identities Summit

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

October 22-23, 2026
Sheraton Fallsview Hotel
Niagara Falls, Ontario

PRELIMINARY PROGRAM

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

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

A final and complete program with additional information (exhibitors, maps, etc) will be posted shortly.

9e sommet Metropolis Identités

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

Le 22 et 23 octobre 2026
Hôtel Sheraton Fallsview
Niagara Falls, Ontario

PROGRAMME PRÉLIMINAIRE

Les titres et les informations concernant toutes les séances s'affichent dans la langue officielle dans laquelle ils ont été soumis par l'organisateur de la session.

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

Un programme final et complet avec des informations supplémentaires (kiosques des exposants, cartes, etc) sera publié prochainement

Conference Schedule

Thursday, October 22, 2026 / Jeudi 22 octobre 2026

Registration / inscriptions: as of / à partir de 7:30 am
Opening Remarks / Mot de bienvenue: 8:45 am – 9 am
Opening Address: 9:00 – 9:15
Plenary Session 1 / Séance plénière 1: 9:15 am – 10:30 am
Break / pause: 10:30 am – 11:00 am
Block A / Bloc A: 11:00 am – 12:00 pm (60-minute sessions)
Lunch 12:00 pm – 1:15 pm
Block B / Bloc B: 1:15 pm – 2:15 pm (60-minute sessions)
Break / pause: 2:15-2:45
Block C / Bloc C: 2:45 pm – 3:15 pm (30-minute sessions)
Break / pause: 3:15-3:45
Block D / Bloc D: 3:45 pm – 4:45 pm (60-minute sessions)

Friday, October 23, 2026 / Vendredi 23 octobre 2026

Registration / inscriptions: as of / à partir de 7:30 am
Opening Address: 9:00 – 9:15
Plenary Session 2 / Séance plénière 2: 9:15 am – 10:30 am
Break 10:30 am – 11:00 am
Block E / Bloc E: 11:00 am – 12:00 pm (60-minute sessions)
Lunch 12:00 pm – 1:15 pm
Block F / Bloc F: 1:15 pm – 2:15 pm (60-minute sessions)
Break / pause: 2:15-2:45
Block G / Bloc G: 2:45 pm – 3:15 pm (30-minute sessions)
Break / pause: 3:15-3:45
Block H / Bloc H: 3:45 pm – 4:45 pm (60-minute sessions)

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Thursday, October 22, 2026 / Jeudi 22 octobre 2026

Registration / inscriptions: as of / dès 7:30 am

Opening Remarks / Mot de bienvenue: 8:45 am – 9 am

Welcome and Opening Remarks by Conference Co-chairs

- **Elise Herzig,** Executive Director of JIAS (Jewish Immigrant Aid Services) Toronto
- **Ahmed Hussein,** Chief Executive Officer of TNO – The Neighbourhood Organization

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

- **Elise Herzig,** directrice générale de JIAS (Jewish Immigrant Aid Services) à Toronto
- **Ahmed Hussein,** directeur général de TNO – The Neighbourhood Organization

Opening Address / Allocution préliminaire: 9:00 - 9:15 am

Opening Address

- **The Honourable Marc Miller,** PC, MP, Minister of Canadian Identity and Culture and Minister responsible for Official languages and Canadian Heritage

Allocution de bienvenue

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

Plenary Session 1 / Séance plénière 1: 9:15 am – 10:30 am

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.

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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.

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.

- Session Chair: **Samina Sami**
  Executive Director of Community Safety and Wellbeing, the Region of Waterloo
  Directrice générale chargée de la sécurité et du bien-être communautaires, Région de Waterloo
- **Dr. Sahana Mukherjee**
  Associate Director of Race and Ethnicity Research, Pew Research Center
  Directrice adjointe de la recherche sur la race et l'origine ethnique, Pew Research Center
- **Professor Barbara Perry**
  Director, Centre on Hate, Bias and Extremism, UNESCO Chair in Hate Studies, Ontario Tech University
  Directrice du Centre on Hate, Bias and Extremism et titulaire d'une Chaire UNESCO sur les études de la haine, l'Université Ontario Tech

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- **Mohammed Hashim**
  CEO and Executive Director of the Canadian Race Relations Foundation
  Président-directeur général, Fondation canadienne des relations raciales
- **Scott McLiesh**
  Director of the Centre for Population and Social Statistics, Statistics Canada
  Directeur du Centre de la Statistique sociale et de la population, Statistique Canada

Block A / Bloc A: 11:00 am – 12:00 pm (60-minute sessions)

A1 (60-min)

15 - L'intelligence artificielle comme moteur de la vitalité francophone : soutenir l'intégration linguistique des immigrants francophones au Canada / Artificial Intelligence as a Driver of Francophone Vitality: Supporting Linguistic Integration of Francophone Immigrants in Canada (BIL)

Category: Case study/best practice session / Étude de cas ou séance sur les meilleures pratiques
Theme: The Future of Canada's Francophonie / L'avenir de la francophonie canadienne

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)

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A2 (60-min)

46 - Restoring Trust in Immigration: Why Economic Inclusion Matters for Canada's Future (EN)

Category: Panel discussion
Theme: Canada's Narrative at a Moment of Uncertainty

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

- Moderator: **Shamira Madhany,** World Education Services (WES)
- **Oumar Dicko,** World Education Services (WES)

A3 (60-min)

51 - Immigrants build Canada - Shifting the discourse (EN)

Category: Research/Project presentation
Theme: Immigration, Diversity, and Intercultural Interaction

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
- **Guang Ying Mo,** The Diversity Institute

A4 (60-min)

60 - CIMII SESSION 1 (EN)

Category: Category
Theme: Immigration, Diversity, and Intercultural Interaction

Abstract

- **Paul Holley,** Association for Canadian Studies and Metropolis Institute

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- To be confirmed

A5 (60-min)

28 - Eight Organizations, One Purpose: How TeaMWork's Collaborative Network Empowers Agricultural Migrant Workers and Builds Trust and Belonging in Southwestern Ontario (EN)

Category: Panel discussion
Theme: Immigration, Diversity, and Intercultural Interaction

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 (60-min)

5 - The Immigration Reckoning: Talent, Trust, and Technology in Canada's Demographic Future (EN)

Category: Panel discussion
Theme: Canada's Narrative at a Moment of Uncertainty

Canada's immigration system faces a crisis of confidence - declining targets, public skepticism, and structural barriers blocking skilled talent. This panel unites an immigration tech CEO, a former IRCC policy architect, and an AI platform founder to examine what a smarter, more equitable system looks like, and how to build the narrative to get there

- **Max Medyk,** ImmigrateAI Global
- **Martin Basiri,** Passage
- **Nathalie Gahimbare,** Ex PMO

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A7 (60-min)

52 - Building Bridges – Forging Connections Between Newcomers and Indigenous Peoples (EN)

Category: Case study/best practice session
Theme: Indigeneity, Identity Affirmation, and Reconciliation

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 (60-min)

23 - More Than Just Posters: Transforming Anti-Hate Intent into Action (EN)

Category: Case study/best practice session
Theme: Racism, Hate, Prejudice and the Challenge of Building Trust

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 (60-min)

41 - Information as Infrastructure: Ontario's Province-Wide Digital Model for Newcomer Integration (EN)

Category: Practical workshop

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Theme: Immigration, Diversity, and Intercultural Interaction

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

Embedding Identity and Anti-Racism in LINC (EN)

Category: Case study/best practice session
Theme: Racism, Hate, Prejudice and the Challenge of Building Trust

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**

Block B / Bloc B: 1:15 pm – 2:15 pm (60-minute sessions)

B1 (60-min)

42 - What Employers Really Want: Immigrants and the Canadian Economy (EN)

Category: Educational lecture/keynote talk
Theme: Immigration, Diversity, and Intercultural Interaction

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

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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.

- 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 (60-min)

22 - Designed to Distract: When Organized Disinformation Campaigns Undermine DEI Efforts (EN)

Category: Case study/best practice session
Theme: Canada's Narrative at a Moment of Uncertainty

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 (60-min)

10 - Standing Against Hate: Empowering Canadians to Respond to Racism (EN)

Category: Practical workshop
Theme: Racism, Hate, Prejudice and the Challenge of Building Trust

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.

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- Moderator: **Lori Wilkinson,** University of Manitoba
- **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

B4 (60-min)

9 - Immigration, Diversity, and Intercultural Interaction: Inclusion and Recognition of 2S LGBTQIA+ communities with diverse Migration Trajectorie (EN)

Category: Research/Project presentation
Theme: Immigration, Diversity, and Intercultural Interaction

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,** Universite de Montreal
- **Nigel Mantou Lou,** University of Victoria
- **Nancy Clark,** University of Victoria
- **Ed Lee,** Universite de Montreal
- **Roya Haghiri-Vijeh,** York University

Global Network Learning and Simulation as tools for providing Affirming Care for 2S LGBTQIA+ Communities (EN)

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 car

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

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Using Virtual Cultural Exchange as a Tool to Teach Nursing Students About Providing Affirming Care to the 2S LGBTQIA+ Community While Gaining International Perspectives (EN)

Category: Panel discussion
Theme: Immigration, Diversity, and Intercultural Interaction

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**

Inclusion And Recognition Of 2SLGBTQIA+ Communities With Diverse Migration Trajectories (EN)

Category: Research/Project presentation
Theme: Immigration, Diversity, and Intercultural Interaction

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

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- **Edward Ou Jin Lee,** University of Montreal
- **Nancy Clark,** University of Victoria
- **Nigel Mantou Lou,** University of Victoria
- **Bhavna Singh,** York University

B5 (60-min)

62 - PCH-Hold for Jack & Chris - ACS

Category: Category
Theme: Immigration, Diversity, and Intercultural Interaction

Abstract

- **Jack Jedwab,** Association for Canadian Studies and Metropolis Institute
- To be confirmed

B6 (60-min)

59 - ACS & TNO SESSION (EN)

Category: Category
Theme: Immigration, Diversity, and Intercultural Interaction

Abstract

- **Paul Holley,** Association for Canadian Studies and Metropolis Institute
- **Jennifer Rajasekar,** TNO – The Neighbourhood Organization
- To be confirmed

B7 (60-min)

47 - L'évolution des identités francophones au Canada - Un visage humain derrière les statistiques (FR)

Catégorie: Atelier pratique (Practical workshop)
Thème: L'avenir de la francophonie canadienne (The Future of Canada's Francophonie)

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.

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

Additional contributors:

- **Pierrette Fequet,** Consultante en éducation

B8 (60-min)

18 - "You need to find a community as a first step": Arab Families' Experiences in Building Community (EN)

Category: Research/Project presentation
Theme: Immigration, Diversity, and Intercultural Interaction

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

B9 (60-min)

13 - Revisiting the Pillars of Canadian Identity (EN)

Category: Panel discussion
Theme: Immigration, Diversity, and Intercultural Interaction

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

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and their country in light of recent developments such as the reduction of migration targets and public awareness surrounding the history of residential school

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

Block C / Bloc C: 2:45 pm – 3:15 pm (30-minute sessions)

C1 (30-min)

108 - Values-Based Perspectives Of Citizens Are Critical In Making Collective Policy Choices (EN)

Category: Panel discussion
Theme: Rethinking the Language of Diversity

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 (30-min)

104 - Qui prend soin de ceux qui prennent soin des autres? L'épuisement invisible des bâtisseurs de la cohésion sociale. (FR)

Catégorie: Atelier pratique (Practical workshop)
Thème: L'avenir de la francophonie canadienne (The Future of Canada's Francophonie)

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.

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

C3 (30-min)

103 - Navigating The Ethics Of Displacement: Trust, Transparency, And Power Dynamics In Community-Led Research (EN)

Category: Research/Project presentation
Theme: Immigration, Diversity, and Intercultural Interaction

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. 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

C4 (30-min)

112 - Trauma-Informed Practice For Service Providers In The Settlement Sector (EN)

Category: Practical workshop
Theme: Immigration, Diversity, and Intercultural Interaction

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)

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C5 (30-min)

43 - Connecting Communities Through Culture: Promoting Inclusion and Belonging (EN)

Category: Practical workshop
Theme: Immigration, Diversity, and Intercultural Interaction

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 contributors:
- **Lorne Daltrop,** The Saint John Newcomers Centre

C6 (30-min)

115 - The Uncalculated Cost Of IFHP Co-Payments: Calling For The Urgent Attention To Ethical Failure In Refugee Claimants' Health Care (EN)

Category: Program/Policy Changes
Theme: Immigration, Diversity, and Intercultural Interaction

This presentation examines how 2026 IFHP co-payments reshape refugee healthcare access in Canada. Drawing on clinical, policy, and anti-colonial perspectives, it explores how cost-sharing creates barriers to care, produces moral injury among providers, reflects exclusionary shifts in refugee health governance, and highlights needs for advocacy in achieving equitable refugee healthcare.

- **Viveka Chikawa,** School of Social Work, Toronto Metropolitan University

Additional contributors:
- **Victor Huynh**, Therapy on Harbord
- **Maheen Hyder**, Canadian Refugee Health Network
- **Fatema Rashed**, Ontario Institute for Studies in Education, University of Toronto

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C7 (30-min)

116 - Data, Identity, And Belonging: Evaluation Use In A Diverse Immigrant-Serving GBV Program (EN)

Category: Research/Project presentation
Theme: Racism, Hate, Prejudice and the Challenge of Building Trust

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

C8 (30-min)

106 - 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 (BIL)

Category: Panel discussion / Discussion en panel
Theme: The Future of Canada's Francophonie / L'avenir de la francophonie canadienne

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.

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- **Ines Ghozzi**, Actions Interculturelles Canada

Additional contributors:
- **Aura Maria Forero,** AIDE
- **Alain Alavo,** RAFIO

C9 (30-min)

121 - The Immigrant Discombobulation Index: Measuring The Gap Between Expectations And Realities

Category: Research presentation
Theme: Immigration, Diversity, and Intercultural Interaction

Settlement outcomes are often measured through employment, income, education, credential recognition, and language acquisition. While these indicators remain essential, they do not fully capture the emotional, social, and institutional realities that shape whether immigrants feel recognized, trusted, represented, and equipped to build meaningful futures in Canada. Drawing on Generation1.ca's research and community engagement with immigrants, international students, employers, and diverse learners across North America, this presentation introduces the Immigrant Discombobulation Index (IDI): a framework for understanding the gap between immigrant expectations and lived realities during settlement and integration. The IDI examines how experiences such as underemployment, bias, lack of networks, social isolation, glass ceilings, skills gaps, and structural barriers affect belonging, confidence, trust, agency, and future orientation.

Participants will learn how the Immigrant Discombobulation Index can support more human-centred approaches to immigrant integration, workforce inclusion, settlement programming, and policy evaluation. The session will offer practical ways to move beyond functional outcomes toward measures that capture recognition, attachment, opportunity, and long-term participation. For the Metropolis Conference in Niagara, this presentation contributes to urgent conversations about immigrant retention, inclusive communities, labour-market integration, and Canada's capacity to build systems where newcomers do not merely arrive, but are able to belong, contribute, and shape shared futures.

- **Arundati Dandapani**, Generation1.ca

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C10 (30-min)

111 - Imposed Liminality: The Governance Of Age, Time, And Duration In Migration Regimes (EN)

Category: Panel discussion
Theme: Immigration, Diversity, and Intercultural Interaction

This project argues that migration regimes govern not only space and borders but also time. By controlling the duration, sequencing, and uncertainty of application processes, the receiving state produces an asymmetrical power relation in which applicants are immobilized, delayed, and kept in a condition of imposed liminality. The state's management of time becomes a mechanism of discipline: it disadvantages applicants, weakens their capacity to plan, and may compel them to pursue alternative legal, social, or spatial routes to escape prolonged uncertainty. The concept of imposed liminality was developed through conversations with recent Ukrainian and Afghan migrants in Canada.

- **Milana Nikolko**, Carleton University

C11 (30-min)

122 - Stories That Speak: Challenging Employment Inequities Through Photovoice (EN)

Category: Roundtable discussion
Theme: 6. Racism, Hate, Prejudice and the Challenge of Building Trust

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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Block D / Bloc D: 3:45 pm – 4:45 pm (60-minute sessions)

D1 (60-min)

20 - Cultural Broker Leaders and Workplace Trust: Practicing Cultural Humility and Intercultural Competence (EN)

Category: Roundtable discussion
Theme: Immigration, Diversity, and Intercultural Interaction

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 (60-min)

58 - The future of the MWP (EN)

Category: Panel discussion
Theme: 3. Immigration, Diversity, and Intercultural Interaction

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

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- To be confirmed

D3 (60-min)

1 - Beyond “Diversity”: Reframing Language, Power, and Practice in SWIS and School-Based Settlement (EN)

Category: Case study/best practice session
Theme: Rethinking the Language of Diversity

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.

D4 (60-min)

31 - Beyond the Aggregate: Measuring and Understanding Diverse Population Groups in Canada (BIL)

Category: Panel discussion
Theme: Immigration, Diversity, and Intercultural Interaction

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.

Au-delà des données agrégées : mesurer et comprendre la diversité des groupes de population au Canada (BIL)

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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

D5 (60-min)

2 - Between Origin-State Recognition And Canadian Multiculturalism: Polish Diaspora Identity After The Global Extension Of The Karta Polaka (EN)

Category: Research/Project presentation
Theme: Immigration, Diversity, and Intercultural Interaction

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

The Exile Archive: Transnational Repression, Diaspora Identity, and the Erosion of Trust in Canada (EN)

Category: Research/Project presentation
Theme: Racism, Hate, Prejudice and the Challenge of Building Trust

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 (60-min)

25 - REDI (Reconciliation, Equity, Diversity and Inclusion) in Practice (EN)

Category: Panel discussion
Theme: Indigeneity, Identity Affirmation, and Reconciliation

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 (60-min)

11 - Shaping Tomorrow: Canada's Identity in a Time of Change (EN)

Category: Roundtable discussion
Theme: Canada's Narrative at a Moment of Uncertainty

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 (60-min)

17 - Building Canada's Future Through Global Talent (EN)

Category: Research/Project presentation

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Theme: Canada's Narrative at a Moment of Uncertainty

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)

D9 (60-min)

6 - WARM: A Capacity-Building Series for Welcoming and Retaining Newcomers in Rural Communities (EN)

Category: Research/Project presentation
Theme: Immigration, Diversity, and Intercultural Interaction

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 (60-min)

37 - Prepared to Connect: A Two-Directional Approach to Newcomer Integration and Mentorship (EN)

Category: Case study/best practice session
Theme: Immigration, Diversity, and Intercultural Interaction

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

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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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Friday, October 23, 2026 / Vendredi 23 octobre 2026

Registration / Inscriptions: as of / dès 7:30 am

Opening Address / Allocution préliminaire: 9:00 - 9:15 am

Opening Address

- tbc

Allocution de bienvenue

- A confirmer

Plenary Session 2 / Séance plénière 2: 9:15 am – 10:30 am

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.

Les défis liés à l'unité, à l'appartenance et à l'expérience canadienne

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

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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.

- Session Chair: **To be confirmed**
- **The Honourable Stéphane Dion**
  Political scientist, former Member of Parliament, Minister, and Diplomat
  Politologue, ancien député, ministre et diplomate
- **The Honourable Bob Rae**
  Canada's 25th ambassador to the United Nations, former Premier of Ontario, former MP and interim leader of the Liberal Party of Canada
  25e ambassadeur du Canada auprès des Nations Unies, ancien premier ministre de l'Ontario, ancien député et chef par intérim du Parti libéral du 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
  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
- **Martha Hall Findlay**
  Director and Palmer Chair in Public Policy, School of Public Policy, University of Calgary; member of the Expert Group on Canada-U.S. Relations; and Senior Advisor for Teneo
  Directrice et titulaire de la chaire Palmer en politiques publiques à l'École de politiques publiques de l'Université de Calgary; membre du Groupe d'experts sur les relations Canada–États-Unis; et conseillère principale chez Teneo

Block E / Bloc E: 11:00 am – 12:00 pm (60-minute sessions)

E1 (60-min)

29 - Professional Networks as Infrastructure: Rethinking Career Mobility for Mid-Career Women+ (EN)

Category: Panel discussion

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Theme: Canada's Narrative at a Moment of Uncertainty

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: **Sarah 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

E2 (60-min)

21 - From Strangers to Neighbors: The Transformative Power of Volunteerism (EN)

Category: Practical workshop
Theme: Immigration, Diversity, and Intercultural Interaction

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
- To be confirmed

E3 (60-min)

50 - Canada's National AI Strategy: Mitigating Disparities and Leveraging Opportunities (EN)

Category: Panel discussion
Theme: Immigration, Diversity, and Intercultural Interaction

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.

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

E4 (60-min)

57 - Beyond the Organization: Building Strategic Partnerships with FARMS and Consulates to Reach Migrant Workers (EN)

Category: Panel discussion
Theme: Immigration, Diversity, and Intercultural Interaction

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.

- **To be confirmed**

E5 (60-min)

7 - Bridging Worlds: Cultural Brokers at the Frontlines of Equity, Access, and System Change (EN)

Category: Panel discussion
Theme: Immigration, Diversity, and Intercultural Interaction

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

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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 (60-min)

36 - Francophone Immigration as a Nation-Building Project (EN)

Category: Educational lecture/keynote talk
Theme: Canada's Narrative at a Moment of Uncertainty

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

E7 (60-min)

40 - Les communautés francophones et acadiennes du Canada : renforcer l'appartenance et construire un avenir commun dans la diversité (FR)

Catégorie: Étude de cas ou séance sur les meilleurs pratiques (Case study/best practice session)
Thème: L'avenir de la francophonie canadienne (The Future of Canada's Francophonie)

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*
- **Leyla Chérif,** Fédération des francophones de la Colombie-Britannique (FFCB), *Qui appartient à la francophonie ? Normes implicites, sécurité culturelle et représentativité*
- **Juliana Fiallo,** Association des francophones du Nunavut (AFN)

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E8 (60-min)

49 - Building Trust Through Safe and Inclusive Workplaces for Newcomers (EN)

Category: Practical workshop
Theme: Racism, Hate, Prejudice and the Challenge of Building Trust

How do you build safe, inclusive workplaces for newcomers facing language, cultural, systemic barriers and prejudice? This presentation highlights Saint John Newcomers Centre's Sexual Harassment in the Workplace Project, empowering newcomers, racialized workers, and employers through culturally responsive education. Technology, education, and employer engagement restore trust, combat discrimination, and advance workplace equity.

- Moderator: **Lina Gharbiya,** Saint John Newcomers Center (SJNC)
- **Lina Gharbiya,** Saint John Newcomers Center (SJNC)
- **Doaa Higazy,** Saint John Newcomers Center (SJNC)
- **Cecilia Que,** Saint John Newcomers Center (SJNC)

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

E9 (60-min)

12 - Recent Findings on Generalized Trust in Canada and the USA (EN)

Category: Panel discussion
Theme: Canada–United States Relations and Their Impact on Identity and Diversity

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
- **Rosty Othman,** University of Manitoba
- **Abdul-Bari Abdul-Karim,** University of Manitoba
- To be confirmed

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E10 (60-min)

26 - From Employment to Belonging: Reimagining Workforce Integration as a Pathway to Dignity and Community

Category: Panel discussion
Theme: Immigration, Diversity, and Intercultural Interaction

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

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

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.

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

Block F / Bloc F: 1:15 pm – 2:15 pm (60-minute sessions)

F1 (60-min)

16 - L'intelligence artificielle générative en contextes autochtones : esprit critique, biais et autodétermination / Generative AI in Indigenous Contexts: Critical Thinking, Biases, and Self-Determination (BIL)

Category: Roundtable discussion / Table ronde
Theme: Indigeneity, Identity Affirmation, and Reconciliation / Autochtonie, affirmation identitaire et réconciliation

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.

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.

- 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)
- **Florance Dupuis,** Utapi Consultants

F2 (60-min)

53 - Input and Insights into the Canada We Believe Campaign (EN)

Category: Roundtable discussion
Theme: Canada's Narrative at a Moment of Uncertainty

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

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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 (60-min)

56 - Building Bridges between Migration Work and Health: Connecting Migrant Agricultural Workers to Community Health Services Across Ontario (EN)

Category: Panel discussion
Theme: Immigration, Diversity, and Intercultural Interaction

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)
- **To be confirmed,** Worker at Quest Community Health Centre

F4 (60-min)

30 - We're Better Together: Making the welcoming majority visible (EN)

Category: Case study/best practice session
Theme: Canada's Narrative at a Moment of Uncertainty

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.

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- Moderator: **Gauri Sreenivasan,** Canadian Council for Refugees (CCR)
- **Louisa Taylor,** Refugee 613
- **Gauri Sceenivasan,** Canadian Council for Refugees (CCR)
- **Steve Reynolds,** Regional Connections

F5 (60-min)

63 - Understanding Collaborative Governance Through Local Immigration Partnerships. (EN)

Category: Case study/best practice session
Theme: Immigration, Diversity, and Intercultural Interaction

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 (60-min)

54 - Policy and practice to addressing racism and discrimination by immigrant and refugee families (EN)

Category: Case study/best practice session
Theme: Immigration, Diversity, and Intercultural Interaction

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

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

F7 (60-min)

4 - From Festival to Framework: A Community Membership Model Advancing Interculturalism, Community Resilience, and EDIAR (EN)

Category: Educational lecture/keynote talk
Theme: Immigration, Diversity, and Intercultural Interaction

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 (60-min)

48 - Immigration, Sustainability, and Social Cohesion: Preparing Canada's Workforce for a Changing Future (EN)

Category: Case study/best practice session
Theme: Immigration, Diversity, and Intercultural Interaction

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

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- Moderator: **Hasmik Asmaryan,** Calgary Catholic Immigration Society (CCIS)
- **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 (60-min)

45 - An Integrated Approach to Culturally Responsive Education (EN)

Category: Case study/best practice session
Theme: Immigration, Diversity, and Intercultural Interaction

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

Block G / Bloc G: 2:45 pm – 3:15 pm (30-minute sessions)

G1 (30-min)

119 - Newcomer Youth In The Classroom: A Digital Platform To Support High School Students (EN)

Category: Practical workshop
Theme: Rethinking the Language of Diversity

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

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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

G2 (30-min)

105 - Dismantling The Data Divide: Restoring Trust And Equity Through The People-First Data Charter (EN)

Category: Case study/best practice session
Theme: Racism, Hate, Prejudice and the Challenge of Building Trust

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 contributors:
- **Fiaz Mohammed,** IslamicFamily & Flourishing Systems

G3 (30-min)

113 - Transmission Intergénérationnelle Du Français Dans Les Familles D'Origine Immigrante (FR)

Catégorie: Présentation de recherche (Research/Project presentation)
Thème: L'avenir de la francophonie canadienne (The Future of Canada's Francophonie)

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

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G4 (30-min)

117 - Mapping The Global Francophonie: Skills Corridors And The Demographic Future Of French Canada (EN)

Category: Research/Project presentation
Theme: The Future of Canada's Francophonie

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)

G5 (30-min)

101 - How To Support Survivors Of Female Genital Mutilation Living In Canada (EN)

Category: Educational lecture/keynote talk
Theme: Immigration, Diversity, and Intercultural Interaction

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

G6 (30-min)

102 - Psychological Responses Of Religious Refugees To Persecution And Displacement (EN)

Category: Research/Project presentation
Theme: History of Immigration and Refugees in Canada

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

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refugees' cultural and religious meaning systems. Our approach supports the case for honouring their historical origins in clinical interventions, social supports, and asylum system.

- **Raymond Chiu,** Independent Researcher

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 (30-min)

107 - Closed And Opened Doors: Historical Perspectives On Exclusion And Inclusion In Canadian Immigration (?)

Category: Educational lecture or keynote talk
Theme: History of Immigration and Refugees in Canada

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
- **Presenter name,** Organization

G8 (30-min)

109 - How ready are settlement agencies to meet the needs of older adult newcomers with dementia?: Original research from Saskatchewan (EN)

Category: Research/Project presentation
Theme: Immigration, Diversity, and Intercultural Interaction

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?

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

G9 (30-min)

120 - Designing Belonging: Rethinking “Culture Fit” In The Integration Of Internationally Educated Nurses (EN)

Category: Roundtable discussion
Theme: Immigration, Diversity, and Intercultural Interaction

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 contributors:
- **Susan Reckseidler**, CRIEC

G10 (30-min)

118 - A Personal Journey Learning And Teaching Canada’s Multicultural Narrative (EN)

Category: Case study/best practice session
Theme: History of Immigration and Refugees in Canada

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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Block H / Bloc H: 3:45 pm – 4:45 pm (60-minute sessions)

H1 (60-min)

61 - CIMII SESSION 2 (EN)

Category: Category
Theme: Immigration, Diversity, and Intercultural Interaction

Abstract

- **Paul Holley,** Association for Canadian Studies and Metropolis Institute
- To be confirmed

H2 (60-min)

38 - Building Belonging Through Women's Leadership: Lessons from Immigrant Women in Business (EN)

Category: Case study/best practice session
Theme: Immigration, Diversity, and Intercultural Interaction

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

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H3 (60-min)

35 - Le jumelage interculturel à l'université pour l'interaction et les compétences interculturelles

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Intercultural Twinning at the University to Foster Interaction and Intercultural Competences (BIL)

Category: Research/Project presentation / Présentation de recherche
Theme: Immigration, Diversity, and Intercultural Interaction / Immigration, diversité et interaction interculturelle

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.
/
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.

- 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)

H4 (60-min)

39 - Geographies of belonging: confronting on-campus hate and rebuilding trust (EN)

Category: Panel discussion
Theme: Racism, Hate, Prejudice and the Challenge of Building Trust

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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.

- **TBC**

H5 (60-min)

19 - Building Evaluation Capacity for Canada's Evolving Settlement Landscape (EN)

Category: Practical workshop
Theme: Canada's Narrative at a Moment of Uncertainty

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 contributors:
- **Andrew Dawson,** YMCA of the National Capital Region
- **Wafaa Zerrad,** YMCA of the National Capital Region

H6 (60-min)

27 - How accessible are Canada's Economic Immigration Pathways to Displaced Talent? A Scorecard for Identifying Barriers faced by Applicants in Refugee Circumstances (EN)

Category: Panel discussion
Theme: Canada's Narrative at a Moment of Uncertainty

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.

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

H7 (60-min)

55 - From Arrival to Belonging: Immigrant and Refugee Experiences of Intercultural Integration in Manitoba (EN)

Category: Roundtable discussion
Theme: Immigration, Diversity, and Intercultural Interaction

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 (60-min)

3 - Unlocking Immigrant Talent: The ReNEW Program Case Study (EN)

Category: Case study/best practice session
Theme: Immigration, Diversity, and Intercultural Interaction

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

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H9 (60-min)

24 - Who Will Teach the Next Generation? Teacher Recruitment, Retention and Social Cohesion in Ontario (EN)

Category: Research/Project presentation
Theme: Immigration, Diversity, and Intercultural Interaction

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

H10 (60-min)

32 - Strengthening Relationships in Transition: Immigrant Family Resilience and Community Support (EN)

Category: Research/Project presentation
Theme: Immigration, Diversity, and Intercultural Interaction

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:

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- **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)

H11 (60-min)

44 - From Welcome to Belonging: How Social Support Networks Foster Integration and Civic Participation - Lessons from Together Project's Welcome Group Program (EN)

Category: Panel discussion
Theme: Immigration, Diversity, and Intercultural Interaction

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*

Poster Presentations

P1 - Beyond Deficit-Based Integration: Integrated Emancipatory Pedagogy For Racialized Immigrant And Refugee Women (EN)

Category: Poster
Theme: Immigration, Diversity, and Intercultural Interaction

This paper proposes an Integrated Emancipatory Pedagogy analysing two Canadian leadership programs for racialized immigrant and refugee women. Drawing on intersectional feminism and sociocultural learning theory, it conceptualizes transformative learning spaces restoring agency

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to negotiate integration barriers. The pedagogy has implications for policies and practices fostering belonging and civic participation.

- **Afsaneh Abbaszadeh,** University of British Columbia

P2 - Supporting Newcomer Readiness: How Pre-Arrival Services Facilitate Successful Integration Into Canada (EN)

Category: Poster
Theme: Immigration, Diversity, and Intercultural Interaction

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

P3 - Regional Discontent In Canada Today: How It Varies By Province And What Drives It (EN)

Category: Poster
Theme: Canada's Narrative at a Moment of Uncertainty

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

P4 - Complex System Navigation: Reframing The Role Of Cultural Brokers In Canada'S Diversity Landscape (Phase I) (EN)

Category: Poster
Theme: Immigration, Diversity, and Intercultural Interaction

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.

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

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