

**October 6-8, 2021 — Online Conference**

# **Multiculturalism @50: Diversity, Inclusion and Eliminating Racism**

**Metropolis Canada's 4th Annual Forum  
on Measuring Identities**

**6-8 octobre 2021 — Conférence en ligne**

# **Multiculturalisme @50 : Diversité, inclusion et élimination du racisme**

**Le 4<sup>e</sup> Forum annuel de Metropolis Canada  
sur la mesure des identités**

**Please take note that all times  
are in EST time**

**Prenez note que toutes les heures  
sont en heure de l'Est**



# Wednesday, October 6, 2021

## Mercredi le 6 octobre 2021

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### 11:00 – 12:15 pm Est

Welcome: Opening & Plenary session  
Mot de bienvenue et séance plénière d'ouverture

#### **PLENARY 1 – Welcome and Opening Plenary Session / Mot de bienvenue et séance plénière d'ouverture**

✧ *Simultaneous translation available for all plenary sessions /  
Traduction simultanée disponible pour toutes les sessions plénières*

**Jane Badets**, Former Assistant Chief Statistician, Statistics Canada (retired) Conference Chair, Metropolis Canada's 4th Annual Forum on Measuring Identities

**Jean Augustine**, P.C., C.M., O.Ont., C.B.E., **HONORARY CONFERENCE CO-CHAIR** Former Member of Parliament and Minister of Multiculturalism, educationalist, social advocate, former Fairness Commissioner of Ontario & founder of The Jean Augustine Centre for Young Women's Empowerment

**The Honourable Senator Donna Dasko**, Independent Senator representing Ontario, **HONORARY CONFERENCE CO-CHAIR** Former Senior Vice-President of Environics Research Group. Senior Fellow, Munk School of Global Affairs and Public Policy, University of Toronto. Co-Founder and former National Chair, Equal Voice

**Mayor Naheed K. Nenshi**, Mayor of Calgary, Alberta

### 12:15 – 12:30 pm

Break – Get to your next session  
Pause – Temps pour vous rendre à votre prochaine session

### 12:30 – 1:30 pm

Block A of concurrent sessions  
Bloc A de sessions simultanées

#### **SESSION 1 (A1) – workshop / atelier**

##### **Multiculturalism From Ideology to Public Policy, 1920-2015**

In this session, the presenters will detail the evolution of 'multiculturalism' in Canada: from notions of a 'mosaic' between the 1920s and 1940s; to the mobilization of activists and civil servants between the 1950s and 1970s; to the mainstreaming of multiculturalism policy and ideology from 1971 to 2015.

**Daniel Meister**, University of New Brunswick (Saint John), *"The Pre-history of Canadian Multiculturalism, 1920s-1940s"*

**Lee Blanding**, Columbia College, *"Canada is a bi-lingual but a multi-cultural country": The rise of multiculturalism, 1950-1971"*

**Andrew Griffith**, Fellow, Canadian Global Affairs Institute; former Director General, Citizenship and Multiculturalism Branch, Immigration, Refugees and Citizenship Canada, *"Multiculturalism: Mainstreaming the cultural mosaic to focussing on social cohesion, 1971-2015"*

## SESSION 2 (A2) – workshop / atelier

### Canadian Experience, Multicultural Workplaces, and the Integration of Migrant Labour in Precarious Employment

Lacking in precision, "Canadian Experience" is a requirement for stable forms of employment for newcomers. Offering insight into three Nova Scotian labour markets (care, agriculture, retail), this workshop argues that "Canadian Experience" produces and reproduces migrant dependency on precarious labour markets, undercutting the possibility of authentically multicultural and anti-racist workplaces.

**Temitope Abiagom**, Dalhousie University

*"Immigrant youth employment, precarity, and belonging: The case of Halifax's retail sector"*

**Elizabeth Fitting, & Catherine Bryan**, Dalhousie University, *"11 years of Canadian experience, but they won't let me stay: Migrant food production labour in Nova Scotia"*

**Shiva Nourpanah**, Dalhousie, Guelph & Saint Mary's University

*"Caring for Canadians: Temporary foreign labour in Halifax's care labour sector"*

## SESSION 3 (A3) – roundtable / table ronde

### Ohh Canada: Navigating-Hyphen

Ohh Canada (1974) is the title of an award-winning Super 8mm film made by a group of grade seven students in an after-school film club at King Edward Public School. Through the making of the film, the students explored their sense of identity and belonging as immigrants and Canadians of non-European descent. I was one of those students. The Club was conceived and mentored by our history teacher, Mr. Hans Neiderreiter.

25 years later, I reunited the kids and the teacher in order to explore in depth the legacies of our belonging through my Gemini Award-winning documentary debut with the National Film Board of Canada, FilmClub (2001). Two decades later, Multiculturalism @50: Diversity, Inclusion and Eliminating Racism provides an ideal forum to unpack the film within a film within a culture that proudly waves the Maple as a symbol of cultural diversity and pluralism through a roundtable discussion about our sense of belonging to Canada in 2021

**CHAIR > Cyrus Sundar Singh**, Ryerson University, documentary subject, filmmaker, discussant

**Hans Niederreiter**, retired former teacher, after-school film club mentor, discussant

**William Leong**, documentary subject, discussant

**Susan Eng**, documentary subject, discussant

**Cynthia Grant**, TDSB ESL teacher, discussant

## SESSION 4 (A4) – workshop / atelier

### Immigration, intégration des nouveaux arrivants et multiculturalisme

Atelier sur l'intégration en emploi des nouveaux arrivants, quels sont les freins à leur intégration. Quels moyens et quelles solutions apporter pour que les nouveaux arrivants arrivent à s'intégrer et à se maintenir en emploi. (30 minutes)

Atelier sur les codes culturels, les différences avec leur pays d'origine au niveau de l'emploi et de la société en général. Comment gérer et intégrer ces différences pour les nouveaux arrivants et les entreprises. (30 minutes)

**MODÉRATRICE Fatna Chater**, directrice du SOIT (Service d'orientation et d'intégration des immigrants au travail)

**Céline Cupillard**, SOIT (Service d'orientation et d'intégration des immigrants au travail)

## **SESSION 5 (A5) – workshop with two individual presentations / atelier avec deux présentations individuelles**

### **Caregiving as my Culture: The Impacts of Unpaid Caregiving on Indigenous Older Adults and Transnational Carer-Employees (TCEs)**

This study uses Indigenous methods to better understand needs of Indigenous older adults and TCEs in Canada. Findings suggest that balancing work and unpaid caregiving negatively impact caregivers, their loved ones and the cultural responsibilities related to caregiving. This demonstrates a need for better quality and more culturally appropriate services.

**Alexxis, Kydd**, MPH, Research Assistant to Dr. Bharati Sethi, King's College, Western University, London, Ontario

### **Indigenous Languages of Manitoba – Our Programs to Strengthen and Support Indigenous Languages**

Since 1985, Indigenous Languages of Manitoba has remained a key player in the preservation of Indigenous languages and revitalizing the oral histories, continuing the Traditions and Sacred Teachings of our Elders and Knowledge Keepers. Working with partners across Manitoba, we have established effective programs to strengthen Indigenous Languages.

**Alundra Elder**, Program Coordinator, Indigenous Languages of Manitoba

## **SESSION 6 (A6) – workshop / atelier**

### **Inclusivity and Immigration: Integrating Anti-racism Strategies in the Settlement Sector**

This workshop will explore the importance of incorporating holistic, inclusive and explicitly anti-racist lenses to programming and policies within the settlement sector. Drawing from experiences at the Centre for Newcomers, participants will learn about successes, challenges and programming pivots that were borne out of applying anti-racist strategies within the context of immigration, integration and settlement.

**Aviva Weizman**, Research Associate, Centre for Newcomers, Calgary, Alberta

**Francis Boakye**, VP Strategy, Centre for Newcomers, Calgary, Alberta

**Michael Cacace**, Education Coordinator, Centre for Newcomers, Calgary, Alberta

### **1:30 – 2:15 pm**

Visit the poster sessions / get to your next session / break

Visiter les séances d'affiches / temps pour se rendre à la prochaine session / pause

# Poster sessions / séances d'affiches

## Poster session no.1

### **Taking Back Our Stories – Challenging Stereotypes and Messages of Hope**

N.E.E.D.S. Inc.'s "Stand Up to Racism Together" campaign encourages newcomer youth to combat racial injustices through digital media and storytelling. In their anti-racism video, they shared their experiences of racism, challenged stereotypes, advocate the message of hope using social media as a tool to raise public awareness.

**Ebyan Warsame**, psycho-social educator, N.E.E.D.S. Inc.

**Yu Sun**, Media/Outreach Specialist, N.E.E.D.S. Inc.

## Poster session no.2

### **Behind the Ethnocultural Door: Views of Ethnocultural Landed Immigrant Offenders Serving Time in Canadian Federal Institutions in Ontario – An Uneven Welcome**

**Maxcine Telfer**, Managing Director, Audmax Inc

**Audre Green**, CEO, Audmax Inc

## Poster session no.3

### **Racism and the Mental Health of East Asian Diasporas in North America: A Scoping Review**

The mental health of East Asian's (EA) in North America is rapidly becoming a public health concern with the uprise in anti-Asian racism during the COVID-19 pandemic. A scoping review was conducted to map the foci of existing literature on racism and the mental health of EA's in North America.

**Samantha Louie-Poon**, University of Alberta

## Poster session no.4

### **Anti-Racist Video Creation Based on Stories Shared by 500 Manitoba Residents**

In 2020-2021, we collected 500 stories about racism in Manitoba. From those stories, we created four videos for an anti-racist social media campaign. This presentation describes our research process, lessons we learned along the way, and how anti-racist media content can be used to educate a broad public audience.

**Dr. Michelle Lam**, Brandon University

**Ms. Akech Mayuom**, Brandon University

**Ms. Denise Humphreys**, Brandon University

**Ms. Stephanie Spence**, Brandon University

## Séances d'affiches no.5

### Maximiser son intervention pour accroître l'intégration des personnes immigrantes au sein des communautés rurales et du Nord

Exploration du concept d'interculturalisme au cœur de l'intervention en employabilité pour accroître la mobilisation des chercheurs d'emploi, des employeurs et de la population d'accueil: une approche 360 pour accroître l'intégration socio-professionnelle des personnes issues de l'immigration dans les communautés rurales et du Nord.

**Stéphanie Cotnoir**, Conseillère en employabilité et en entrepreneuriat, Société économique de l'Ontario

## Poster session no.6

### Youth Sport as An Intervention for Newcomer Belonging and Integration

The Change the Game study brings insight from 7000 youth in Ontario related to sport, anti-racism, integration, and belonging, while highlighting the specific experiences of newcomer youth. This project uncovered that sport participation had a significant impact and predictive effect on youth sense of belonging to their local community.

**Bryan Heal**, Change the Game Research Lead, MLSE Foundation, Manager, Research & Evaluation, MLSE LaunchPad

## Séances d'affiches no.7

### Répondre aux besoins d'espaces inclusifs et culturellement adaptés à la communauté francophone LGBTQIA+ noire

Dans cet atelier, développez vos connaissances sur les déterminants de l'intégration de la communauté noire LGBTQIA+ francophone au Canada en examinant les mythes et les réalités qui l'affecte, avant d'obtenir des pistes de solutions individuelles et organisationnelles pour créer des espaces inclusifs.

**Mélika Fontaine**, Travailleuse en établissement à FrancoQueer

**Kignonh Soro**, Travailleuse des Services Communautaires à FrancoQueer

**Nicolas Arnaud-Goddet**, Gestionnaire du programme CIF à FrancoQueer

## Poster session no.8

### The Rebels Yell - Analyzing Hateful Discourse on Rebel Media's Twitter and YouTube Platforms

This presentation explores how Rebel Media's YouTube and Twitter content connects to suggestions that the outlet promotes hateful and dangerous narratives. The presentation will explore comments retrieved from a sample of Twitter posts and YouTube videos produced by The Rebel Canada, Ezra Levant and Kean Bexte to examine how this content may instigate and promote Islamophobic, xenophobic, dangerous or broader hateful sentiment directed towards marginalized communities in Canada.

**Irfan Chaudhry**, MacEwan University

**Sunny Johal**, MacEwan University

## **Poster session no.9**

### **UMetropolis**

In this poster session, Chris will introduce uMetropolis, results-oriented online learning to meet present and future challenges around migration, integration and inclusion. There will be a demonstration of course materials and discussion of how the e-learning can assist individuals with immigrant service provider organizations in their work.

**Chris Surtees**, Director of E-Learning and Web, ACS-Metropolis Canada

## **Poster session no.10**

### **Leading Multiculturalism: Canada's Impact on Global Diversity Policies**

A visual comparative analysis of how Canada's approach to multiculturalism, while not perfect, is unique in the world. Our work highlights how 18 other countries across the globe approach multiculturalism in their domestic policy, international advocacy, and civil society, measured against a matrix of Canada's key elements. This interactive web element is youth-led and youth-created.

**Rachel Mansell**, Mosaic Institute

**2:15 – 3:15 pm**

Block B of concurrent sessions

Bloc B de sessions simultanées

## **SESSION 7 (B1) – workshop / atelier**

### **Employment Gaps for Diverse Groups in Canada**

#### **– Session A: Inclusive Employment Support for Canadian Racialized Youth**

Youth have higher levels of unemployment, and racialized youth, are even more likely to be under-employed. This work identified barriers to employment at societal, organizational, and individual levels facing racialized youth; we also reviewed existing youth support programs across Canada. Policy and practical implications are discussed.

**Dr. Wendy Cukier**, Director, Diversity Institute, Ted Rogers School of Management, Ryerson University

**Dr. Guang Ying Mo**, Senior Research Associate, Diversity Institute, Ted Rogers School of Management, Ryerson University

**Dr. Zohreh Hassannezhad Chavoushi**, Post-Doctoral Fellow, Diversity Institute, Ted Rogers School of Management, Ryerson University

#### **– Session B: Employment Gaps Among, and Connections Between, Equity-Seeking Groups in Canada**

Our research examines employment gaps among, and connections between, equity-seeking groups in Canada, especially immigrants. It explores how perceptions, policies, and opportunities impact the labour force participation of these groups. Recognizing their interconnectedness will enable policymakers to better address employment barriers and skills gaps to build a more inclusive workforce.

**Valentina Sitnik**, Research Assistant, Diversity Institute, Ted Rogers School of Management, Ryerson University

**Abie Yinar**, Project Coordinator, Diversity Institute, Ted Rogers School of Management, Ryerson University

## **SESSION 8 (B2) – workshop with three individual presentations / atelier avec présentations individuelles**

### **Adopting a Multicultural Orientation: Cultural Humility through a Critical Lens**

This presentation explores how counsellors find ways to practice cultural humility and integrate social justice within their practice. These results are formulated from my research that explores professional counsellors' perceptions of being a multicultural counsellor, supports, and difficulties experienced in developing a multicultural orientation to situate their practice.

**Dr. Priya S. Mani**, Associate Professor, University of Manitoba

### **Social Dominance Orientation and Perpetrator Religious Affiliation on Attitudes Towards Muslims: (De)humanization and Psycholinguistic Analysis**

Media reporting on Muslims is often in relation to terrorist activity, which contributes to negative attitudes and racist backlash. The present study investigated the effects of the religious affiliation of a perpetrator of a terrorist act on attitudes. Dehumanization was assessed and psycholinguistic analysis was used to evaluate themes in participants' descriptions of the perpetrator.

**Samantha Platten**, Laurentian University

### **Private Sponsors' Practices to Integrate Refugee Newcomers into 'Canadian Culture': A Decolonial Analysis**

Decolonial analysis of an empirical study examining private sponsors' narratives of their resettlement efforts in integrating refugee newcomers to Canadian culture will be undertaken. These will be explored through: (a) claims of tolerance of multiculturalism within a racially intolerant society, and (b) orientalist and colonizing discourses employed of 'other' cultures.

**Mehmona Moosa-Mitha**, University of Victoria, BC

## **SESSION 9 (B3) – workshop with three individual presentations / atelier avec présentations individuelles**

### **Our Multicultural History and Heritage**

Numerous controversies have erupted across Canada in recent years over statues, place names and other landmarks identified as examples of embedded historical racism. The movement to transform Canada's commemorative landscape has exhibited a wide range of targets, strategies and decision-making processes that merit closer examination of those working to bring about (or resist) change.

**Randy Boswell**, Carleton University, *"Controversy and Change in Canada's Commemorative Landscape"*

Responding to federal policy, Ontario in the mid 1970s introduced a high school history course: Canada's Multicultural Heritage. What did it look like? What delights and dilemmas appeared during its decade-long run? What "lessons" can be learned? What opportunities and challenges exist for a 2021 and beyond version?

**Professor John Myers**, OISE-University of Toronto, *"Canada's Multicultural Heritage: An Ontario"*

Community organizations representing racialized groups must ensure the maxim "nothing about us, without us" is monitored. Discussion of systemic racism in academia, ethical research and who gets funding to research painful histories must begin. As elder's pass, survivor stories, community histories remain untold and potentially coopted by the agenda of academics.

**Lynn Kobayashi**, National Association of Japanese Canadians  
*"Ours To Tell, "Nothing about us without us." Promoting community led research into painful histories"*

## **SESSION 10 (B4) – roundtable / table ronde**

### **Examining Empowering Black Leaders to Confront Anti-Black Racism**

Skills for Change launched a Black Leadership Institute on Social Action for Change in 2021. This leadership development program creates pathways to more inclusive leadership and representation of Black leaders in Canadian society. The program focuses on capacity building, leadership, actions against injustice and navigating diversity systems. Join us for a roundtable on the program's findings, with a facilitated discussion how empowering the Black community can bring change to end systemic Anti-Black Racism.

**Surranna Sandy**, CEO, Skills for Change, Toronto, Ontario

## **SESSION 11 (B5) – roundtable / table ronde**

### **How to Break Down Barriers to Entry for Internationally Educated Professionals**

For Canada to become a global bio-economy leader, industry must embrace internationally educated professionals (IEP). This deep talent pool brings fresh, worldly perspectives needed for the industry to grow. Join an expert panel—led by BioTalent Canada—as they discuss strategies to break down barriers to entry for IEPs to Canada.

**Pamela Gray**, Vice-President, Program Development. BioTalent Canada

**Kim Kline**, Bioscience Association Manitoba

**Devon Franklin**, ECBC

## **SESSION 12 (B6) – workshop / atelier**

### **Measuring Multiple and Intersectional Identities Part 1: Exploring generation status in the inclusion framework**

The Canadian Index of Measuring Integration and Inclusion (CIMII) will explore intersectionality and additional themes with new measures of inclusion. This first session of our two-part series will assess select outcomes for first, second and third+ generation Canadians. Key economic and social outcomes from the Census (e.g., wages, low-income measures, full-time employment, underemployment, occupational skill levels) and General Social Survey (e.g., sense of belonging, life satisfaction, a victim of discrimination) will be highlighted at the national level.

**Paul Holley**, Research Director, Association for Canadian Studies

**Anh Nguyen**, Research Analyst, Association for Canadian Studies

**Stefan Stefanovic**, Research Analyst, Association for Canadian Studies

**COMMENTATOR > Michael Haan**, University of Western Ontario

### **3:15 – 3:45 pm**

Visit the poster sessions – Break

Visiter les séances d'affiches – Pause

### **3:45 – 4:45 pm**

Block C of concurrent sessions

Bloc C de sessions simultanées

## **SESSION 13 (C1) – roundtable / table ronde**

### **Reflections on the Political Origins of Multiculturalism**

The roundtable will be a conversation among scholars who have focused their research on the origins of the 1971 multiculturalism policy: where did it come from? Panelists will offer reflections on aspects of these origins, and provide suggestions on what historical research on multiculturalism still needs to be done.

**CHAIR > Professor Michael Temelini**, University of Ottawa

**Professor Kenneth H. McRoberts**, York University

**Professor Emeritus John (Ivan) Jaworsky**, University of Waterloo

**Dr. Shannon Conway**, Saint Mary's University

**Professor Harold Troper**, OISE - University of Toronto

## **SESSION 14 (C2) – roundtable / table ronde**

### **Un pacte d'inclusion québécois pour un Québec chef de file en matière de l'inclusion, de la lutte contre le racisme et les discriminations**

Le Pacte d'inclusion Québécois est un plaidoyer qui fait appel au devoir d'agir, à la volonté politique, au suivi et à l'imputabilité, en matière d'inclusion, de lutte contre le racisme et des discriminations. Ce Pacte social tombe à point nommé et réfère à ce moment d'objectivité et d'incontournabilité pour demander l'application diligente de la tolérance zéro du racisme et des discriminations.

**Kerline Joseph**, Ph.D., Professeure associée à l'Institut des sciences, des technologies, des études avancées d'Haïti (ISTEAH) et exchercheur associée au Centre de recherche en Immigration, Ethnicité et Citoyenneté (CRIEC)

**Kerlande Mibel**, Présidente du Forum économique international des Noirs (FEIN)

**Ndeye Marie Fall**, Présidente du Collectif pour la promotion du Patrimoine immatériel en Francophonie (CPPIF)

**Samira Laouni**, Présidente-fondatrice du C.O.R. (communication, ouverture, rapprochement interculturel)

**Marina Doucerain**, Professeure agrégée, Laboratoire Culture, Identité, et Langue, Département de psychologie, UQAM

**Ramatoulaye Diallo**, Trésorière, Comité Exécutif, Conseil central du Montréal métropolitain - Confédération des syndicats nationaux (CCMM-CSN)

## **SESSION 15 (C3) – workshop with two individual presentations / atelier avec deux présentations individuelles**

### **Best Practices for Newcomer Integration**

This presentation will examine newcomer integration and multiculturalism from an agency perspective, the major programs and services in place to facilitate the integration of newcomers, the challenges and some solutions to these challenges in five key areas: food needs; housing; labour market; education; and newcomer relations with public administration (civic participation, justice and health).

**Lucy Natana**, Case Manager Team Lead, Calgary Immigrant Women's Association

**Saifan Kosheryan**, Program Coordinator, Pre – Employment Skills Program, Settlement and Integration Department, Calgary Immigrant Women's Association

### **Measures of Inclusion: Employment Equity and Gender Equality**

This presentation will share results of a large scale employer survey and 600 immigrant women attached to employment training. We'll assess employer partner desire to hire with diversity in mind, immigrant women's attitudes around in/equality prior to employment and after entering the labour market. For example, do employer partners' attitudes about inclusion change with engagement? Do immigrant women's attitudes change when they are employed?

**Jenne Krabbe**, Employment Services Manager, Calgary Immigrant Women's Association

**Punam Dalal**, Links to Young Adult Employment Coordinator

## **SESSION 16 (C4) – workshop ( / atelier**

### **Multiculturalism vs. Interculturalism: The state of the debate / Multiculturalisme vs Interculturalisme : L'état du débat**

★ *Note that this is a bilingual session / Notez qu'il s'agit d'une session bilingue*

**Professor Bob White**, Université de Montréal

**Jack Jedwab**, President & CEO Association for Canadian Studies / Metropolis Canada

## **SESSION 17 (C5) – workshop with three individual presentations / atelier avec présentations individuelles**

### **Achieving Social Cohesion in a Multicultural Society: Supporting Non-Immigrant Integration**

Although integration is a process of bi-directional cultural exchange, Canadian research, discourse, and settlement supports often fail to consider settled Canadians' acculturation experiences. This problematic framing reinforces the assumption that newcomers are unilaterally responsible for integration and overlooks the role of settled Canadians in maintaining discrimination and barriers to integration.

**Lily Kaufmann**, University of Manitoba

## Discussing Racial Discrimination and the Majority Culture: Sociological perspective of the Conflict Paradigm

Racial discrimination and majority culture are understood through a conflictual approach but remain criticized by counter paradigms of structural functionalism and symbolic interaction. The structural-functional views ethnicity and status as rooted within our genetics. Symbolic Interactionists attack biological determinism and understand culture through micro-sociology. Out of the three main paradigms, conflict theory is the most supportive of racial discrimination, majority culture.

**Sarah Al Naqeeb**, York University

## The Experiences of Racialized Immigrant Transnational Carer-Employees in London, Ontario

The study uses arts-based methods to highlight the experiences of racialized immigrant caregivers. Participants felt a sense of cultural responsibility to care for those who once cared for them. The findings suggest that participants did not know their workplace policies that could help to balance informal care and paid employment.

**Shelley Rottenberg**, McMaster University & Bharati Sethi, Kings University College

## SESSION 18 (C6) – workshop / atelier

### The Impact of Hate on Multiculturalism & Exploring Ways to Confront It

Hate crimes and incidents have become all too common across various communities in Canada. The rise of social media, divisive identity politics in Canada and around the world, as well as a subsequent rise in misinformation, has fomented hatred that continues to play out in dangerous, even deadly ways. This phenomenon is a direct threat to ideals of multiculturalism that Canada has aspired to, and has laid bare the risks involved in permitting online spaces to exist with little regulation and public oversight. In the meantime, hate groups and movements continue to organize, expand and threaten public safety.

What can be done about this? Are government initiatives necessary, and are they enough? What does the rise of hate mean to the well-being of minority communities, and the public at large? How can hate groups be dismantled? What considerations are missing from these conversations?

*\*During the session, two videos from the YWCA/CRRF #BlockHate campaign will be shown.*

**MODERATOR > Kimberly Bennett**, Director of Communications, Canadian Race Relations Foundation

**Evan Balgord**, Executive Director, Canadian Anti-Hate Network

**Anjum Sultana**, National Director, Public Policy, Advocacy & Strategic Communications

**Barbara Perry**, Professor, Faculty of Social Science and Humanities

**Amira Elghawaby**, Director of Programs and Outreach, Canadian Race Relations Foundation

# Thursday, October 7, 2021

## Jeudi le 7 octobre 2021

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### 11:00 – 12:15 pm

Plenary Session  
Séance plénière

#### **PLENARY 2 – Challenges to Multiculturalism: Different Nations, Different Contexts, Different Dynamics / Les défis du multiculturalisme : Des nations différentes, des contextes différents, des dynamiques différentes**

★ *Simultaneous translation available for all plenary sessions /  
Traduction simultanée disponible pour toutes les sessions plénières*

**CHAIR > Phil Ryan**, Associate Professor, School of Public Policy & Administration, Carleton University

**Charles Taylor**, Professor Emeritus, McGill University / Philosopher, Co-Chair of the 2008 Consultation Commission on Accommodation Practices Related to Cultural Differences (Quebec)

**Mukulika Banerjee**, Associate Professor, Anthropology, London School of Economics and Political Science, United Kingdom

**Professor Rajeev Bhargava**, Honorary Fellow and Director, Parekh Institute of Indian Thought, Centre for the study of Developing societies, Delhi

### 12:15 – 12:30 pm

Break – Get to your next session  
Pause – Temps pour vous rendre à votre prochaine session

### 12:30 – 1:30 pm

Block D of concurrent sessions  
Bloc D de sessions simultanées

#### **SESSION 19 (D1) – workshop / atelier**

##### **From the Classroom to Canada: Revitalizing an Intercultural Mosaic**

We propose to explore tensions of unilingual standards in postsecondary education as microcosmic of Canadian society. We address contradictions of intercultural curricula that demand monolingual expression; we consider how technology sometimes thought to equalize, actually favours dominant discourse; and we discuss alternative ways to accommodate approaches favouring visual and oral expressions. Together we imagine a revitalized mosaic.

**Andrew McGillivray**, University of Winnipeg, *"The Monolingual Contradiction in Intercultural Communication"*

**Jaqueline McLeod Rogers**, University of Winnipeg, *"Algorithms of Oppression and Bubbles of Resistance: Building Community With and Against Technology"*

**Helen Lepp Friesen**, University of Winnipeg, *"Alternative Expressions of Knowledge in a Culturally Diverse Environment"*

## **SESSION 20 (D2) – workshop / atelier**

### **Equally Safe: Coordinated Community Response System - A Best Practice Model for GBV, Family and Domestic Violence**

This presentation highlights Equally Safe as a best practice model of coordinated community response system to tackle gender based, family, and domestic violence. The model launched during pandemic, focuses on leveraging mutual resources and subject matter expertise, culturally sensitive triage and supports to clients, perpetrators and whole family as a unit.

**Rekha Gadhia**, Family Services Manager, Calgary Immigrant Women's Association

**Glenn Andrushuk**, Sergeant, Calgary Police Service, Equally Safe – Domestic Conflict Response Team

**Mayra Jarillo Alvarado**, Outreach Supervisor, YW Calgary

**Linette Soldan**, Manager of Community Services Counseling Program, Calgary Women's Emergency Shelter

**Katharina Zacharias**, Shelter Manager, Kerby Centre

**Emily Taylor**, Program Coordinator, Awo Taan Healing Lodge

## **SESSION 21 (D3) – workshop / atelier**

### **Multiculturalism and Employment Equity in the Context of COVID-19**

Multiculturalism began and is practiced in different countries based on different values and objectives. It is an understatement to say that people of colour comprise the majority of people with migrant backgrounds, and that these are the groups that face the greatest inequities when it comes to migration, and in particular, employment success. The COvid-19 pandemic has exacerbated and highlighted many of these inequities, and migrant-serving organizations have risen to the challenge with resilience and resourcefulness. Many of the immediate responses to the limitations created by the pandemic have revealed that the future must include a hybrid of solutions—and decisions about how to increase service capacity while addressing the needs of diverse populations who need employment supports. Presentations will look at approaches from different service lenses to answer the following questions: What were the primary employment inequities being addressed before COvid-19. How did the pandemic impact inequities and service delivery in the short-term? Where are we now and where are we going?

**Anne Gueller-Frey**, Network IQ (Germany)

**Shamira Madhany**, Managing Director, Canada and Deputy Executive Director, World Education Services (Canada), *"Building an Immigrant-inclusive Economy: Ensuring No one is Left Behind"*

**Linda M. Manning**, Ph.D., CultureScapes Consulting & Training, (Canada), *"Let's Not Make Multiculturalism Another Pandemic"*

**Milica Tomić-Schwingschlögl**, Beratungszentrum für Migranten und Migrantinnen (Austria) *"Can We Learn Something for The Future from The Pandemic?"*

## **SESSION 22 (D4) – roundtable / table ronde**

### **What Does It Mean to Decolonize Multiculturalism?**

Thought-provoking discussion on decolonization, multiculturalism, immigration/settlement, and relationships between Indigenous and non-Indigenous people. Non-Indigenous people have come from many lands over generations. We are learning responsibilities to this land and its original Peoples. Generate ideas to share with workplaces and communities to engage in further conversations and action.

**Rhonda Rosenberg**, MCoS Executive Director

## **SESSION 23 (D5) – workshop / atelier**

### **Sécurité publique en contexte urbain pluriel et enjeux de profilages**

*\*This session will facilitate presentations and discussion in both French and English – see English summary below.*

Les villes et métropoles canadiennes sont le théâtre de grandes transformations sociales complexifiant les discours et les pratiques en lien avec la sécurité publique. L'enjeu du profilage racial, longtemps considéré comme un argument juridique pour décrire une problématique systémique, est réapproprié par les organisations communautaires et les diverses communautés racisées et autochtones.

Dans diverses villes, une institutionnalisation des revendications citoyennes émanant de la mobilisation collective, notamment des populations racialisées et Autochtones, s'opère. À Montréal et dans la région métropolitaine plusieurs municipalités ont décidé de créer des entités dédiées au racisme, au profilage racial et social ou encore à l'EDI avec un focus sur la sécurité publique exempte de discriminations.

Assumer la nécessité d'une sécurité publique et d'institutions sécuritaires qui reconnaissent les discriminations et le racisme systémique, permet de recentrer à la manière de bell hooks<sup>1</sup> les expériences des populations racisées, et notamment les noirs ou les Autochtones canadiennes, dans les administrations municipales.

Dans ce contexte urbain, la question du profilage racial et social menace les objectifs de la notion de « vivre ensemble » dans une société multiethnique/culturelle. En utilisant la pyramide d'engagement police-communauté d'Andy Myhill comme point de référence, cette table ronde discutera de la manière dont les communautés vulnérables peuvent s'engager en tant que partenaires égaux avec les agences de sécurité publique dans le but de développer des stratégies durables.

Canadian cities and metropolises are the scene of major social transformations, making discourse and practices related to public safety very complex. The issue of racial profiling, long considered a legal argument to describe a systemic problem, is being re-appropriated by community organizations and various racialized and Indigenous communities. In various cities, collective mobilization of racialized and Indigenous populations is taking place.

In the greater Montreal area, several municipalities have created entities dedicated to fighting racism, racial and social profiling or even EDI, with a focus on public safety agencies free from discrimination. Accepting the need for public safety institutions that recognize discrimination and systemic racism, allows us to refocus, like bell hooks, the experiences of racialized populations, and in particular blacks or Canadian Aboriginals working in municipal administrations .

The issue of racial and social profiling threatens the objectives of the notion of "vivre ensemble" in a multi-ethnic/cultural society. Using Andy Myhill's Police-Community Engagement Pyramid as a point of reference, this round table will discuss how vulnerable communities can engage as. →

**MODÉRATEUR > Alain Babineau**, Chargé d'expertise et de pratique - Profilage racial et social, Bureau de la lutte au racisme et aux discriminations systémiques, Ville de Montréal / Expert in Racial & Social Profiling for the Anti Systemic Racism and Discrimination Bureau for the City of Montréal

**Kanika Samuels-Wortley**, Assistant Professor, Carleton University

**Leslie Kapo Touré**, Institut National de la Recherche Scientifique (INRS), Montréal

**Rémi Boivin**, Professeur agrégé, Université de Montréal

**Marie-Ève Sylvestre**, Doyenne, Faculté de droit, Section de droit civil, Université d'Ottawa

## **SESSION 24 (D6) – workshop with two individual presentations / atelier avec deux présentations individuelles**

### **The History of the 1971 Policy of Multiculturalism**

The presentation addresses the question of the origins of the 1971 multiculturalism policy: where did it come from? To answer we must examine the successful pressure tactics of an organized political movement. This is important because scholars downplay or deny that multiculturalism was the outcome of a popular struggle over recognition

**Michael Temelini**, University of Ottawa

### **Multiculturalism and the Relationship between Religious and Social Change in Canada**

The Multiculturalism Policy of Canada both endorses and encourages "the interaction between individuals and communities of different origins." This presentation examines how such accelerated interactions have impacted Canadian social cohesion by surveying the past half-century of both tensions and creativity in the ongoing exchanges between LGBTQ2S+ individuals and religious communities in Canada.

**Elijah Smith**, Wilfrid Laurier University

### **1:30 – 2:15 pm**

Visit the poster sessions / get to your next session / break

Visiter les séances d'affiches / temps pour se rendre à la prochaine session / pause

### **2:15 – 3:15 pm**

Block E of concurrent sessions

Bloc E de sessions simultanées

## **SESSION 25 (E1) – workshop with two individual presentations / atelier avec deux présentations individuelles**

### **La notion d'éducation multiculturelle dans les écoles de la minorité francophone en Ontario**

L'éducation multiculturelle représente-t-elle une pratique scolaire qui se limite à célébrer diverses coutumes fortement ancrées dans le passé (notion de «food and festival» en anglais), plutôt que de faire la promotion de principes de justice sociale ? Une analyse des politiques d'inclusion dans les écoles ontariennes tentera de répondre à cette question.

**Professeure Diane Gérin-Lajoie**, OISE, University of Toronto

### **Lorsque le paysage linguistique fait violence symbolique au multiculturalisme**

Au Canada, le paysage linguistique poursuit la mission colonisatrice qu'on lui a jadis confiée ; être la vitrine d'une domination qui s'expose jour après jour. En sont fortement exclus les idiomes des communautés autochtones et multiculturelles ainsi réduites à l'invisibilité sociale. Voyons pourquoi.

**Carol Jean Léonard**, Ph.D, Professeur agrégé, Campus Saint-Jean, University of Alberta

## **SESSION 26 (E2) – workshop / atelier**

### **Measuring Multiple and Intersectional Identities Part 2: Exploring visible minority status in the inclusion framework**

This second session in our two-part series will assess the intersectionality of select outcomes from the Canadian Index for Measuring Integration and Inclusion (CIMII) within the inclusion framework. Visible minority status will be disaggregated to explore gaps between groups across several indicators to include wages, low-income measures, full-time employment, underemployment, occupational skill levels, sense of belonging, life satisfaction, and a victim of discrimination. The presentation will showcase CIMII outcomes for different visible minority groups (South Asian, Chinese, Black, Filipino, and others) in Canada's six largest Census Metropolitan Areas: Toronto, Montreal, Vancouver, Calgary, Edmonton and Ottawa-Gatineau.

**Paul Holley**, Research Director, Association for Canadian Studies

**Anh Nguyen**, Research Analyst, Association for Canadian Studies

**Stefan Stefanovic**, Research Analyst, Association for Canadian Studies

**COMMENTATOR Edward Ng**, Statistics Canada

**COMMENTATOR Kristyn Frank**, Statistics Canada

## **SESSION 27 (E3) – workshop / atelier**

### **Pathways to Citizenship: A Qualitative Study on Barriers to Accessing Citizenship in Canada**

IRCC conducted a qualitative study between 2018 and 2020 with 222 permanent residents and 81 key informants to understand barriers to accessing citizenship in Canada. Barriers included language and knowledge requirements, limited access to settlement services post-citizenship, the application process, affordability of citizenship, and difficulties navigating waivers. The paper concludes with offering several policy recommendations.

**Dr. Shezan Muhammedi**, Policy Analyst, IRCC

**Rabbi Hossain**, Policy Analyst, IRCC

## **SESSION 28 (E4) – workshop with three individual presentations atelier avec présentations individuelles**

### **Faith-Based Schools in Canada as a Tool for Promoting Genuine Multiculturalism and Engaged Citizenship**

An empirically grounded comparative analysis of religious schools across Canada shows how these schools equip their graduates for engaging with the pluralist and multicultural society. The study also reflects the importance of these schools for bringing newcomers to smaller communities requiring demetropolization of current migration to address socio-economic and demographic requests.

**Mariia Alekseevskaia**, PhD, University of Ottawa

### **Multiculturalism in Canada: Tamil Language and Cultural Associations in Ottawa**

In this paper I examine three major Tamil associations in Ottawa, Ottawa Tamil Association, Ottawa Tamil Sangam, and Ottawa Tamil Seniors Association. Through a textual analysis of online materials available through their websites I attempt to address how these associations keep alive the heritage of Tamil language; and how these associations interface with the larger multiculturalism in Canadian society.

**Dr. Peruvemba S Jaya**, University of Ottawa

### **Multiculturalism and Indigenous Relations: Reclaiming our Identities**

In an era of "discovery" of Indigenous history with the recent horrors of children being found all over Turtle Island (North America), we have pondered what impacts the residential school has had on Indigenous peoples. As 60's Scoop Survivors, we are part of the legacy of residential schools. In an act of reclamation and resurgence, we will discuss what it means to claim a traditional name, create our own paths towards autonomy, self-determination, pride and healing. We also acknowledge what allies can do to support this important process.

**Audra Foggin**, Assistant Professor, Mount Royal University

## **SESSION 29 (E5) – roundtable / table ronde**

### **Building a Stronger Canada through Reconciliation**

In today's Canada, there are clear signals of a nation unsettled. With a renewed importance on prioritizing reconciliation to enable a just and thriving future for all people in Canada, it is imperative to build an understanding about how to advance a vision of reconciliation based on a shared understanding of identity. Our session will be an armchair discussion with Jordan and Bonnie Leask that will lead with the question "What does it mean to be Gwich'in and what does it mean to be Cree?"

**CO-CHAIR Jordan Peterson**, Independent Advisor to Coeuraj Partners Former elected Deputy Grand Chief for Gwich'in Tribal Council

**CO-CHAIR Bonnie Leask**, Director Indigenous Engagements at Coeuraj and member of the Muskeg Lake Cree Nation.

## **SESSION 30 (E6) – workshop / atelier**

### **50 years of Multiculturalism Data in Canada: A Retrospective View**

This workshop will look at the data that has supported the Multiculturalism Act over the past 50 years. The Census of Population has provided a rich dataset on ethnicity and immigration. Census questions have changed and evolved over these years reflecting demographic changes and the changing reporting of ethnic ancestries and identities of Canadians. Other datasets have been collected, such as the Ethnic Diversity Survey, Longitudinal Immigration Database, and the Longitudinal Survey of Immigrants to Canada. How well has the suite of data supported multiculturalism and immigrant integration? Have the concepts reflected the changing nature of ethnicity, identity, diversity and inclusion in Canadian society? What have been the data gaps?

**Jane Badets**, Statistics Canada

**Lorna Jantzen**, Immigration, Refugees and Citizenship Canada,

**Monica Boyd**, University of Toronto

### **3:15 – 3:45 pm**

Visit the poster sessions – Break

Visiter les séances d'affiches – Pause

### **3:45 – 4:45 pm**

Block F of concurrent sessions

Bloc F de sessions simultanées

## **SESSION 31 (F1) – roundtable / table ronde**

### **50 years of Multiculturalism Data in Canada: A Look to the Future**

The COVID-19 pandemic and recent social justice movements have shone a light on inequalities and disparities that exist between diverse ethnocultural groups living in Canada. As a result, public discourse has centered on concepts such as inclusion, equity and racism. This roundtable aims to engage in this larger dialogue by exploring two key questions: What national data will be needed in the coming years to address issues related to diversity and ethno-cultural inclusion, racism and discrimination, and accommodation of religious diversity? What data will be needed to reveal differences in experiences between and within diverse ethnocultural groups in Canada, in a meaningful and respectful way?

**CHAIR > Annie Turner**, Statistics Canada

**Tina Chui**, Statistics Canada

**Shalini Konanur**, Executive Director and Senior Lawyer at the South Asian Legal Clinic of Ontario (SALCO)

**Michael Haan**, University of Western Ontario

## **SESSION 32 (F2) – workshop / atelier**

### **Understanding and Responding to Racism in 21st Century Canada**

Canada's long history of racism has permeated every institution and structure in our society. While anti-racism movements have gained strength in the past twelve months, we know very little about their content or the solutions they propose. The collection of papers examines recent work by research teams investigating anti-Asian racism as connected to the COVID-19 pandemic, the experiences of racism of Indigenous peoples in Canada and a study of how racism is expressed in sport and investigates some potential solutions to this problem

**Lori Wilkinson and graduate students** (Sociology / Criminology University of Manitoba) on anti-Asian racism and COVID-19

**Kiera Ladner and graduate students** (Political Studies, University of Manitoba) on Indigenous peoples and racism during 2020

**Leisha Strachan, Sarah Teetzel, Craig Brown** (Kinesiology and Recreational Studies, University of Manitoba) and team (Jessica Praznik Immigrant Partnerships Winnipeg) on anti-racism in sport in Winnipeg, *"The Research behind Winnipeg's Anti-Racism in Sport Campaign: Reflections on Gathering and Honoring Participants' Experiences with Racism in Sport to Develop Potential Solutions"*

## **SESSION 33 (F3) – workshop / atelier**

### **Youth Panel on the Possibilities and Limitations of Multiculturalism in Canada**

Five diverse Canadians will discuss Canadian multicultural policy. Students will share thoughts and experiences on demographic diversity, schooling and multiculturalism, anti-racism and multiculturalism, and how Indigenous people relate to multiculturalism in Canada. The discussion is moderated by Prof. Kwan-Lafond, who has worked with these students in classrooms and community projects.

**SESSION MODERATOR Professor Dani Kwan-Lafond**, University of Toronto

**Yi Li**

**Sabra Ismath**

**Hafsa Eid**

**Alexis Bornyk**

Additional participant(s) to be confirmed

## **SESSION 34 (F4) – workshop / atelier**

### **De l'interculturalisme / multiculturalisme à l'anrircisme**

L'objectif de notre présentation est simple comme bonjour: Nous allons amener les participant.e.s à dépasser les discours sur le multiculturalisme/l'interculturalisme en décortiquant ce qu'est le racisme systémique anti-noir pour pouvoir le contrer, selon les principes de la Langcrit, soit la théorie critique de la race et de la culture (Crump, 2014).

★ *Note that this is a bilingual session / Notez qu'il s'agit d'une session bilingue*

**Mélissa Villella**, Université d'Ottawa

**Jean-Marie Vianney**, Professeure en administration scolaire, Université du Québec en Abitibi-Témiscamingue (UQAT)

## **SESSION 35 (F5) – roundtable / table ronde**

### **Multiculturalism and Pluralism: Can Concepts be Exported?**

The idea of exporting 'blueprints' of Canadian multicultural and pluralist policies is heavily criticized both domestically and internationally. Kymlicka argues that the Canadian "distinctive underlying circumstances", such as the ability to control its immigration due to its geographic location, is impossible to replicate. Nevertheless, Canadian multiculturalism serves as a model for many countries searching for peaceful coexistence of multiple ethnic groups under one national roof.

This roundtable aims to analyze the variations of pluralism and numerous colonial, political, economic factors and migration processes, which affect the implementation of multicultural and plural policies.

**Milana Nikolko**, The Institute of European, Russian and Eurasian Studies Carleton University

**Teddy Samy**, The Norman Paterson School of International Affairs (NPSIA) Carleton University

**Jeff Sahadeo**, co-organizer, Institute of European, Russian and Eurasian Studies Carleton University

**David Carment**, The Norman Paterson School of International Affairs (NPSIA) Carleton University

## **SESSION 36 (F6) – workshop with two individual presentations / atelier avec deux présentations individuelles**

### **Multiculturalism and Religious Accommodation: Connecting Concepts of Positive Discipline with Muslim Faith in Order to Grow Healthy Family Relationships**

Deeply rooted in the concept of a multicultural society, Catholic Social Services promotes and supports the Muslim community by providing Parenting and Islam workshops. Religious accommodation and active support helps to connect concepts of non-violent parenting with faith. CSS is proud to offer these sessions with competent facilitators and leader of religious communities.

**Izdhar Gaib**, CCS Alberta

**Isolde Schmid**, CCS Alberta

### **Multiculturalism, Newcomer Integration, Cross - Cultural Connections and the Canadian Discussion**

Newcomer integration in Canada, is a process which continues to be challenged by multiple barriers including isolation, extremism and discrimination. Through group programs, CSS clients establish social connections in safe and welcoming environment which in turn enables important discussions about Canadian power structures, helping Newcomers to achieve success in Canada.

**Frank Bessai**, CCS Alberta

**John Lendein**, CCS Alberta

# Friday, October 8, 2021

## Vendredi le 8 octobre 2021

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### 11:00 – 12:15 pm

Plenary Session  
Séance plénière

#### **PLENARY 3 – Is there a Future for Multiculturalism in Canada? / Le multiculturalisme a-t-il un avenir au Canada?**

✧ *Simultaneous translation available for all plenary sessions /  
Traduction simultanée disponible pour toutes les sessions plénières*

**CHAIR > Minelle Mahtani**, Associate Professor, the Institute for Social Justice / Brenda and David McLean, Chair in Canadian Studies, The University of British Columbia

**Peter Flegel**, Executive Director, Federal Anti-Racism Secretariat, Canadian Heritage, Government of Canada

**Ratna Ghosh**, Distinguished James McGill Professor & Sir William C. Macdonald Professor of Education, McGill University

**Bochra Manai**, Commissaire à la lutte contre le racisme systémique et la discrimination, Ville de Montréal / Commissioner for Combating Systemic Racism and Discrimination, City of Montreal

**Jack Jedwab**, President & CEO, ACS-Metropolis Canada

### 12:15 – 12:30 pm

Break – Get to your next session  
Pause – Temps pour vous rendre à votre prochaine session

### 12:30 – 1:30 pm

Block G of concurrent sessions  
Bloc G de sessions simultanées

## **SESSION 37 (G1) – roundtable / table ronde**

### **'Multiculturalism': The Experiences of Black and Latinx Youth within Institutions**

This roundtable session will explore how different racial and ethnic groups experience 'multiculturalism', using findings from the Rights for Children and Youth Partnership. The discussion will focus on how the education, judicial, and child protection systems and their implicit multicultural approaches have impacted how Latinx and Caribbean Black youth negotiate the protection of their rights.

**Charlotte Akuko-Barfi**, Ryerson University

**Tearney McDermott**, Ryerson University

**Kadeem Brown**, Ryerson University

**Laura Perez Gonzalez**, Ryerson University

**Daniel Sanchez Morales**, Ryerson University

**Henry Parada**, Ryerson University

**Veronica Escobar Olivo**, Phd, Ryerson University

## **SESSION 38 (G2) – roundtable / table ronde**

### **Immigration and Multiculturalism Through the Prism of Art and Creativity**

This discussion will flow from a project involving 3 artists from diverse background who ahead of the forum are tasked with creating art showcasing their unique cultural influences, identity and diversity. Their experiences will lead to the exploration of multiculturalism and the place of art and creativity in immigrant integration.

**MODERATOR > Anita Ogurlu**, Cultural Bridging Facilitator, Saskatoon Open Door Society

**Alejandro Romero**, BFA, MA, Independent Artist, Intervencionist and Public Art Consultant

**Gabriela García-Luna**

**Madhu Kumar**, Independent Artist and Public Art Consultant

## **SESSION 39 (G3) – workshop / atelier**

### **COVID-19-Inspired Innovations in Early Learning and Care for Newcomer Children: A Rapid Evaluation**

The presentation will share results of 10-week research project conducted in partnership with 5 agencies from Prairie provinces on Care for Newcomer Children delivery models and practices that emerged due to COVID-19 public health restrictions, lessons learned and recommendations to improve options for parents and children, during the pandemic and in future.

**Jyoti Agnihotri**, Manager of Language Training and Childcare, Calgary Immigrant Women's Association

**Dr. Eugene Krupa**, Principal and Consultant, Catalyst Research and Development Inc.

Additional Presenter(s) to be confirmed

## **SESSION 40 (G4) – workshop / atelier**

### **Santé mentale et besoins spécifiques au sein des communautés noires africaines immigrantes, concilier le culturel et l'interculturel**

L'atelier a pour objectif de partager sur les besoins spécifiques des communautés noires africaines immigrantes en ce qui concerne la santé mentale et les interventions. Questionner les grilles de lecture et les modèles d'interventions classiques à l'épreuve de la différence culturelle. Évaluer leur adéquation avec les croyances en termes de soin.

**Yann Vivette Tsobgni**, Fondatrice de l'Institut Résiliences, Chercheure affiliée à l'université Laurentienne, Doctorante en interdisciplinarité, «*Les représentations culturelles de la maladie mentale et de la détresse en Afrique*»

**Yolande Goufack**, Fondatrice de l'association Handicap Action & Diversités Canada, «*Croyances culturelles et perception de l'autisme, la différence dans la prise en charge et le vécu des parents. Comparaison du Canada et du Cameroun*»

## **SESSION 41 (G5) – roundtable / table ronde**

### **"Mama Do I Look Too Muslim?" What it Means to be a South Asian Muslim in Canada and the Anticipation and Adjustment that Lie Ahead**

Integration, assimilation, inclusion, and sense of belonging are crucial terms that are negotiated, and explored amongst South Asian Muslims in Canada. We move forward the contentious conversation of "compromises" made by first- and second-generation Muslims individuals to better adjust, socialize and "blend in" the host society to avoid Islamophobic occurrences.

**Dr. Arshia Zaidi**, Ontario Tech University, Faculty of Social Science and Humanities

**Dr. Barbara Perry**, Ontario Tech University, Faculty of Social Science and Humanities

**Faith Karakus**, Ontario Tech University, Faculty of Social Science and Humanities

**Mehk Arif**, Ontario Tech University, Faculty of Social Science and Humanities

**Yolande Goufack**, Fondatrice de l'association Handicap Action & Diversités Canada, «*Croyances culturelles et perception de l'autisme, la différence dans la prise en charge et le vécu des parents. Comparaison du Canada et du Cameroun*»

## **SESSION 42 (G6) – workshop with two individual presentations / atelier avec deux présentations individuelles**

### **Organizational Change Through Intersectional Approaches**

The Centre for Newcomers and the Alberta Association of Immigrant Serving Agencies has recently developed the Intersectional Organizational Assessment, an online tool based upon a diversity, inclusion, and psychological safety competency assessment framework. It outlines organizational management and operations success indicators to provide nurturing services for individuals. Join Michael as he walks participants through the development of the tool as well as how it can be applied at any organization.

**Michael Cacace**, Education Coordinator, Centre for Newcomers, Calgary, Alberta

### **Employment of Visible Minorities by their Generational Status in Canada: Circa 2016**

Using 2016 census data, employment odds for visible minority immigrants in Canada are compared with non-visible minorities. Intergenerational comparisons of employment outcomes are made because as second and third generation are more intensive in "Canada-specific" human capital they are likely to have better outcomes than their first generation. Data on ten visible minority groups, analyzed in a logistic employment model, reveal that five out of ten groups had employment prospects below non-visible minority immigrants in all three generations. First and second generations of the rest had some mixed results but lower employment prospects faced third generations in all visible minorities. A lack of proficiency in official languages (English or French) lowers the prospects of finding employment in all groups, while attaining higher education benefits all. Public policy should focus on facilitating employer information on source country educational and training systems and also on the demerits of treating visible minorities differently by employers.

**Professor Ather H. Akbari**, Saint Mary's University, Halifax, Nova Scotia

**Professor Shantanu Debbarman**, University of Manitoba, Winnipeg, Manitoba

### **1:30 – 2:15 pm**

Visit the poster sessions / get to your next session / break

Visiter les séances d'affiches / temps pour se rendre à la prochaine session / pause

### **2:15 – 3:15 pm**

Block H of concurrent sessions

Bloc H de sessions simultanées

## **SESSION 43 (H1) – workshop with three individual presentations atelier avec présentations individuelles**

### **Addressing Racial Trauma Among Black Canadian Immigrant and Refugee Communities Racial Trauma in Black Canadians from Literature and the Eyes of Practitioners**

Black communities face and resist anti-Black racism. Drawing from our work as service providers and researchers, our presentation has two objectives: 1) Literature review on anti-Black racism and racial trauma for Black Canadians, with a particular emphasis on immigrants and refugees. 2) Challenges in helping practices will be explored

**Dr. Marie Jolie Rwigema**, Post-Doctoral Associate, Faculty of Social Work, University of Calgary

**Dr. Regine Uwibereyeho King**, Associate Professor, Faculty of Social Work, University of Calgary

### **Methodology & General Findings on Actions that need to be Taken to Promote the Health Equity and Mental Health of Black Canadians, Specifically Refugees**

We used concept mapping techniques and worked with service providers, community leaders and volunteers to generate and organize statements of actions that need to be taken to promote the health equity and mental health of Black Canadians. The most important and least implemented clusters will be presented and discussed.

**Dr. Regine Uwibereyeho King**, Associate Professor, Faculty of Social Work, University of Calgary

**Dr. David Este**, Professor Emeritus, Faculty of Social Work, University of Calgary

### **(Re)Centering Cultural Identities and Ways of Knowing in Mental Health in Practice**

Canada's Black refugees find culturally relevant approaches to mental health very important but lacking in mainstream counseling services. Many rely on their ways of knowing for emotional support, though these are not viewed as important in promoting their mental health. Controversies and recommendations emanating from these perspectives will be discussed.

**Dr. Sophie Yohani**, Professor, Department of Educational Psychology, University of Alberta

**Regine King**, Associate Professor, Faculty of Social Work, University of Calgary

**Kate Rozendaal**, Doctoral Student, Department of Educational Psychology, University of Alberta

## **SESSION 44 (H2) – roundtable / table ronde**

### **Small Acts of Decolonization**

Through this sharing circle, we revisit 'multiculturalism' in Canada when racial inequities are starkly visible, and cries for social justice are loud. We share experiences from the ongoing StOries Project at CERC in Migration and Integration; and we invite your reflections on centring counter-narratives as acts of resistance in your work.

**CHAIR > Alka Kumar**, Research Fellow, Canada Excellence Research Chair (CERC) in Migration and Integration, Ryerson University

**Ozlem Atar**, PhD Candidate, Queen's University, Cultural Studies Graduate Program

**Yusuf Abdulkareem**, Master of Human rights student, University of Manitoba

## **SESSION 45 (H3) – workshop / atelier**

### **Multiculturalism and Physical Culture: Lessons Learned from Top Down and Bottom Up Approaches to Sport and Physical Activity**

This workshop will examine how multiculturalism, as a demographic reality, policy, and opportunity, is applied and lived within the sport context. Presenters will examine both community-based sport organizations and municipal policies to explore the various dimensions of multiculturalism, what it makes possible and where it falls short.

**Dr. Yuka Nakamura**, York University

**Dr. Peter Donnelly**, University of Toronto

**Gobi Sriranganathan**, York University

**Dr. Lyndsay Hayhurst**, York University

## **SESSION 46 (H4) – workshop / atelier**

### **From Multiculturalism to Antiracism in the Context of Global Pandemic**

This workshop will discuss COVID pandemic as a factor that challenged and changed the rhetoric of multiculturalism toward antiracism. Using evidence how different ethnic communities experienced the outbreak, the presenters suggest theories and praxis to renegotiate intersectionality and transcultural identities through the lenses of antiracism in post-COVID Canada.

**Ricardo Morales**, CCIS, *"The role Antiracism rhetoric can play as a strategy for change within a multicultural context"*

**Jingzhou Liu**, University of Calgary & Sinela Jurkova, CCIS, *"Exploring Intersectionality and Transculturality through antiracism lenses"*

**Shibao Guo & Yan Guo**, University of Calgary, *"Toward pandemic anti-racism education: Combating racism and xenophobia in post-COVID-19 Canada"*

## **SESSION 47 (H5) – workshop / atelier**

### **Understandings and Practices of Multiculturalism Among Recent and Long-Standing Immigrant Communities in Canada**

Since 1971, multiculturalism has not only been an official policy in Canada, but it has also become an integrated part of Canada's national identity. This workshop focuses on the perspectives of those who are meant to benefit from multiculturalism policies, i.e., immigrants themselves. Through several case studies, the speakers explore what it means for different ethnic immigrant communities to live in a multicultural and diverse society and how they perceive (and actively practice) multiculturalism in their day-to-day life in Canada. In doing so, the workshop is particularly interested in comparing how the different backgrounds of immigrants – e.g., their ethnicity, religious affiliation, positions of relative privilege or lack thereof, economic status and immigrant generation statuses – impact these experiences and perceptions.

The first presentation examines the evolution of the post-World War II Dutch Christian communities from voluntary segregation to growing civic engagement. Being aware of their socio-political and legal privileges, Dutch Christian groups have served as strong voices in the Canadian public square to promote a cohesive, multicultural, and pluralist society.

The second presentation explores the perceptions of multiculturalism among young and highly skilled German migrants who recently moved to Canada. Specifically, it examines the importance that these relatively privileged immigrants ascribe to living in multicultural cities in terms of facilitating their integration and feelings of belonging.

The third presentation examines the lived-experiences of visible-minority immigrants residing in Brooks, Alberta: a small-sized municipality with a significant immigrant population. The presentation intends to further discussion on immigrant settlement in non-gateway cities through topics of: immigrants' lived-experiences, perspectives on inclusion and belonging, municipal attraction and retention, and place-based integration.

**Mariia Alekseevskaia**, University of Ottawa

**Anke Patzelt**, University of Ottawa

**Ryan Lok**, Ryerson University

## **SESSION 48 (H6) – workshop / atelier**

### **Ethnic Media for Outreach Professionals: Strengthening DE&I Initiatives by Engaging Multicultural Community Media**

Understanding multicultural media is key to any action on diversity, equity, and inclusion issues in real time. Six experts will share more than a hundred years of unique experience, followed by an audience Q&A on the practical how to of cross-cultural media relations and outreach, with take away tip sheets.

**MODERATOR > Silke Reichrath**, Editor in Chief, MIREMS

**Madeline Ziniak**, C.M.,O.Ont. Chair, Canadian Ethnic Media Association, *"Forty years on: The history and causes of organized ethnic media"*

**George Abraham**, Publisher, New Canadian Media, *"Ethnic journalism then and now: a key to understanding cultural diversity"*

**Andrew Griffith**, fellow of the Canadian Global Affairs Institute and the Environics Institute, former director general of Citizenship and Multiculturalism (now Immigration, Refugees and Citizenship Canada), *"Ethnic media reactions today in the context of grass roots strategic communications"*

**Silke Reichrath**, Editor in Chief, MIREMS, *"What you would find if you could read thirty languages: joining the multilingual conversation"*

**Blythe Irwin**, Sources and Outreach Director, MIREMS, *"Getting to know and reaching out to your ethnic media"*

**Andres Machalski**, President, *"Forty-four years of ethnic media relations: lessons learned"*

### **3:15 – 3:45 pm**

Visit the poster sessions / break

Visiter les séances d'affiches / pause

### **3:45 – 4:45 pm**

Block I of concurrent sessions

Bloc I de sessions simultanées

## **SESSION 49 (I1) – workshop / atelier**

### **Mobilizing for Anti-Racism in Saskatchewan**

The Multicultural Council of Saskatchewan and its partners will share how they educate and mobilize the multicultural community and settlement sector to engage in anti-racism work with a variety of audiences. We will share many practical ideas for successful initiatives that can be adapted for your community.

**Joely BigEagle Kequahtoway**, Buffalo People Arts Institute, *"Community forum with buffalo art activism"*

**Michelle Hassler**, Prince Albert Multicultural Council, *"Community forum"*

**Russell McAuley**, Saskatchewan Intercultural Association, *"Education and Reel to Real film festival"*

**Bula Ghosh**, South West Multicultural Association, *"TRC events in Southwest" Saskatchewan*

**Deanna Baje**, South West Newcomer Welcome Centre, *"Youth leadership"*

## **SESSION 50 (I2) – workshop with three separate individual presentations / avec trois présentations individuelles**

### **Cultural Competency and Employment Equity - What do Employers do to Create Cultural Awareness? Is it Needed? What does it Mean to be Culturally Competent?**

Have you ever been in a situation where you had to leave all you knew behind to settle in a new culture, with new people, with new rules and conditions? As educators and inclusion experts, we would like to raise the question: As employers and educators, do you possess the cultural competency to hire and work with individuals who are affected by minority stress in a trauma informed environment? What are your unconscious biases and how do they inform your interactions? This can be scary, but don't let your fears prevent you from doing it, let's talk about it.

**Viviana Zea**, Project Manager of inclusive hiring initiatives, Magnet

**Denise Tardiff**, Manitoba Industry-Academia Partnership, University of Manitoba

### **Canada, Italy and Thailand: A Comparative Analysis of Policies and How COVID-19 Responses Impacted Migrant Workers in the Agricultural Sector**

Many countries rely on migrant workers to meet agricultural labour demands. We analyze the labour migration policies and COVID-19 responses in Canada, Italy, and Thailand to compare and contrast migrant worker experience by country. Despite the importance of migrant workers, many face policy challenges and abuses exacerbated by COVID-19.

**Liam Richardson**, Research Assistant, Mount Royal University , Calgary, Alberta

**Rachael N. Pettigrew**, Mount Royal University , Calgary, Alberta

### **Anti-Racism's Impact on Multiculturalism Policy and Programming in Canada**

In light of – and in spite of – Canada's colonial past, present inequities, pervasive systemic racism, and growing calls for reforming oppressive policies and institutions, our country holds promise in its espoused commitments to multiculturalism. This presentation will explore how anti-racism is emerging to influence the public discourse around our multicultural policy, curriculum, and programming.

**Darren E. Lund**, Werklund School of Education, the University of Calgary

## **SESSION 51 (I3) – workshop / atelier**

### **Entre multiculturalisme et interculturalisme: les sépharades du Québec**

Les migrations des juifs.ves du Maroc vers le Canada débutent en 1956, puis s'intensifient au tournant des années 1970. Ainsi, leur processus d'établissement se déploie dans un contexte marqué par l'adoption d'une politique multiculturaliste par l'État canadien. Ce panel permettra de visibiliser différentes facettes de l'histoire de cette communauté, tout particulièrement en ce qui concerne la mise en place de leurs propres organisations communautaires et des initiatives promouvant la transmission identitaire tout en assurant leur incorporation à la société majoritaire. On s'interrogera sur leur affirmation du fait français, propre à l'interculturalisme québécois, court-circuitant ainsi le multiculturalisme, tout en défendant le communautarisme promu par le multiculturalisme canadien.

**Yolande Cohen**, professeure en histoire à l'Université du Québec à Montréal et directrice du Groupe de recherche histoire, femmes, genre et migration

**Christine Chevalier-Caron**, doctorante et chargée de cours au département d'histoire de l'Université du Québec à Montréal et coordonnatrice au Groupe de recherche histoire, femmes, genre et migrations

**Samia Dumais**, candidate à la maîtrise en histoire à l'Université du Québec à Montréal et assistante de recherche au Groupe de recherche histoire, femmes, genre et migration

## **SESSION 52 (I4) – workshop / atelier**

### **Child Language Brokering in Calgary: A Study of Practices and Interventions in a Canadian Settlement Context**

Language Brokering (LB) is a practice by non-English speaking parents using their children as interpreters in formal and complex situations. The situations can be uncomfortable to the children. This project conducted research on how to equip immigrant parents and youth with tools to mitigate the negative impacts on immigrant youth.

**Cesar Suva**, Ph.D, Director, Research & Program Development, The Immigrant Education Society, Calgary Alberta, *"Child Language Brokering in Calgary: Past studies, Settlement Context and Research Methodology"*

**Anusha Kassan**, Ph.D, RPsych, Associate Professor, High Impact Position in Child & Youth Mental Health, Adjunct Associate Professor, WSE University of Calgary, Past-Chair, CPA Section on Counselling Psychology, ECPS, Faculty of Education, The University of British Columbia, *"Child Language Brokering in Calgary: Past studies, Settlement Context and Research Methodology"*

**Erica Amery**, Ph.D, The Immigrant Education Society, Calgary Alberta, *"Language Brokering in Calgary: Multilingual Interviews-results and insights"*

**Walaa Katoue**, MA, Research Assistant, Faculty of Education, The University of British Columbia, *"Language Brokering in Calgary: Multilingual Interviews – results and insights"*

**Shekoufeh Amer**, MA Research Assistant Faculty of Education, The University of British Columbia, *"Language Brokering in Calgary: Pilot intervention results"*

**Geneca Henry**, Research Coordinator, The Immigrant Education Society, *"Language Brokering in Calgary: Pilot intervention results"*

**SESSION 53 (I5) – workshop with two individual presentations /  
atelier avec deux présentations individuelles**

**At the Intersection of Race and Gender: Unpacking the Housing Experiences of  
Racialized Refugee Women in Canada**

Service providers have recognized and developed programs tailored to the settlement needs of newcomer women in Canada. Yet, racialized refugee women continue to experience various barriers to accessing safe and affordable housing. This study explores the essential roles service providers play in supporting housing access for racialized refugee women.

**Mary-Kay Bachour**, post-Doctoral Fellow , University of Toronto

**Brain Drain and Brain Gain in Canada Revisited**

This study examines the phenomenon of brain drain in Canada. We find that although Canada's skilled labor in STEM fields have a strong tendency to move to the United States, STEM-trained economic immigrants show potentials of making up for this loss as they outperform non-immigrants in terms of skill utilization.

**Giao Dang**, Western University

**SESSION 54 (I6) – workshop with two separate individual presentations /  
avec deux présentations individuelles**

**Reconceptualizing the Role of Belonging in Canadian identity**

Canadian identity is often compared to a "mosaic." However, after 13 focus groups across healthcare, education, Indigenous community members, government, and more, it is clear that fitting in requires adopting particular Anglo-Saxon "shapes." This presentation covers a collaboratively created definition of belonging, barriers to belonging, and imagines ways forward.

**Michelle Lam**, M.A., Ph.D, Director, BU CARES Research Centre, Faculty of Education, Brandon University

**Reimagining Canadian Identity: Multiculturalism**

In the last 50 years since multiculturalism became a pillar of Canadian policy, waves of new immigrants have settled in Canada changing the reality of what it means to be a Canadian. Canadian identity will be interrogated with respect to multicultural contribution in light of recent challenges.

**Professor Anne MacLennan**, York University

