



24TH METROPOLIS CANADA CONFERENCE

REOPENING CANADA: LOOKING TO THE FUTURE OF IMMIGRATION, SETTLEMENT AND INTEGRATION

PRELIMINARY DRAFT PROGRAM

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

24E CONGRÈS METROPOLIS CANADA

RÉOUVRIR LE CANADA : UN REGARD SUR L'AVENIR DE L'IMMIGRATION, DE L'ÉTABLISSEMENT ET DE L'INTÉGRATION

ÉBAUCHE DU 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 l'atelier.

Veillez 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 posté prochainement.

THURSDAY, MARCH 24 / JEUDI 24 MARS

As of / À partir de 7:15 am

Registration / Visit the Exhibitors and Poster Presentations

Inscriptions / Visite des Kiosques des exposants et des Présentations d'affiches

8:30 am – 9:00 am

Welcome and Opening Remarks / Discours de bienvenue et d'ouverture

- **Jean Teillet**, Conference Honorary Co-Chair, Attorney, Author and Great Grand-Niece of Louis Riel / Coprésidente d'honneur du congrès, avocate, auteure et arrière-petite-nièce de Louis Riel
- **Naheed K. Nenshi**, Conference Honorary Co-Chair, former Mayor of Calgary, Alberta / Coprésident d'honneur du congrès, ancien maire de Calgary, Alberta

9:00 am – 9:15 am

Opening Address / Mot d'ouverture

- **The Honourable / L'Honorable Sean Fraser**, MP for Central Nova, Minister of Immigration, Refugees and Citizenship Canada / Député représentant Nova-Centre, Ministre de l'Immigration, des Réfugiés et de la Citoyenneté Canada

9:15 am – 10:30 am

Plenary Session 1 / Séance plénière 1

The Impact of the Pandemic on the Labour Market and Social Outcomes of Newcomers to Canada

The ongoing crisis resulting from the global pandemic has presented a set of unprecedented challenges for the service providers and policy makers in Canada's immigration sector. There is considerable evidence pointing to the disproportionate impact of the pandemic on the labour market and social outcomes of newcomers to Canada. In 2020, the number of immigrants admitted to Canada was reduced by nearly half relative to the previous year. By 2021, however, the annual immigration arrivals attained a single year record with just under 400 000 admissions. How did newcomers, immigrant service providers and policy makers respectively deal with the volatility of the past two years? What are the main challenges in newcomer adjustment over the course of the pandemic? Plenary speakers will offer insights into migration management with a focus on health, jobs, education, language training and other measures.

- Session Chair: **Patrick MacKenzie**, CEO of the Immigrant Employment Council of BC
- **Corinne Prince**, Director General, Immigration, Refugees and Citizenship Canada
- **Neelam Sahota**, Chief Executive Officer of DIVERSEcity Community Resources Society
- **TBC**

L'impact de la pandémie sur le marché du travail et les parcours sociaux des nouveaux arrivants au Canada

La crise actuelle provoquée par la pandémie mondiale a présenté une série de défis sans précédent pour les fournisseurs de services et les décideurs du secteur de l'immigration au Canada. De nombreux éléments indiquent que la pandémie a un impact démesuré sur le marché du travail et les parcours sociaux des nouveaux arrivants au Canada. En 2020, le nombre d'immigrants admis au Canada a été réduit de près de la moitié par rapport à l'année précédente. Cependant, en 2021, les arrivées annuelles d'immigrants ont atteint un record pour une seule année, avec un peu moins de 400 000 admissions. Comment les nouveaux arrivants, les fournisseurs de services aux immigrants et les décideurs politiques ont-ils respectivement géré l'instabilité de ces deux dernières années ? Quels sont les principaux défis de l'adaptation des nouveaux arrivants au cours de la pandémie ? Les intervenants en séance plénière donneront un aperçu de la gestion des migrations en mettant l'accent sur la santé, l'emploi, l'éducation, la formation linguistique et d'autres mesures.

- Président de la séance : **Patrick MacKenzie**, Président et Directeur général d'*Immigrant Employment Council of BC*
- **Corinne Prince**, Directrice générale, Immigration, Réfugiés et Citoyenneté Canada
- **Neelam Sahota**, Présidente et Directrice générale de *DIVERSEcity Community Resources Society*
- **TBC**

10:30 am – 11:00 am

Break / Visit the Exhibitors Booths and Poster Presentations

Pause / Visite des Kiosques des exposants et des Présentations d'affiches

11:00 am – 12:30 pm

Block A of concurrent sessions (workshops)

Bloc A des séances simultanées (ateliers)

A1

LIP Research: Promising Practices in Local Level Research and National Collaboration

Research occupies an important role in the strategic and action planning activities of Local Immigration Partnerships. LIPs are actively engaging in research at the local level that results in innovative approaches and promising practices. At the same time, national-level partnerships have made locally relevant statistical data and data visualization tools more readily available to LIPs and help address gaps in research capacity. Collaborative initiatives are enhancing the capacity of LIPs to produce quality research, with clear benefits to planning, communication, project evaluation and more. This panel will explore some of those promising practices and will look to the future of collaboration between LIPs and other partners.

- **Session moderator: Douglas Olthof**, National LIP Secretariat

- **Muhi Bakiki**, Archway Community Services & Chilliwack Local Immigration Partnership, "A community-based research partnership between community organization & postsecondary institution."
- **Michael Ditor**, Community Data Program, "The Community Data Program in Partnership with the National LIP Secretariat"
- **Sandra Lee**, Simcoe County Local Immigration Partnership, "Simcoe County Immigrant Health Outcomes Survey"
- **Hindia Mohamoud**, Ottawa Local Immigration Partnership, "Ottawa's Collaborative Data Strategy to Guide Community Planning for the Integration of Immigrants"

A2

Educators and Stakeholders Collaborate: Refugee Response in Canada

This session explores a community and education partnership that was developed to support the integration of refugee children, youth and adults. Partnering together with community organizations, universities, and non-government organizations, this session explores the interconnectedness of a holistic and comprehensive model to providing support to refugee communities. Focusing on trauma healing, vicarious trauma, and trauma-informed approaches, the presenters will discuss promising practices and lessons they have learned in working together through research, practice and community outreach activities.

- **Jan Stewart**, University of Winnipeg, "School Support and Community Connections: Meeting the needs of Refugee Students"
- **Dania El Chaar**, University of Calgary, "Promising Practices and Lessons Learned: A Cultural Broker Lens to Settlement"
- **Kari McCluskey**, Aurora Family Centre, "Vicarious Trauma and the Caregiver"
- **Elizabeth Andrea**, Women for Women of South Sudan, "A community Approach to Trauma Healing"

A3

Impact des discriminations raciales sur l'intégration des immigrants francophones en Ontario

La diversité et l'inclusion constituent les pierres angulaires de la société canadienne, quelque chose dont tous les Canadiennes et Canadiens peuvent se réjouir. Cependant, il reste de véritables défis à relever en matière de discriminations raciales notamment sur l'intégration des personnes immigrantes d'origines africaine dans les communautés francophones en situation minoritaire en Ontario. Le Réseau en immigration francophone du Centre Sud-Ouest (RIFCSO) avec l'appui de ses partenaires du milieu de la recherche, à travers cet atelier, veut présenter comment ces discriminations raciales constituent un véritable défi d'intégration économique des immigrants francophones d'origine africaine.

- **Jean Claude N'da**, Réseau en Immigration Francophone du Centre-Sud-Ouest de l'Ontario

- **Gertrude Mianda**, Glendon-York University

A4

Our Experiences-Our Voices: Equity, Diversity, and Inclusion in Academia

This workshop will present the transformative journey of racialized and immigrant faculty members in Canadian post-secondary institutions. Using autoethnography as a reflective methodology, we will share our personal, professional growths, challenges, and resiliency in the path of social justice. Grounded on our own experiences, the workshop aims to (1) help participants critically understand the intersectional challenges experienced by immigrants and racialized academic communities and (II) unpack resiliencies in Canadian post-secondary institutions.

- **Dr. Baiju Vareed**, MacEwan University
- **Dr. Hellen Gateri**, MacEwan University
- **Dr. Rita Dhungal**, University of Fraser Valley

A5

A confirmer / A venir

A6

Understanding and Dismantling Impacts of Racism on Black and Racialized Communities in Burnaby

This workshop will provide an overview from two projects undertaken by Burnaby Together (BT), a coalition working to address hate and racism. Community engaged research to examine the underlying causes of systemic and institutionalized racism faced by racialized newcomers and co-design solutions; and ii. Strengthening community capacity to support individuals that experience racism and hate. Attendees will explore the role of partnerships and collaborations that centre racialized communities in furthering our understanding of the lived experiences of racialized newcomers who face racism and inequities to then be better equipped to co-create solutions with the communities.

- **Moderator, Ana Maria Bustamante**, Burnaby Intercultural Planning Table/ Burnaby Together
- **June Francis**, Colab/Simon Fraser University, "Understanding and Dismantling Racism"
- **Kristina Henriksson**, Colab/Simon Fraser University, "Understanding and Dismantling Racism"

- **Sangeeta Subramanian**, Chetana Consulting, "Building Community Supports to address racism"
- **Rebekah Mahaffey**, City of Burnaby, "Anti-racism at the City of Burnaby"

A7

Settlement Supports for Newcomers in Rural Communities across Canada

Description to come / Description à venir

- **Kathryn Dennler**, The Conference Board of Canada, "Geographic Gaps in Settlement Services in Rural Communities: Examining Where, Why, and What Next"
- **Ginette Gautreau**, Conseil multiculturel du Nouveau-Brunswick | New Brunswick Multicultural Council, "Rural Settlement Network: Building Capacity and Strengthening Rural Settlement Services through Collaboration"
- **Leesha Kanbour**, Alberta Association of Immigrant Serving Agencies, "AAISA's Rural Settlement Systems Study: Comparing municipal contexts, strategies, and opportunities for development"
- **Jennifer Freeman**, PeaceGeeks, "Necessity is the Mother of Invention: Learning from digital and non-digital innovation in Rural and Small Centres"

A8

Dynamic Dashboards Helping Solve Complex Social Problems

Data can be transformed into information when it is viewed in context. It can be measured, collected, reported, and analyzed. Most nonprofits are collecting data, but few know how to utilize it effectively. Immigrant Services Calgary is using Dynamic Dashboard technology to visualize data trends in order to improve policy and service delivery. This workshop will explore the various ways in which data can empower and lead to enhanced decision making.

- **Hyder Hassan**, Immigrant Services Calgary
- **Usman Khan**, Immigrant Services Calgary
- **Garlon Yau**, Luniko Consulting

A9

Discrimination and Racism in Employment: Perspectives from both Racialized Newcomer Women and Employers

Hear results from two studies and an initiative to address systemic racism in immigrant services. 1) Racialized newcomer women who participated in the CPRNW Pilot shared their perceptions and personal experiences with discrimination and racism in employment, including impacts of the discrimination on

their well-being. 2) Toronto Region Immigrant Employment Council survey results with employers in the GTA on their equity, diversity and inclusion priorities and actions taken, including their perspectives on the inclusion of newcomer women. 3) Tri-Cities Local Immigration Partnership is implementing and evaluating an anti-oppression approach to build capacity in immigrant-serving agencies to combat systemic racism in Metro Vancouver.

- **Suzanna Gurr**, Social Research and Demonstration Corporation (SRDC)
- **Adwoa Buahene**, Toronto Region Immigrant Employment Council
- **Cameron Abigail**, S.U.C.C.E.S.S

A10

Addressing System Barriers To Vaccine Access for Vulnerable Newcomers

The Calgary Indigenous Community Clinic was established in response to persistent systemic barriers known to influence access to health services. This included marginalized groups from: urban indigenous communities, immigrant, refugee, ethnocultural communities, and TFW's. This initiative was made possible through novel cross sector partnerships to provide Alberta's first Civil society driven vaccine clinic designed to ensure cultural safety, and equity and access to public health services. CCIS informed the design of the newcomer access to the clinic, and provided logistical, language and communication support to all Calgary destined Refugees from January 2018 to May 2020 resulting in over 5,000 outreach calls and 729 doses.

- **Amanda Koyama**, Calgary Catholic Immigration Society (CCIS)
- **Fariborz Birjandian**, Calgary Catholic Immigration Society (CCIS)
- **Salim Samanani**, Okaki Health
- **Amanda Weightman**, Habitus Collective

A11

Building a Culture of Engagement and Collaboration with Data and Research

AAISA facilitates the Provincial Engagement Initiative (PEI) which is comprised of participants across four committees. AAISA utilizes data collected from the annual Alberta Settlement and Integration Sector Survey as a foundational tool for strategic, stakeholder engagement and planning. The survey data features current priorities, areas of improvement, and systems-level issues that impact newcomer-serving agencies and in turn, is synthesized into PEI discussions. By demonstrating the success of AAISA's PEI through data utilization to collaborate with stakeholders within the sector, we show that identifying system-level challenges can lead to collaborative solutions to promote shared visions of settlement and integration for newcomers.

- **Ashley Vu**, Alberta Association of Immigrant Serving Agencies (AAISA)

A12

Measuring Multiple and Intersectional Identities Part 1: Exploring health outcomes for visible minority groups through an inclusion framework

The first session of our two-part series will assess the intersectionality of select health outcomes from the Canadian Index for Measuring Integration and Inclusion (CIMII) across various markers of identity. Using data from the most recent Canadian Community Health Surveys (2019 and 2020), this presentation will explore gaps between visible minority groups (Indigenous peoples, South Asian, White, Chinese, Black, Filipino, and others) across several health indicators such as satisfaction with life, self-perceived unmet healthcare needs, self-perceived mental health, and having a regular healthcare provider. This presentation will highlight how the COVID-19 pandemic has disproportionately affected the health outcomes of these groups.

- **Paul Holley**, Research Director, The Association for Canadian Studies and Metropolis Institute
- **Anh Nguyen**, Research Analyst, The Association for Canadian Studies and Metropolis Institute
- **Stefan Stefanovic**, Research Analyst, The Association for Canadian Studies and Metropolis Institute
- **Commentator: Lori Wilkinson**, University of Manitoba

A13

Service Framework: How Gateway scaled up the Calgary East Zone COVID-Response Collaborative Case Study

This workshop will highlight the success and ongoing improvement of Calgary's East Zone Newcomer Collaborative (CENC), which was formulated to respond to vulnerable communities in Calgary's East Zone and ultimately led to converting the city's least vaccinated population to a 99% vaccination rate. The CENC allowed Immigrant Services Calgary to conduct early testing of our Gateway technology, which proved to be highly successful. This collaborative involves health services, government, and settlement agencies, and introduced coordinated systems to support all client needs during the pandemic.

- **Geoff Couldrey**, Immigrant Services Calgary
- **Hyder Hassan**, Immigrant Services Calgary
- **Alka Merlin**, Immigrant Services Calgary

A14

The Future of Language Training in Canada's Settlement Sector

This workshop will explore the future of language training for settlement in an increasingly uncertain world. The Immigrant Education Society's (TIES) Language Team will discuss the many disruptions to traditional classroom service delivery encountered since the onset of the COVID-19 pandemic, as well as

the many technological solutions that were embraced by their clients. They will conclude with some futures-thinking that asks us to consider which of these new approaches might just stick around, and whether they can make Canada's settlement sector more resilient in the face of increasing social, political, and environmental change.

- **Irina Copil**, The Immigrant Education Society (TIES)
- **Jana Ciobanu**, The Immigrant Education Society (TIES)
- **Kerry Howard**, The Immigrant Education Society (TIES)

11:00 am – 12:30 pm

Block AR of concurrent sessions (roundtables)

Bloc AR des séances simultanées (tables rondes)

AR1

Engaging Employers: What it takes to spark interest and the partnership efforts required to keep them growing

Effective strategies and tactics to engage and involve employers in the settlement process requires a coordinated effort across the sector. In this session, the National Network of Immigrant Employment Councils are hosting roundtable conversations with settlement service providers to share, learn about and discuss successful partnerships and promising best practices that are encouraging employer action and influencing newcomer hiring and retention practices.

- **Session moderator: Rania Younes**, IEC-BC
- **Patrick MacKenzie**, IEC-BC,
- **Bruce Randall**, CRIEC
- **Doug Piquette**, ERIEC
- **Henry Akanko**, HIO
- **Sienna Taylor**, Immmploy
- **Vivian Kinnaird**, NWPB
- **Robyn Webb**, Halifax Partnership

AR2

New Approaches in Generating Funding for the Immigrant Serving Sector

What methods can the settlement sector employ to generate or supplement funding? Join this roundtable discussion where we will be exploring examples of different approaches, partnership models and strategies settlement organizations are taking to increase their capacities to better serve their clients.

This discussion is a part of the WES Mariam Assefa funded project "Envisioning the Future of the Immigrant Serving Sector".

- **Jake Hirsch-Allen**, North America Workforce Development and Higher Ed System Lead, LinkedIn
- **Bruce Dewar**, President and CEO, LIFT Impact Partners
- **Salman Khan**, Director, Resource Development, Immigrant Services Calgary
- **Erika Lambert**, ACS-Metropolis
- **Lisa Abramowicz**, ACS-Metropolis
- **Sarah Kooi**, ACS-Metropolis
- **Mylène Sage**, Director, Partnerships, Lighthouse Labs
- **Katie Crocker**, CEO, AMSSA
- **Patrick MacKenzie**, CEO, Immigrant Employment Council of BC

12: 30 pm – 1:45 pm

Lunch / Diner

1:45 pm – 3:15 pm

Block B of concurrent sessions (workshops)

Bloc B des séances simultanées (ateliers)

B1

Cross-sectoral Perspectives on the Health and Integration of Mothering Refugee Women

Refugee women's experience disproportionate access to health services across Canada. Our workshop takes a multisectoral approach with this widespread health inequity in this population. First, we present key findings from a longitudinal study on Syrian refugee women's resettlement experiences in British Columbia. Syrian women were recruited as peer research assistants (PRAs). Secondly, we present findings on public health nurses' processes used to support mothering refugee women. Our third presenter is a Masters graduate who explored perinatal healthcare provider's health literacy and mental health of migrant women. Experiences and ethical considerations of working with refugee PRAs will also be conveyed.

- **Dr. Joyce O'Mahony**, Thompson Rivers University, "Using Longitudinal Participatory Action Research to Support Syrian Refugee Mothers in the Resettlement Period"
- **Dr. Shahin Kassam**, University of Victoria, "How public health nurses work and support mothering refugee women in the community: Findings from a Constructivist Grounded Theory"

- **Conchitina Lluch**, Thompson Rivers University, "Health Literacy of Healthcare Providers and Mental Health Needs of Immigrant Perinatal Women"
- **Dr. Shahin Kassam**, University of Victoria, "Syrian refugee Peer Research Assistants (Amal, Marwa, Esraa, Souzan) Partnering with Refugee Women within the Research Process"
- **Dr. Nancy Clark**, University of Victoria, "Addressing ethical gaps in working with refugees as peer researchers"

B2

Rethinking Permanent and Temporary Residents in Essential Work: Insights from COVID-19

The pandemic has put the spotlight on both permanent and temporary residents working in essential occupations – their critical contributions to the provision of essential goods and services, as well as the challenges they face. Many essential sectors are immigrant-intensive, and some rely significantly on temporary workers. The session focuses on the role of (im)migrants in essential work, featuring the existing challenges around working conditions, visa status and overqualification, with deep dives into sectors such as agriculture and long-term care. It will feature data, evidence, and discussions to inform immigration pathways and programming towards creating more resilient essential sectors and better jobs for immigrants.

- **Yilmaz Ergun Dinc**, Senior Research Associate, Immigration, The Conference Board of Canada, "Valued Workers, Valuable Work: The Current and Future Role of (Im)migrant Talent"
- **Tanya Basok (TBC)**, University of Windsor, "Essential yet Unprotected: Migrant Farmworkers' Perspectives on Working and Living during the COVID-19 Pandemic (joint presentation)"
 - **Leah F Vosko**, York University
 - **Glynis George**, University of Windsor
- **Marie-Solange Evehe Bebandoue**, Calgary Immigrant Women's Association, "Immigrant Women Experiences in Long Term Care"

B3

Reimagining Settlement Services: The Promises and Challenges of SWIS Programming

In this talk an overview of the Settlement Workers In Schools (SWIS) program in the PNT Region will be provided. The topics such as school settlement work during COVID- 19, sustaining SWIS activities during the pandemic in small and rural settings and effective working relationships with schools will be discussed. Reimagining and designing a more impactful and innovative SWIS program, as well as anticipated challenges are the other components of this talk.

- **Maryam Karimi**, PNT Region SWIS Coordinator- SAISIA, "School Settlement Work during COVID-19"

- **Oliver Kamau**, Director of Programs- Edmonton Immigrant Services Association (EISA), "Decentering Settlement Services: The Impact and Promises of SWIS as an Innovative Model"
- **Jana McKee**, Program Director- Seven Oaks Immigrant, "SWIS in Context of Youth"
- **Lisa DeGara**, Manager - Small Centres for Action for Healthy Communities, "Enhanced SWIS: Identifying Needs, Supporting Families, and Building Bridges in Small Communities"
- **Meagan Botelho**, SWIS Program Manager- N.E.E.D.S. Inc., "Building Effective Working Relationships with Schools"
- **Ricardo Morales**, Director, Community Development and Integration Services & Southern Alberta Rural Initiatives - Calgary Catholic Immigration Society, "Sustaining SWIS Programming Throughout the Pandemic in a Small Rural Setting"
- **Janine Hart**, Executive Director- The Humboldt Regional Newcomer Centre, "Designing an Effective SWIS for Small Centre Rural"
- **Yic Camara**, PNT Region Francophone SWIS Coordinator - FRAP, "Francophone SWIS Best Practices"

B4

Cultivating a Sense of Belonging in an Inclusive Community

When addressing diversity, equity, and inclusion, we often misrecognize the role of belonging as an emotional and experiential outcome. This session will discuss how intersectionality and the COVID pandemic have impacted the sense of belonging in the Canadian context. From an immigrant perspective, we will review readiness and assessment to create conditions conducive for newcomer integration and their sense of belonging. Anecdotes and observations from this process in small communities will be shared. To parallel Western notions of intersectionality, the session will also explore the Indigenous paradigm of relationality to highlight how inclusivity is embedded and part of the worldview of Indigenous peoples.

- **Sinela Jurkova**, Calgary Catholic Immigration Society (CCIS), "Intersectionality and COVID-pandemic as factors impacted the sense of belonging"
- **Dr. Gabrielle Lindstrom**, Taylor Institute for Teaching and Learning, University of Calgary, "The Indigenous paradigm of relationality and how inclusivity is embedded in the worldview of Indigenous peoples"
- **Ricardo Morales**, Calgary Catholic Immigration Society (CCIS), "Community readiness for creating conditions that support immigrant integration, inclusion and sense of belonging in small centres"
- **Marokh Yousifshahi**, Alberta Association of Immigrant Serving Agencies (AAISA)

B5

Providing Future Skills for Immigrant Settlement and Integration

Compared to Canadian-born people, newcomers have higher unemployment rates. Numerous studies have identified various barriers, including systemic and individual discrimination, non-recognition and devaluation of credentials and work experience obtained outside of Canada, immigrants' lack of familiarity with Canadian work culture, and lack of social networks. However, there is little to no information on the foundational and transferable skill levels of newcomers or the skill gaps between immigrants and Canadian-born individuals. This workshop includes three studies: 1) Current Skills Gaps among Immigrants, 2) Immigrants' Response to Labour Market Demands over the Pandemic, and 3) Skills Training for Immigrants.

- **Wendy Cukier**, Ryerson University

B6

To be confirmed / A venir

B7

Try uMetropolis: Managing Migration in Times of Crisis

In this session, attendees will be invited to try the uMetropolis course Managing Migration in times of Crisis. Spaces will be limited and distributed on a first-come, first-served basis.

- **Christopher Surtees**, The Association for Canadian Studies and Metropolis Institute

B8

Measuring Multiple and Intersectional Identities Part 2: Exploring the Social and Civic & Democratic participation outcomes through an inclusion framework

Using data from the newly released General Social Survey - Social Identity 2020, the second session of our two-part series will explore key Social and Civic & Democratic participation outcomes such as sense of belonging, victim of discrimination, number of close friends, voting and volunteering from the Canadian Index for Measuring Integration & Inclusion (CIMII). The presentation will compare findings from the 2020 survey with findings from previous years, revealing the differential impacts of COVID-19 on immigrants across a diverse set of identity markers.

- **Paul Holley**, Research Director, The Association for Canadian Studies and Metropolis Institute
- **Anh Nguyen**, Research Analyst, The Association for Canadian Studies and Metropolis Institute

- **Stefan Stefanovic**, Research Analyst, The Association for Canadian Studies and Metropolis Institute
- **Commentator: Simona Bignami**, Université de Montréal

B9

Complete vs. Compete

Finding a common language is essential for communication, and this holds true in building community stakeholder relationships. In order to expand relationships during the pandemic, Immigrant Services Calgary worked with various community partners to address common goals. To foster sound relationships, strategies for identifying respective pain points are implemented. Through the identification of challenges, relationships are strengthened, and trust is built. Strong stakeholder relationships are an important key to success throughout the pandemic and beyond. This workshop will deep-dive into best practices for building successful relationships.

- **Hyder Hassan**, Immigrant Services Calgary
- **Casey Kennedy**, Immigrant Services Calgary
- **Donna Finley**, Immigrant Services Calgary

B10

Rural Newcomer Settlement Work – Effects of COVID-19 on Rural Settlement Service Provider Organizations (SPOs) and newcomers in rural areas

Since the beginning of the pandemic, with the direction and guidance of Dr. Ray Silvius and Research Lead Amanda Carvalho, research has been taken in Manitoba, Saskatchewan and Alberta place that: Demonstrates challenges that rural SPOs are facing in offering services during the pandemic; Learn from service users of the economic and social impacts they are facing during the pandemic and how rural SPOs may be of assistance during this time; Learns from newcomers new challenges they are facing during the pandemic, including those pertaining to employment and in accessing services; Takes into account community and economic development post COVID 19. This research process, findings and recommendations will be presented.

- **Don Boddy**, MANSO
- **Janvi Tuteja**, SAISIA
- **Leesha Kanbour**, AAISA

B11

Indigenous Education for Newcomers

In response to a Truth and Reconciliation Commission (TRC) recommendation, the Centre for Newcomers created the Indigenous Education for Newcomers (IEFN) workshop. The recommendation is “to reflect a more inclusive history of the diverse Indigenous peoples of Canada including information about the Treaties and the history of residential schools”. IEFN seeks to bring newcomers and Indigenous persons together through informative activities in partnership with an Elders’ Advisory and an advisory of representatives from immigrant-serving agencies and indigenous services. The learnings from IEFN on Treaty 7 land can be used for national scope to further the goals of the TRC.

- **Anila Lee Yuen**, Chair & CEO, Centre for Newcomers
- **Cindy Provost**, Centre for Newcomers
- **Sally Zhao**, The Immigrant Education Society

B12

Sport is not an Equal Playing Field: Winnipeg's Anti-Racism in Sport Campaign

The Anti-Racism in Sport Campaign seeks to address, disrupt and eliminate racism and discrimination in sport experienced by First Nations, Métis Nation, Inuit, Black, Racialized, and religious minority communities in Winnipeg. In this workshop, presenters will share insights into the development and implementation of the Campaign and its activities: 1) middle school presentations with professional athletes and community sport leaders, 2) training for sport stakeholders, 3) a public awareness campaign, 4) an Anti-Racism in Sport Accord, and 5) a research project conducted by the University of Manitoba that included an extensive literature review and 12 online focus groups, involving 39 participants (findings will be presented).

- **Moderator: Jessica Praznik**, Immigration Partnership Winnipeg, Project Manager
- **Allen Mankewich**, Immigration Partnership Winnipeg, Anti-Racism in Sport Campaign Communications Coordinator, Immigration Partnership Winnipeg, Project Manager, "Building Anti-Racism in Sport Capacity: School Presentations and a Public Awareness Campaign"
- **Craig Brown**, University of Manitoba, Faculty of Kinesiology and Recreation Management, Research Consultant, "Exploring Experiences of Racism and Anti-Racism in Sport in Winnipeg: Research Findings"
- **Gololcha Boru**, Immigration Partnership Winnipeg, Project Consultant, "Anti-Racism in Sport Training: Educating Sport Stakeholders"
- **Daria Jorquera Palmer**, Immigration Partnership Winnipeg, Project Consultant, "Developing and Implementing an Anti-Racism in Sport Campaign"

B13

To be confirmed / A venir

B14

Lessons Learned from the Afghan Evacuation and Implications for Future Resettlement

The NATO evacuation in August 2021 of Afghanistan led to an unprecedented and unplanned exodus of Afghans from the country in a short period of time. The way in which the evacuation occurred, has created a unique global refugee crisis. The normal channels (UNHCR, formal refugee resettlement processes) for resettlement are not readily available as a result. This latest crisis is on top of a decade of refugee waves as a result of the Arab Spring and the rise of ISIS, which has taxed the immigration systems of numerous western nations-but Canada's doors remain open. The method by which Afghans will arrive to Canada, must take into consideration lessons learned from the past decade, and a review of how the evacuation unfolded.

- **Sasha Ghosh-Siminoff** , People Demand Change INC
- **Niousha Masoumi**, People Demand Change INC
- **Saleem Spindari**, ASPIRE program

1:45 pm – 3:15 pm

Block BR of concurrent sessions (roundtables)

Bloc BR des séances simultanées (tables rondes)

BR1

Meilleures pratiques pour l'établissement et l'intégration des élèves et leurs familles nouvellement arrivées au Canada.

Cet atelier se veut un moment de discussion et de partage des meilleures pratiques avec les fournisseurs des services, la communauté, les écoles, les nouveaux arrivants et les intervenants. Le COPA a d'abord conçu son programme à Toronto en 2010 pour répondre aux besoins réels et distincts des familles nouvellement arrivées en Ontario, plus particulièrement pour les aider à surmonter les difficultés qu'elles éprouvaient en naviguant dans le système scolaire. La reproduction du programme SWIS n'a pas donné les résultats escomptés vu que la population immigrante d'expression française était plus vulnérable et plus marginalisée et avait accès à moins de services et de ressources en français. C'est ainsi que le Programme des TÉE a été créé !

- **Louis Kdouh**, COPA NATIONAL
- **Randa Meshki**, COPA NATIONAL
- **Anne-Sophie Ruest Paquette**, COPA NATIONAL

BR2

A confirmer / A venir

BR3

System-wide Collaboration to make Credentialing an Immigrant-Centred Experience

Uncertainty around employment, prolonged and complicated accreditation processes and high costs of licensure force skilled newcomers, disproportionately women, into low-paying survival jobs. Recent research funded by Canadian Women's Foundation and Windmill Microlending highlights the complex, multi-layered credentialing process internationally-trained professionals experience when they immigrate to Canada as well as the social and emotional impact of delayed labour market integration. Our proposed roundtable will ask: How can we leverage innovative solutions and strengthen system-wide collaboration to make credentialing an immigrant-centred experience?

- **Paula Calderon Calderon**, Windmill Microlending
- **Lisa Elford**, Habitus Collective

3:15 pm – 3:45 pm

Break / Visit the Exhibitors Booths and Poster Presentations

Pause / Visite des Kiosques des exposants et des Présentations d'affiches

3:45 pm – 5:15 pm

Block C of concurrent sessions (workshops)

Bloc C des séances simultanées (ateliers)

C1

Reimagining programming and services for a Post-COVID reality in Atlantic Canada

The pandemic has brought different challenges to our province and our region. We are seeing a shift in our clientele and their needs. In this workshop, participants will learn about different programming initiatives conceived and put in action during the pandemic in New Brunswick. All of these initiatives provide support access to employment for international students, refugees, temporary foreign workers and address the changing needs of our clientele. At the end of the presentations, we will break into smaller groups to discuss the challenges of these services/programs and provide feedback to the presenters to strengthen their initiatives.

- **Session moderator: Kathryn Melvin**, YMCA of Greater Saint John
- **Olive Ozoemena**, New Brunswick Multicultural Council (NBMC), "NB Rural Settlement Network: Partnership to strengthen rural settlement services capacity"

- **Anna Mae Sy**, Multicultural Association of Greater Moncton Area (MAGMA), "Skills Launch Adult: Expansion on a successful program to support Employment for Newcomers"
- **Daniel Rito**, YMCA of Greater Saint John, "Newcomer Employment Champions & Workplace Skills for Success: Responding with programs and services to a changing clientele."

C2

From pan Canadian pre-arrival services to local support, a coordinated approach to shorten newcomers' employment journey: insights from practice

Pre-arrival programs and services are a key component of the settlement integration pathways for newcomers, and as such have proven to support (and shorten) the employment integration journey for economic immigrants, even during the pandemic. The workshop will look at specific sectors in demand in Canada – and how the leverage of expertise from pan Canadian to local pre-arrival and post-arrival services helped to support the employment integration, including in smaller cities. The workshop will discuss the lessons learned from the experience and look at the insights to continue improving positive outcomes for immigrants, their families, employers, and the communities;

- **Holly Skelton**, Colleges and Institutes Canada, "Planning for Canada pre-arrival services for newcomers: from orientation to streamlined connections to support settlement and employment pathways"
- **Vivian Rafla**, MOSAIC, "From pre-arrival to post-arrival: provincial and local support for newcomers in larger and smaller communities"
- **Linda Ryan**, British Columbia Construction Association (BCCA) - Integrating Newcomers, "How pre-arrival career coaching services support skilled immigrants looking to transition careers to the construction industry in Canada"

C3

West Asian Immigrants in Canada

When it comes to research on Asian immigrants in Canada, the focus is often on East Asians, South Asians, and Middle-Easterners. Missing in this scholarship is a narrow geographical slice – i.e., West Asia – which includes Afghanistan and Iran. The few available studies indicate that the experiences of West Asian immigrants are distinct from the other groups in many respects: cultural, social, and economic. The presentations in this session will address this lacuna in the existing immigration research in Canada, by examining the experiences of Afghan and Iranian immigrants.

- **Moderator: Hamid Akbary**, University of Calgary

- **Omid Asayesh**, University of Calgary, "How Do Emigrants' Expectations Get Shaped Before Migration? On the Importance of Sending Environment on the Immigrants' Well-being, With a Special Focus on Iran"
- **Shirin Khayambashi**, York University, "Iranian Muslim Women's experience with Violence in Greater Toronto Area and York Region"
- **Hamid Akbary**, University of Calgary, "The Diversity, the Change, and the Social: Coping with the Post-migration Gender Norms among Afghan Immigrants in Canada"
- **Abdie Kazemipur**, University of Calgary

C4

Holistic Outcome Measurement for Mentoring Programs

Measuring the Impact of employment-related Mentoring Programs for newcomers is a tricky business. However, the need to identify, quantify and analyze data has never been more important. This workshop explores Outcomes from all perspectives – large + smaller centres; from Halifax to Alberta; beyond the “usual” models to new approaches like Return-on-investment. Post-COVID economies; new emerging career paths; + less available funding, means we must take a more intentional approach to measuring Outcomes based primarily on the needs of newcomer mentees. 4 Mentoring Programs share their collective experiences and innovative approaches to ensuring effective Holistic Outcome Measurement.

- **Moderator: David Randall**, Calgary Region Immigrant Employment Council
- **Douglas Piquette**, Edmonton Region Immigrant Employment Council
- **Bao Ho**, Calgary Region Immigrant Employment Council
- **Robyn Webb**, Halifax Partnership
- **Najib Mangal**, Lethbridge Family Services

C5

Collaborating for Success: Preparing Internationally Educated Nurses for Licensure and Employment in Canada

Created by provincial nursing regulatory bodies, the National Nursing Assessment Service (NNAS) is the starting point for internationally educated nurses (IENs) seeking licensure in Canada. With responsibility for documentation collection, authentication and educational comparison, NNAS helps IENs prepare files for assessment by regulatory bodies. CARE Centre's PASS offers pre-arrival supports, including case management, while IENs progress through assessments. IENs landing in British Columbia transition into Douglas College's Career Paths for Skilled Immigrants Program, to receive support re-launching their careers. All three partners collaborate to keep IENs and stakeholders informed on trends and to address issues of IEN integration and to address issues of IEN integration.

- **Meghan Wankel**, CARE Centre for Internationally Educated Nurses (IENs), "Pan-Canadian pre-arrival supports for internationally educated nurses"

- **Gayle Waxman**, National Nursing Assessment Service, "Starting IENs on their journeys to practice in Canada"
- **Valerie Wong**, Douglas College - Training Group, Career Paths for Skilled Immigrants Program, "Helping internationally trained health professionals launch their careers in BC"

C6

Interpreting Services: Language Access as a Tipping Point for Culturally Safe Care

This workshop will focus on the Language Access Continuum as a framework for the organizational shift from ad-hoc response to comprehensive systemic practice. Identifying promising practices in each of the policy, program and practice levels of institutions, the Language Access Continuum integrates intercultural competencies as core elements to systemic response. Workshop participants will work with a number of tools that will assist in: mapping their organization's or program's place on the continuum; identifying their individual sphere of influence in creating change that will move them along the continuum to a place of organizational competence; and finally, creating a vision to achieving organizational competence.

- **Kiran Malli**, Provincial Health Services Authority
- **Angela Sasso**, Shifting Pictures Inc
- **Manjit Chand**, Provincial Health Services Authority - Indigenous Health

C7

Together we bloom: Community art therapy workshops for Afghan refugee children

These community art workshops are designed by graduate art therapy students to help empower refugee children through the process of art making. The goal is to support recently arrived Afghan children in Vancouver to settle easier in their communities by facilitating the psychological process of adaptation. The art therapy workshops are held in a group setting within a therapeutic space to promote healing connections. Strength-based art directives are designed to foster positive feelings in the children derived from art therapy theories. Some of these senses are safety, joy, hope and sense of agency. The children find space for healing and empowerment through creative self-expression.

- **Nargess Delia**, Adler University
- **Faranak Ghorbani**, Adler University
- **Maria Pilar Zamora**, Adler University

C8

Maximizing services for TFWs in the Prairies through an innovative tri-level and tri-provincial partnership model

The TFW Prairie Region Support project developed a unique tri-provincial and tri-level partnership model that has successfully increased access to services for vulnerable Temporary Foreign Workers (TFWs) affected by COVID-19. This workshop will highlight the value of the project's unique partnership model and how the expertise of Umbrella Organizations, Service Provider Organizations (SPOs), and Grassroots Organizations across Alberta, Saskatchewan, and Manitoba were leveraged to maximize collective impact. Presenters will discuss transferable best practices, trends, and future recommendations from a variety of perspectives including frontline service delivery, project coordination, evaluation, and research

- **Moderator: Gordana Radan**, Calgary Catholic Immigration Society (CCIS)
- **Jocelyn Davis**, CCIS, "Development of Partnership Model, Coordination and Collaboration"
- **Amanda Weightman**, Habitus Consulting Collective, "Data Analysis and Promising Practices from Service Delivery Project Evaluation"
- **Doha Melhem**, Pivotal Research Inc., "TFW-Serving Ecosystem in the Prairies and Recommendations"
- **Jessica Juen**, CCIS, "Leveraging Available Resources and Addressing Systemic Gaps in Service Delivery"
- **Icasiana Degala**, Southwest Newcomer Welcome Centre (SNWC), "Trends and Learnings from Saskatchewan Context"
- To be confirmed/ à venir "Trends and Learnings from Manitoba Context", Senior Representative from Partnering Service Provider Organization
- To be confirmed/ à venir, "National Perspective, Overall Objective for the Project", Representative from Employment and Social Development Canada (ESDC)

C9

Service Framework: The Calgary East Zone COVID-Response Collaborative Case Study

This workshop will highlight the success and ongoing improvement of Calgary's East Zone Newcomer Collaborative (CENC), which was formulated to respond to vulnerable communities in Calgary's East Zone and ultimately led to converting the city's least vaccinated population to a 99% vaccination rate. The CENC allowed Immigrant Services Calgary to conduct early testing of our Gateway technology, which proved to be highly successful. This collaborative involves health services, government, and settlement agencies, and introduced coordinated systems to support all client needs during the pandemic.

- **Hyder Hassan**, Immigrant Services Calgary
- **Anila Lee Yuen**, Centre for Newcomers
- **Sally S. Zhao**, The Immigrant Education Society

C10

Personal and Organizational Resiliency in a Virtual Assessment Environment: Coping with Uncertainty

This workshop discusses how the pandemic impacted language assessment services provided at Immigrant Services Calgary and the strategies that emerged from assessors' experience and commitment to address challenges and provide services. We also share a description of how in-person language assessment dynamics were adjusted to meet clients' needs in an online environment, maintaining its standardized nature and guaranteeing service provision. Lastly, insights that promoted improvement in the delivery of our services when transitioning back to in-person assessment are analyzed, all these to share an alternative take to an otherwise skeptical perception of online services.

- **Jillian MacDonald**, Immigrant Services Calgary
- **Hanne Brahim**, Immigrant Services Calgary
- **Mauricio Ochoa**, Immigrant Services Calgary
- **Mary Katherine Neal**, Immigrant Services Calgary

C11

Abuse at work and the vulnerable worker open work permit program

The Temporary Foreign Worker Program relies on employers, who assist employees obtain work permits that are restricted and employer-specific. This restricted work permit can lead to situations of abuse in a workplace, where migrant workers often feel they have no choice to leave abusive situations because of their inability to work anywhere else. The Vulnerable Worker Open Work Permits was introduced by IRCC in June 2019. It allows certain migrant workers who are experiencing abuse, or are at risk of abuse, in the context of their employment to apply for an OWP. MWC analyzed both pos/neg decisions for this program to identify and address the barriers to justice and protection for migrant workers who have experienced employment abuse. The final research findings include MWC's recommendations to improve the VWOWP to provide better support to migrant workers who are disclosing circumstances of abuse or are at risk of abuse, and to align the outcomes of the VWOWP program with its objectives. This workshop will present MWC's research findings, including identifying areas for policy improvement and discuss situations of the temporary foreign worker program that lead to abuse in the workplace in the first place.

- **Amanda Aziz**, West Coast Domestic Workers Assn
- **Geraldine Pratt**, Head, Department of Geography & Professor, Canada Research Chair, Care Economies and Global Labour, University of British Columbia
- **Mary Grace De Guzman**, Chair, Board of Directors, Migrant Workers Centre

C12

Belonging: Applying an Integrative Framework to Welcoming Communities

A sense of belonging—the subjective feeling of deep connection with social groups, physical places, and individual and collective experiences—is a fundamental human need. Dr. Allen from Monash University in

Australia will summarize existing perspectives on belonging and describe a new integrative framework for understanding and studying it. Jennifer Mah from CCIS will illustrate how this framework was applied in an Alberta Municipalities project to assess community readiness for newcomer integration, and to support communities in welcoming newcomers. Candy Weisner and Fleeha Ahmad from the CISC will describe examples of how Cochrane has increased newcomer sense of belonging.

- **Jennifer Mah**, Calgary Catholic Immigration Society (CCIS)
- **Kelly-Ann Allen**, Monash University
- **Candy Weisner**, Cochrane Immigrant Services Committee (CISC)
- **Fleeha Ahmad**, Cochrane Immigrant Services Committee (CISC)

C13

Changing from the one-size-fits all approach, to customization of pathways to Labour Market Engagement Continuum – Entry/Attachment, Integration and Growth - in both Entrepreneurship and Employment opportunities for highly motivated newcomers.

Key Approaches Addressed: - Curating Individualized Assessments to approach newcomers' Labour Market Entry/Attachment, Integration and Growth - from the lens of newcomers professional and personal assets and identified opportunities and gaps. - Customizing Pathways to Labour Market Entry/Attachment, Integration and Growth - How Newcomers can inform/provide context for recognition and transfer of Entrepreneurship & Employment skills/knowledge they bring to the Canadian labour market.- Facilitating Labour Market Dialogues (LMD) & Labour Market Stakeholder Engagements (LMSE) to create targeted networking opportunities to help Labour Market stakeholders gain insightful knowledge highly motivated newcomers navigating labor market engagement.

- **Suzana Dumo**, Action for Healthy Communities Society of Alberta
- **Andrea Streisel**, Action for Healthy Communities Society of Alberta
- **Abdoulaye Barry**, Action for Healthy Communities Society of Alberta
- **Aftab Khan**, Action for Healthy Communities Society of Alberta

C14

Look in the Mirror: Rethinking Equity Diversity and Inclusion

This discussion panel will discuss the process of reflection that occurred when we decided to take a pause and build an internal equity process. It will look at issues specific to the settlement sector where there is diversity and yet true inclusivity, and equity has been frustratingly elusive. We will discuss and reflect on how inclusive cultures, structures and leadership has been built from the ground up and how this has enabled us to enrich and improve the anti-racism and inclusion workshops that we provide to the community outside. To build a truly inclusive world we must first reflect inward before we project outward.

- **Matthew Levan**, MOSAIC
- **Aminat Muibi**, Graduate Student - University of Victoria

- **Dr Yilmaz Dinc**, Senior Research Associate - Conference Board of Canada

3:45 pm – 5:15 pm

Block CR of concurrent sessions (roundtables)

Bloc CR des séances simultanées (tables rondes)

CR1

Housing strategies in secondary centres through an immigrant lens

Immigrants, refugee claimants, and temporary resident and migrant individuals and families struggle to find and secure long term housing that is safe, affordable, accessible, and appropriate due to low income, current housing pressures, design that does not meet family size needs, and systemic barriers. As a community, we must address these barriers and ensure successful newcomer integration by building a sense of belonging and we cannot underestimate the significance of housing in building a sense of belonging. Join colleagues from academia and SPOs across the country for a discussion on how we can develop practical and innovative strategies to address the housing needs of newcomers.

- **Session Moderator: Katie Crocker**, AMSSA
- **Sandeep Argawal**, University of Alberta
- **Katie Crocker**, Affiliation of Multicultural Societies and Service Agencies of BC (AMSSA)
- **Shereen Denetto**, Immigrant and Refugee Community Organization of Manitoba (IRCOM)
- **Joy Escalera**, Westman Immigrant Services
- **Hellen Dawili**, Westman Immigrant Services
- **Emily Halldorson**, Manitoba Association of Newcomer Serving Organizations (MANSO)

CR2

Défis des TÉE Francophones en milieu rural

En Alberta IRCC a décidé de financer le service des travailleurs d'établissement dans les écoles -TÉE dans les régions rurales de l'Alberta. Quels sont les avantages et les défis que représente un tel projet pour les TÉE en milieu rural comparé aux TÉE en milieu urbain d'un côté et les différences entre les TÉE francophone et le SWISS anglophone d'un autre côté.

- **Karim Mennas**, CANAF
- **Yic Camara**, FRAP

CR3

Improving access to virtual mental health care for refugee newcomers during COVID-19: What have we tried, what have we learned, and what will we change?

Refugees face unique barriers to accessing appropriate mental health services. When mental health services moved from in-person to virtual modalities during COVID-19, refugees faced new access barriers, although some have gained improved access. This Roundtable brings together representatives from the settlement, mental health, and academic sectors who collaborated on a national study of virtual mental health care access for refugees. We will share what we have learned as practitioners and researchers about facilitating virtual mental health care access for newcomers, and lead a discussion of recommendations for designing more accessible virtual mental health services.

- **Aamna Ashraf**, CAMH, "Supporting the Mental Health of Service Providers during COVID-19 -Immigrant and Refugee Mental Health Project"
- **Frank Cohn**, VAST, VAST experiences of providing Virtual Individual Therapy and Trauma-informed Support Groups
- **Marcela Diaz**, The Multicultural Council of Windsor and Essex County, "Facilitating access to virtual mental health care for government assisted refugees in Windsor, Ontario"
- **Michaela Hynie**, York University, "Refugee newcomers' perspectives on virtual mental health care access"
- **Nicole Ives**, McGill University, "Accessing Virtual Mental Health in Quebec: Supporting Refugees during COVID-19"
- **Kathy Sherrell**, ISSofBC, "Digital Literacy and Access - Perspectives from a Settlement Agency"

FRIDAY, MARCH 25 / VENDREDI 25 MARS

7:15 am – 9:00 am

Registration / Coffee, light breakfast / Visit the Exhibitors Booths and Poster Presentations
Inscriptions / Café, collation matinale / Visite des Kiosques des exposants et Présentations d'affiches

9:00 am – 10:30 am

Plenary Session 2
Séance plénière 2

The Entry and Settlement of Afghan Refugees in Canada

In August 2021 the government of Canada announced that a special immigration program would be implemented to expedite the arrival of Afghan nationals and their families, who assisted the Government of Canada. A particular focus was directed towards the most vulnerable groups. The program welcomed government-supported and privately sponsored refugees, along with those sponsored by families

previously established in Canada. The government agreed to admit up to 40 000 Afghans and to expedite their entry and settlement. The process entailed significant mobilization of immigrant service providers, private sponsors and various international and domestic partners with expertise on resettlement, trauma, and integration. From the outset the entry and settlement of Afghan refugees encountered significant challenges especially in regards to organizing large numbers of arrivals during a pandemic, immigration and visa processing, the availability of housing and the problems of resettling in Canada in a short period of time.

This plenary will feature policy makers, immigrant service providers and civil society representatives that are working closely with Afghan refugees to discuss what has worked best and what hasn't in their entry and settlement as well as to make recommendations as to what needs to be done going forward. Given the current international political situation, the fast pace at which displacement and resettlement may become more common in the future so the goal of this panel is to learn from this experience so that we are ready for the next crisis.

- Session Chair : TBC
- **John Biles**, Director PNT Integration at Immigration, Refugees and Citizenship Canada
- **Fariborz Birjandian**, Chief Executive Officer at Calgary Catholic Immigration Society
- **Wendy Cukier and Benita Hansraj**, Lifeline Afghanistan
- **Aziz Rafiee**, Executive Director, Afghan Civil Society Forum-organization

L'entrée et l'établissement des réfugiés afghans au Canada

En août 2021, le gouvernement du Canada a annoncé qu'un programme spécial d'immigration serait mis en œuvre pour accélérer l'arrivée des ressortissants afghans et de leurs familles, qui ont aidé le gouvernement du Canada. Une attention particulière a été portée aux groupes les plus vulnérables. Le programme accueillait les réfugiés soutenus par le gouvernement et ceux parrainés par le secteur privé, ainsi que ceux parrainés par des familles déjà établies au Canada. Le gouvernement a accepté d'admettre jusqu'à 40 000 Afghans et d'accélérer leur entrée et leur établissement. Le processus a nécessité une mobilisation importante des fournisseurs de services aux immigrants, des parrainages privés et de divers partenaires internationaux et nationaux possédant une expertise en matière de réinstallation, de traumatisme et d'intégration. Dès le départ, l'entrée et l'établissement des réfugiés afghans se sont heurtés à des difficultés importantes, notamment en ce qui concerne l'organisation de l'arrivée d'un grand nombre de personnes pendant une pandémie, le traitement de l'immigration et des visas, la disponibilité des logements et les problèmes de réinstallation au Canada dans un court laps de temps.

Cette séance plénière réunira des décideurs politiques, des fournisseurs de services aux immigrants et des représentants de la société civile qui travaillent en étroite collaboration avec les réfugiés afghans. Ils discuteront de ce qui a (ou n'a pas) fonctionné dans le cadre de leur entrée et de leur établissement, et présenteront des recommandations sur les actions à mener pour aller de l'avant. Compte tenu de la situation politique internationale actuelle, le rythme rapide des déplacements et des réinstallations pourrait devenir plus courant à l'avenir. L'objectif de ce panel est donc d'apprendre de cette expérience afin d'être prêt pour la prochaine crise.

- Président de la séance : À confirmer
- **John Biles**, Directeur de l'intégration du PNT, Immigration, Réfugiés et Citoyenneté Canada
- **Fariborz Birjandian**, Directeur général de la Calgary Catholic Immigration Society

- **Wendy Cukier et Benita Hansraj**, Lifeline Afghanistan
- **Aziz Rafiee**, Directeur exécutif, Afghan Civil Society Forum-organization

10:30 am – 11:00 am

Break / Visit the Exhibitors Booths and Poster Presentations

Pause / Visite des Kiosques des exposants et Présentations d'affiches

11:00 am – 12: 30 pm

Block D of concurrent sessions (workshops)

Bloc D des séances simultanées (ateliers)

D1

Redefining Diversity and Inclusion in Canada: Sustainability and Commitment among Post-Secondary Students at the University of Winnipeg

Our workshop proposes to interpret diversity and inclusion from the perspective of our diverse inner-city University of Winnipeg undergraduate students as representative of young people in broader Canadian society. In three parts, we will present a filmed montage of student responses to open ended interview questions about heritage, citizenship, reconciliation, and inclusion. We then connect responses to changing definitions of diversity, inclusion and aspirational social action and outcomes. While presenters are from one sector, we are showcasing our undergraduate institution as representative of broader society and presenting student perspectives.

- **Jaqueline McLeod Rogers**, University of Winnipeg, "Finding a Fit: Undergraduate Student Diversity as Representative of Canadian Society"
- **Helen Lepp**, Friesen University of Winnipeg, "Seeing Data Trends: Student Interviews on Diversity and Inclusion in Canada"
- **Andrew McGillivray**, University of Winnipeg, "Challenging Definitions of Diversity and Inclusion: What the Data Suggests"

D2

Labour Market Integration of Canadian Racialized Newcomers: Newcomer Hazing?

This workshop reports on three studies that problematize racialized newcomers' labour market integration as "newcomer hazing" (an act of harassing by exacting unnecessary/disagreeable work). Canadian Labour Force Survey and newcomers' accounts show that Canadian immigrant experiences are dominated by exclusion from areas to trade their pre-migration cultural capital. De-legitimizing newcomers' capital keeps them in precarious employment and functions as a gatekeeping mechanism, rendering them as inferior, and maintaining the status quo. This workshop asserts that without shift to

inclusion, recognition and validation of newcomers' cultural capital, the future of immigration and integration of racialized newcomers in Canada is jeopardized.

- **Session moderator: Marina Morgenshtern**, Trent University - GTA
- **Parvinder Hira-Friesen**, Trent University - GTA, "Immigrants and Precarious Work in Canada: Trends, 2006–2021"
- **Dalon Taylor**, Trent University - GTA, "'Canadian Experience' as a Mechanism of Exclusion in the Labour Market Experience of Racialized Immigrants in Durham Region"
- **Uzma Danish**, Trent University - GTA, "Empowerment and Exclusion in Immigrant Experiences of Securing Professional Employment: A Photo-Voice Project"

D3

Learning Session: Filling Gaps in Service Delivery when working with Immigrant Families Experiencing Family Violence

The workshop mobilizes knowledge from professionals who participated in focus group discussions for a gap analysis project of ethno-cultural services and supports in family violence in Edmonton and area communities. The workshop will focus on highlighting the gap analysis recommendations and the ways they are being implemented to strengthen service delivery and support in family violence. Attendees will have the opportunity to learn about a unique training module that empowers service providers to better serve clients by understanding family structures in immigrant communities. Attendees will also learn about steps to improve access to translation/interpretation services in the criminal justice system.

- **Dr. Wendy Aujla**, Criminology Program Advisor and Field Placement Coordinator at the University of Alberta, Member of Immigrant Family Violence Prevention Committee (IFVPC), "Gap Analysis of Family Violence Support in Immigrant and Ethno-Cultural Communities: Service Providers Perspectives"
- **Naheed Amjad-Minhas**, Programs Lead, Islamic Family Social Services Association Chair of Immigrant Family Violence Prevention Committee (IFVPC), "Background and Story of Creation with Online Learning Module: Understanding Family Systems in Immigrant Communities"
- **Lubna Zaeem**, Registered Psychologist, Clinical Director, Islamic Family Social Services Association, "Introduction of Online Learning Module: Understanding Family Systems in Immigrant Communities"
- **Taouba Khelifa**, Communications Lead, Islamic Family and Social Services Association, "Creating Learning Modules for Frontline Professionals working with Immigrant Families in the area of Family Violence"
- **Helen Rusich**, Project Manager, REACH Edmonton, Chair of Influencing Change, Immigrant Family Violence Prevention Committee (IFVP) Committee, "Accessing Translation and Interpretation Services for Immigrant Family Violence Survivors with the Criminal Justice System"

D4

Beyond Western Rescue: the Eligibility to Exist and Authority to Act in Refugee-Host Relations

Refugee studies scholars have long been concerned to address 'refugeeness'. Conditions of existence in which persons deemed eligible for refugee status are subject to processes and practices which divest them of a historical and agentive identity. In the narrative of Western moral authority, refugees are diminished persons; objects to be rescued and re-invested with integrative interventions. In this workshop, participants will be introduced to research with Syrian and Afghan refugees in Canada, Palestinian refugees in Jordan, displaced Afar in Ethiopia, and LGBTQ+ refugee drag artists. In each case we demonstrate how approaching 'refugeeness' with an emphasis on self-rescue, can move us beyond the oppressive logics of 'western rescue.'

- **Christopher Kyriakides**, Centre for Refugee Studies, York University, "Beyond Refuge: Contested Orientalism and Persons of Self-Rescue"
- **Gemechu Abeshu**, Access Alliance Multicultural Health and Community Services, "We of Self-Rescue: the case of displaced Afar on the Djibouti and Ethiopia Border"
- **Lara Farah**, Graduate Program in Sociology, York University, Canada, "Palestinian Self-Rescue in Protracted Exile: Living Within and Outside Refugeeness"
- **Afsana Tabibi**, University of Guelph-Humber, "Living Within and Beyond Refuge: Orientalist Racism, and Cultivating a "We of Self-Rescue" Among Afghan Refugees in Canada"
- **Paulie McDermid**, Graduate Program in Education, York University, Canada, "Drag Across Borders: LG"

D5

Strengthening the collaboration between the francophone and non-Francophone sectors

AMSSA and the RIFCB have focused on deepening collaboration, communication, and information sharing between non-Francophone and Francophone organizations through meaningful dialogue within the settlement and integration sector. AMSSA and the RIFCB have embraced and implemented initiatives to strengthen the capacity of organizations who work directly with Francophone immigrants and newcomers and have gained valuable insights from these organizations as well.

This session will first provide the opportunity to present the dynamics of Francophone immigration with Dr. Suzanne Huot (UBC).

- **Amanda Makosso**, Affiliation of Multicultural Societies and Service Agencies of BC (AMSSA), "Renforcer le référencement des immigrants et réfugiés vers les services d'établissement et la communauté francophone| Strengthening referrals to settlement services in French and to the Francophone community"
- **Coralie Tanneau**, RIFCB, "Renforcer le référencement des immigrants et réfugiés vers les services d'établissement et la communauté francophone|Strengthening referrals to settlement services in French and to the Francophone community"

- **Kimberly Jean-Pharun**, La Fédération des communautés francophones et acadienne (FCFA), "La collaboration entre organismes anglophones et francophones pour un soutien à l'immigration au Canada| Collaboration between anglophone and francophone organizations to support immigration in Canada",
- **Suzanne Huot**, Department of Occupational Science and Occupational Therapy, University of British Columbia, "Les communautés francophones en situation minoritaire multiculturelle: les dynamiques de l'immigration francophone | Multicultural Francophone Minority Communities: the Dynamics of Francophone Immigration"

D6

The Evolving and Shifting Nature of Supporting Migrant Workers

Migrant worker programs in Canada are designed to help employers who cannot find qualified Canadian workers. The programs allow eligible foreign workers to work in Canada for a limited period of time. In this workshop, we will examine the work that is being done to support migrant workers directly and to build the capacity of those working with and supporting migrant workers. There have been great successes in the last couple of years with providing more information, supports, and protection to migrant workers, but there have also been an evolving and shifting nature that must be addressed.

- **Sabrina Dumitra**, AMSSA, "The Perspective of an Umbrella Organization in the Evolving and Shifting Nature of Supporting Migrant Workers"
- **Iris Solorzano**, Options Community Services, "Evolving and Shifting Nature of Supporting Migrant Workers"
- **Jorge Aceytuno**, FairSquare, "It can happen here or there: improving the ethical recruitment of migrant workers"
- **Doug Pasco**, WorkSafeBC, "The Role of Health and Safety in Supporting Migrant Workers"

D7

Images of Newcoming

"Images of Newcoming" is a collaborative project using Photovoice to explore the lived experiences of migrant women in the Greater Vancouver area of British Columbia. In our project, participants who have recently accessed local settlement organizations express their points of view and share their experiences by photographing images representing both belonging and exclusion. Sub-themes such as access to information, digital literacy, having purpose, the importance of nature, and others emerged from the dialogue around the photos. Insights expressed through a variety of arts-based approaches will be shared internationally through a website, and locally in a gallery setting.

- **Tanis Sawkins**, University of the Fraser Valley

- **Brianna Strumm**, University of the Fraser Valley
- **Marcella Mancilla-Fuller**, Collingwood Neighbourhood House
- **Nima Bolow**, Immigrant Services Society of BC

D8

Knowledge co-creation and capacity building in the Canadian settlement sector: creating partnerships for research, policies, and programs that meet newcomer needs

This presentation focuses on knowledge co-creation and sharing in Canadian immigration and settlement, with perspectives from academic and SPO sectors. Presenters discuss the value of research networks and collaboration between sectors (community, academia, and public). Focusing on community-academic partnership, we discuss experiences from the Canadian Metropolis project, the Child and Youth Refugee Research Coalition, and Building Migrant Resiliency in Cities (BMRC). Settlement service providers from three Canadian provinces (Alberta, Nova Scotia, and Ontario) discuss initiatives that build capacity for research within the settlement sector, including how to conduct peer-engaged research and engage refugee youth in knowledge mobilization.

- **Simone Chia-Kangata**, Child & Youth Refugee Research Coalition (CYRRC), "Knowledge Co-Creation at the Child & Youth Refugee Research Coalition: A Partnership Model"
- **John Shields**, Ryerson University, "Metropolis, KMB and the Escape from the Ivory Tower: An Academic's Reflections on the Co-creation of Policy Relevant Immigrant Research"
- **Nabiha Atallah**, Immigrant Services Association of Nova Scotia, "Building the Capacity of SPOs to do KMB"
- **Celine Truong**, Alberta Association of Immigrant Serving Agencies (AAISA), "Capacity building within the network of newcomer serving agencies in Alberta"
- **Mathankki Ramasamy**, Access Alliance Multicultural Health and Community Services/University of Toronto, "Examining the impact of family loss and separation on post-migration settlement among refugee youth: a peer-engaged research approach"

D9

Managing Settlement Services during a Pandemic: the Long Haul

A collaboration between the Mothers Matter Centre (MMC), Guelph University, Calgary Immigrant Women's Association (CIWA), and a federal government funding partner, this session brings together intersectoral perspectives on the impact of the pandemic for refugee families' resettlement in Canada, with a focus on prairie and northern territory integration. The workshop will feature a presentation by a federal government partner followed by community-based research on the impact of COVID-19 for the health and wellbeing of refugees living in Calgary. We will also hear directly from mothers in the HIPPY program at CIWA about their first-hand resettlement challenges and experiences accessing community services during this time.

- **Natasha Vattikonda**, Mothers Matter Centre
- **Chloe Zivot**, University of Guelph

- **Luz Buritica**, Calgary Immigrant Women's Association

D10

The Impacts of COVID-19 on Refugee and Immigrant Families and Children: Qualitative Perspectives on Challenges and Coping Strategies

The COVID-19 pandemic has disproportionately impacted refugee and immigrant families and children who have already experienced significant pre- and post-migratory adversities. The current workshop highlights newcomer families' experiences, challenges, and coping strategies in the face of the pandemic, covering the following topics: 1) The exacerbating effects of COVID-19 on refugee needs according to refugee caregivers and service providers in Hamilton and Calgary, 2) Waterloo refugee parents' perceived academic barriers and supports for their children during online schooling, and 3) Experiences and coping strategies associated with the transition from in-person to online schooling as reported by Chinese-immigrant families from British Columbia.

- **Redab Al-Janaideh**, University of Toronto-Mississauga, "Needs Assessment of Refugees During COVID-19: A Community-Based Approach"
- **Ali Jasemi**, Wilfrid Laurier University, "Coping with Online School During a Pandemic: A Comparison of Refugee and Immigrant Families"
- **Zhen Lin**, University of British Columbia, "Chinese-Canadian Parents Supporting Biliteracies and Online-offline Learning During the COVID-19"

D11

Occupational safety and workers' rights among new immigrant workers

New immigrants (those in Canada for less than 10 years) are over-represented in jobs and workplaces that are hazardous to their health and safety, placing them at high risk for occupational injuries. Many new immigrant workers in precarious employment have little understanding of occupational safety, related legislation, and workers' rights in Canada. They also underreport injuries because of the financial insecurity associated with precarious employment, discrimination, racism, and feelings of powerlessness. This workshop will include three presentations addressing the issues from the perspectives of workers and settlement agencies, as well as involving multisector partners in a participatory capacity building process to empower workers.

- **Shu-Ping Chen**, University of Alberta
- **Janki Shankar**, University of Calgary

D12

Newcomers and COVID-19: Best practices in information generation and dissemination

The objective of this plenary session is to present strategies and share insights into how immigrant

service provider organizations and community health providers are closing the COVID-19 information gap with newcomers. How to make information accessible and culturally sensitive? How to promote trust in government and health experts? Our speakers will discuss their experiences and lessons learned in this crucial area.

- **Louisa Taylor**, Director, Refugee 613 and Reuben Garang, Director, Immigration Partnership Winnipeg
- 3 more speakers pending confirmation

D13

Refugee Relocation Pilot: from Metropolis Cities to Smaller Towns

Refugee resettlement today predominantly occurs in Toronto, Montreal, and Vancouver, where integration and resettlement obstacles (high cost of living, unaffordable rent, competition for jobs, high demand on resettlement resources) are becoming too difficult to overcome. The Refugee Centre & The Northpine Foundation are piloting a refugee relocation initiative to test the hypothesis that settling refugees in smaller towns reduces barriers to settlement, significantly cutting integration time. We will discuss our selection of relocation towns and our exploration into fostering the sense of community and belonging required to ensure that refugees stay in their new homes. We will also demonstrate how this initiative creates a win/win situation as many of these towns are seeking economic and social development through population growth.

- **Bayan Khatib**, The Northpine Foundation / The Refugee Center
- **Abdulla Daoud**, The Refugee Center

D14

Challenges Experienced by Language-Sector Workers: A Discussion of the 2021 Health of the Newcomer-Serving Sector in the PNT Region Report (HOTS Report)

NO DESCRIPTION

- **Daniel Green**, Alberta Association of Immigrant Serving Agencies, "Alberta Insights and Selected Sub Topics"
- **Marokh Yousifshahi**, AAISA - Research Policy Lead, "PNT Health of The Sector in Language Programming Overview"
- **Teresa Burke**, MANSO - Director of Language Support, "Manitoba Insights and Selected Sub Topics"
- **Kristine Trinh**, SAISIA - Language Sector Lead, "Saskatchewan Insights and Selected Sub Topics"
- **Janvi Tuteja**, SAISIA - Rural Coordinator, "Rural Insights and Selected Sub Topics"

11:00 am – 12:30 pm

Block DR of concurrent sessions (roundtables)
Bloc DR des séances simultanées (tables rondes)

DR1

How diversity can help solve the bio-economy's impending talent shortage

According to BioTalent Canada's most comprehensive labour market report, Canada is faced with a major labour and skills shortage of 65,000 workers by 2029. Some of the most severe shortfalls will be in bio-manufacturing and processing, key sub-sectors if Canada is going to be prepared for future disruptions. Join BioTalent Canada President and CEO Rob Henderson for a panel discussion focused on how industry can focus on making the industry more diverse to meet the talent demands of tomorrow. They'll provide a complete 360-degree view of the challenges and opportunities within Canada's growing bio-economy, touching on recommendations and strategies such as the BioTalent Canada's new Skilled Newcomers in the Bio-economy wage subsidy.

- **Imane ARHLA**, Bio Talent Canada
- **Rob Henderson**, Bio Talent Canada

DR2

Fighting Prejudice in Small Communities: Integrated Delivery Approach and Community Capacity Building to Support Newcomers

Current federal immigration plans include Canada's intention to support an increased volume of newcomers to smaller communities—towns across the country without much history of immigration. Le gouvernement fédéral dans ses prévisions futures sur l'immigration anticipe une augmentation du flux des nouveaux arrivants dans les petites communautés à travers le Canada. La Francophonie Albertaine Plurielle intervient dans l'une de ces communautés rurales avec les programmes d'établissement et TÉLÉ où le manque des services adéquats et appropriés est plus qu'alarmant. In this fully bilingual roundtable, we hope to discuss strategies for fighting prejudice among service providers and creating more genuinely welcoming communities for newcomers.

- **Lisa de Gara**, Action for Healthy Communities
- **Mafily Diabagate**, Albertaine Plurielle
- **Ngena Ali-Ebenga**, Francophonie Albertaine Plurielle

DR3

A Quantitative Evaluation of Gendered Experiences of International Student Experiences at two community colleges in British Columbia, Canada

Despite increasing scholarship around the experiences of international students (IS) in Canada, there remains limited research on the experiences of the rising number of South Asian IS studying at colleges, especially in smaller urban centres. Building upon research on the significance of gendered South Asian

family expectations related to migration, this roundtable explores the experiences of recent cohorts of South Asian IS at The College of New Caledonia (Prince George) and Langara College (Vancouver) by applying a feminist lens to the results of a survey (part of a 3-year SSHRC-funded project, Education, Immigration and Employment Outcomes for Urban & Rural International Students in BC).

- **Rachelle Munchinsky**, College of New Caledonia, Research team member & UNBC Grad student
- **Jenny Francis**, Langara College, Instructor, Research Project Lead
- **Jagjeet Gill**, Langara College, research team member
- **Koyali Burman**, South Vancouver Neighbourhood House, research partner
- **Ravi Saxena**, Immigrant and Multicultural Services Society, research partner
- **Seline Hernandez**, College of New Caledonia, International student & research team member
- **Hasti Zangeneh**, Langara College, International student alumni, research team member

12: 30 pm – 1:45 pm

Lunch

Dîner

1:45 pm – 3:15 pm

Block E of concurrent sessions (workshops)

Bloc E des séances simultanées (ateliers)

E1

Exploring the role of digital settlement services in a post-covid era

Addressing issues of access to programming, online and mobile-friendly services are an area of opportunity for newcomer-serving agencies. Remotely delivered services have helped immigrants in areas such as intercultural adaptation, coping with challenges in later life, and managing post-migration stressors. However, there are also drawbacks to moving immigrant services online. In an ambitious multi-year project, TIES and our university partners will be examining how best to adapt and move forward in a digital and hybrid environment.

- **Cesar Suva**, The Immigrant Education Society (TIES), "Bridging the gap with technology: the use of remote and digital spaces for settlement assistance by immigrants"
- **Odessa Gonzalez Benson**, University of Michigan School of Social Work
- **Erika Sigurdson**, The Immigrant Education Society (TIES), "HELLO: hybrid learning in the literacy classroom"

- **Geneca Henry**, The Immigrant Education Society (TIES), "Settlement and integration needs of professionalized newcomers: remote and online services"

E2

Gender Based Violence and Employment Intersectionality

This presentation provides an intersectional perspective from immigrant and women perspectives on Gender Based Violence (GBV) and how this may be amplified in the workplace/ Occupational Health and Safety (OHS). In this presentation, we will be discussing some of the relevant findings, considerations and recommendations based on our research project "Employment Security Alliance for Vulnerable Immigrant Women".

- **Rekha Gadhia**, Calgary Immigrant Women's Association
- **Ayodeji Adetimehin**, Calgary Immigrant Women's Association

E3

Better Foreign Credential Recognition Outcomes as a Result of a Coalition Across Four Agencies

Immigrants frequently accept work well below their skill level because they face complex & frustrating professional regulatory system set up to respond to Canadian-educated applicants. This workshop explores the uniqueness & client impact of a Foreign Credential Recognition Program located in Ottawa. Structured as a coalition of immigrant-serving agencies offering flexibility to meet a client's multilayered credentialing needs. Each agency provides supports and services within the scope of their expertise. Wraparound supports include credential assessment action plans, employment readiness and job search support, occupation-specific.

- **Laurie Beckstead**, Ottawa Community Loan Fund, "Overcoming Foreign Credential Recognition Barriers"
- **Karyn Steer**, Ottawa Community Immigrant Serving Organization, "Importance of Sector Specific Mentorship for Internationally Trained Professionals"

E4

CENC – The Zonal Approach

The Calgary East Zone Newcomers Collaborative (CENC) is a collaborative, barrier-free model for all newcomer and racialized community concerns. CENC's zonal approach was created by Immigration, Refugees and Citizenship Canada (IRCC), and is a community model for inclusion. The collective free services have been tested through CENC's COVID response and have been very effective. These services are also being used in Calgary's Afghan response, for mental health needs, food security, homelessness diversion, and other needs newcomer and racialized communities face. The zonal approach is a very effective way to ensure that no newcomers fall through the cracks.

- **Anila Lee Yuen**, Chair & CEO, Centre for Newcomers
- **Samantha Burdett**, Coordinator, Calgary Local Immigration Partnership
- **Hyder Hassan**, CEO, Immigrant Services Calgary
- **Sally Zhao**, CEO, The Immigrant Education Society

E5

The future of nursing in Canada and the role of internationally educated nurses in the Canadian healthcare system

The Canadian Nurses Association has projected a severe nursing shortage by 2022, which has been exacerbated by an increased demand of nurses as a result of the COVID-19 pandemic and an aging nursing workforce. As Canada's population becomes more diverse, with a projected 28% being foreign-born by 2031, we need to leverage the expertise of internationally educated nurses, to fill labour market shortages, and to provide culturally and linguistically appropriate care to a diverse population. CARE Centre operates pre-arrival program for nurses immigrating to Canada, which is supported by the CNA through access to nurse mentors and guest webinar facilitation.

- **Meghan Wankel**, CARE Centre for Internationally Educated Nurses, " Pre-arrival supports to prepare nurses for licensure and employment in Canada"
- **Michael Villeneuve**, Canadian Nurses Association, "Nursing trends and challenges: Throughout and after COVID19"

E6

Working Collaboratively to Raise Awareness and Access to COVID-19 Vaccines for Newcomers: Challenges and Best Practices

Immigrants, refugees, and temporary residents have been disproportionately impacted by the pandemic. In order to ensure equitable access to COVID-19 vaccines and vaccine information for an already disadvantaged group, settlement organizations, ethnocultural groups, public health officials, and researchers mobilized in Manitoba to (1) Identify barriers to accessing vaccines (2) find targeted and culturally-appropriate strategies to address these barriers, and (3) create a collaborative space for equitable access to COVID-19 vaccines for newcomers. During the workshop, presenters will share their insights, challenges and best practices on increasing awareness and access to the COVID-19 vaccines for newcomers.

- **Moderator: Shereen Denetto**, Executive Director, Immigrant and Refugee Community Organization of Manitoba
- **Jessica Praznik**, Project Manager, Immigration Partnership Winnipeg
- **Valeria Castellanos**, Program Manager, Manitoba Association of Newcomer Serving Organizations

- **Maggie Yeboah**, Project Manager, Immigration Partnership Winnipeg and the Ethnocultural Council of Manitoba
- **Lori Wilkinson**, Professor, University of Manitoba, Faculty of Arts, Department of Sociology and Criminology
- **Lenore Kowalchuk**, Province of Manitoba, Communications Lead - Vaccine Implementation Task Force

E7

Diversity Agenda: How to enact diversity authentically in your organization

This workshop provides leaders a practical template for enacting diversity in their organization. Firstly, loose definitions of the term diversity have led to its wide misuse; leaders need to agree with their community on its contextual definition. Secondly, the theoretical underpinnings of diversity have been limited to critical theory and have largely been in response to inequality. Leaders can explore various theories that frame their understanding of diversity. Finally, inclusion of non-Western leadership voices has occurred only at preliminary levels, and mainly concerned with numeric representation. Consequently, the agenda for diversity needs to address definition, theory, and manifestation.

- **Mozynah Nofal** , University of Toronto

E8

Building Inclusive Entrepreneurial Ecosystems: Rethinking Program Design to Assist Newcomers in Their Entrepreneurial Pursuits

Are we missing an opportunity to build inclusive ecosystems supporting newcomer entrepreneurs? Research shows that Canada's immigrants are highly entrepreneurial across all categories of entry and more likely to start their own businesses, grow quickly, and create more jobs than Canadian-born citizens. Research also identifies networks and social capital as key determinants of successful business start-up for immigrant entrepreneurs. However, little attention is given to understanding program delivery approaches designed for immigrant entrepreneurs to assist in launching their businesses. This session examines ecosystems supporting newcomer entrepreneurs from the perspective of academic research, program delivery, and immigrant entrepreneurs.

- **Andrew Leverman**, Immigrant Services Association of Nova Scotia, "Adjusting the Dial on Program Delivery: Finding the Optimal Delivery Mix to Assist Newcomers in Building Entrepreneurial Networks"
- **Mary Kilfoil**, Canadian Council for Small Business and Entrepreneurship (CCSBE), "Are We Missing Opportunities to Build Inclusive Entrepreneurial Ecosystems?: Understanding the Critical Role of Social Networks for Immigrant Entrepreneur Outcomes"

- **Carla Morales**, Director - Language & Career Services, Vancouver, "Lessons From the Front lines: Virtual Entrepreneurship Programming to Assist Newcomers in Building Business Ventures"
- **Joyline Makini**, Dalhousie University, "Are We Including Canada's Immigrant Entrepreneurs?: Developing Inclusive and Effective Entrepreneurial Network Systems"
- **Raphael Machalani**, Vancouver Immigrant Entrepreneur; Co-owner of Mawlana Cashmere & Silk, "My Journey to Run a Boutique Retail Business as a Newcomer Entrepreneur: Gaps and Opportunities"

E9

Open Borders is not enough

Programs open borders to qualified migrants to fill labour and skills gaps. Federal/provincial programs in Canada help qualified immigrants to gain entry to work. German programs support successful qualified migrant employment, and in 2021, the Skilled Immigration Act made it easier for workers with vocational and non-academic training from non-EU countries to migrate and work. Skilled migrants can help to counteract population decline and maintain demographic/economic sustainability, but disproportionately migrate to large urban areas. Attracting and retaining qualified migrants outside large urban areas requires a new paradigm. Rural areas must work to attract immigrants, and immigrants must have the tools to choose intelligently.

- **Anne Güller-Frey**, Network Integration through Qualification
- **Linda Manning**, CultureScapes Consulting, Canada
- **Gwen Pawlikowski**, Highlight Communications, Canada
- **Jürgen Schröder**, Federal Ministry of Labour and Social Affairs, Germany
- **Devon Franklin**, IEC-BC, Canada

E10

Using Innovative Digital Platforms to Unleash the Economic, Social and Civic Potential of Newcomers

Immigrant Services Calgary has developed and implemented various digital tools to support newcomers, including a first of its kind mobile app, and an online settlement platform. Ensuring access to necessary services during the halt of in person gatherings has been essential but has also opened new opportunities to delivering services virtually beyond pandemic times. Utilizing digital tools, such as the Settlement Calgary Platform and Welcome to Alberta mobile app run by Immigrant Services Calgary has played a key role in pre-arrival, client intake, referrals, and information sharing.

- **Geoff Couldrey**, Immigrant Services Calgary
- **Casey Kennedy**, Immigrant Services Calgary
- **Daniel Wu**, Immigrant Services Calgary
- **Lee Sitek**, Immigrant Services Calgary

E11

Providing Employment Opportunities for Vulnerable Newcomers in the Pandemic

Finding safe, and flexible employment during the pandemic has been difficult for many, including newcomers. By offering employment through social enterprise, Immigrant Services Calgary has been able to support newcomers, and create opportunities to expand this venture. This workshop will explore the strategies and benefits of how to implement employment opportunities within social enterprise.

- **Hyder Hassan**, Immigrant Services Calgary
- **Jesa Pinalc**, Immigrant Services Calgary
- **Dana LaMarsh**, Immigrant Services Calgary
- **Mihaela Turtureanu**, Immigrant Services Calgary

E12

Short-term Impacts of the Career Pathways for Racialized Newcomer Women Pilot

The Career Pathways for Racialized Newcomer Women pilot project is a research project evaluating the impacts of employment programming for newcomer women being implemented by partner service provider organizations. In this presentation, the Social Research and Demonstration Corporation, the evaluators of the pilot, will present the immediate and intermediate impacts of the programs including impacts on participants' skills, employment, and well-being. Presenters from two partner organizations will describe their interventions, share their experiences of being involved in the research project, and discuss employer engagement in the context of their programming.

- **Moderator: Kim Lehrer**, "Short-term Impacts of Specialized Employment Programming for Racialized Newcomer Women"
- **TBC**, Immigration, Refugees and Citizenship Canada
- **Olga Zamudio**, MOSAIC, "Pathways to Caring"
- **Maria Polovinka**, Opportunities for Employment, "Milestones to Employment"

E13

Community Based LINC Classes for Seniors

Although immigrant seniors are eligible for Language Instruction for Newcomers to Canada Program (LINC), many of them have difficulty accessing LINC because of barriers such as poor English language skills, lack of transportation, lack of confidence in a regular LINC class, and precarious housing situations. Older learners need to feel comfortable and trust the teacher and the other students before they participate fully in the language classroom. To help immigrant seniors overcome these barriers and be successful in language learning, Centre for Newcomers piloted Community Based LINC Classes for Seniors only in 2 communities and would like to share and discuss this new approach.

Dingwall et al. (2013) noted that health crises such as pandemics often reveal inequalities and social marginalization that tend to be hidden or taken for granted in a society, which is what the COVID-19 pandemic has done in Calgary's Northeast. The Centre for Newcomers, in conjunction with a group of other non-profit organizations came together to form the Calgary East Zone Newcomers Collaborative (CENC) to find innovative solutions to these challenges. In this paper, I present preliminary findings of the model's effectiveness in relation to its intended purpose and outcomes, as well as emerging challenges and how they have been addressed. I also intend to discuss some of the lessons learned thus far.

- **Charlie Wang**, Centre for Newcomers Society of Calgary, "Community Based LINC Classes for Seniors"
- **Ayotunde Kayode**, Centre for Newcomers Society of Calgary, "CENC Model & Pandemic in Northeast Calgary"

E14

Try uMetropolis: Measuring Immigrant Integration in Canada

In this session, attendees will be invited to try the uMetropolis course Measuring Immigrant Integration in Canada. Spaces will be limited and distributed on a first-come, first-served basis.

- **Christopher Surtees**, The Association for Canadian Studies and Metropolis Institute

1:45 pm – 3:15 pm

Block ER of concurrent sessions (roundtables)

Bloc ER des séances simultanées (tables rondes)

ER1

Building Back Better: Refugee Protection Systems Post-Pandemic

Wars, persecution, violence, and human rights violations continue to set an unprecedented number of forcibly displaced people around the world. Refugee Protection Systems are needed more than ever. These systems continue to face challenges, especially during the Covid-19 pandemic with the closing of borders and travels. The Roundtable panel discusses old and new challenges in refugee protection, detention, resettlement, integration, and obstacles faced by displaced persons, including human rights violations. Various key questions posed highlight the importance of addressing root causes of refugee flows, ensuring that refugees' basic needs are met, and supporting resettlement, other creative pathways, and integration programs for refugees.

- **Stephanie Stobbe**, Menno Simons College (a College of CMU) at the University of Winnipeg, "Refugee Protection Systems: The Role of Refugee and Humanitarian Resettlement and Asylum Programs"

- **James C. Simeon**, McLaughlin College at York University, "A Call to End Unlawful Detention of Refugees"
- **Jobb Arnold**, Menno Simons College (a College of CMU) at University of Winnipeg, "Relations Among Indigenous, Newcomer, and Mainstream Youth in (Re)Settlement Programs"
- **Jona Zyfi**, University of Toronto, "The Role of Human Rights in Refugee Protection"
- **Anna Snyder**, Menno Simons College (a College of CMU) at University of Winnipeg, "The Challenges of Displaced Refugees in Host Countries"
- **Rabindra Chaulagain**, University of Lethbridge, "Narrative Racism: Lived Experiences of Bhutanese Refugees During Covid-19"

ER2

La paix et Développement

La paix et la sécurité sont cruciales pour le développement durable de l'Afrique.

- **Mahamat Galmaye**, Comité de dialogue et de cohabitation Pacifique

ER3

Analytical possibilities of the integrated IRCC settlement services data recently made available at Research Data Centres

Statistics Canada and IRCC conducted the Longitudinal Immigration Database (IMDB) Settlement Services Module Pilot in 2020-2021 whereby 10 researcher teams were provided access to data for the first time at Research Data Centres (RDCs) to test the quality and analytical potential of new datasets. The IMDB Settlement Services Module includes data from IRCC's Immigration Contribution Agreement Reporting Environment (iCARE) and covers the different settlement services received by 1.5 million newcomers since 2013. This session will provide an opportunity to hear about initial reports of data access and feature insights about the analytical potential of the Module which is now open for all researchers at more than 30 RDCs across Canada.

- **Moderators: Lorna Jantzen**, IRCC, CDOB and **Jesslyn Thibedeau**, IRCC, SIP
- **Jen Baggs**, University of Victoria, Gustavson School of Business, "Settlement service provision and intersectional employment outcomes"
- **Rupa Banerjee**, Ryerson University, Department of HR Management and Organizational Behaviour, "Does Express Entry change anything? Policy change and immigrant integration outcomes"
- **Michael Haan**, Western University, Department of Sociology, "Returns on investment for different settlement services"
- **Yoko Yoshida**, Western University, Department of Sociology, "Returns on investment for different settlement services"
- **Taylor Shek-wai Hui**, Social Research and Demonstration Corporation (SRDC), "An exploration of potential determinants of IRCC settlement services usages"

- **Zinaida Foltin**, SRDC, "An exploration of potential determinants of IRCC settlement services usages"
- **Audrey Appiah Minta**, SRDC, "An exploration of potential determinants of IRCC settlement services usages"

3:15 pm – 3:45 pm

Break / Visit the Exhibitors Booths and Poster Presentations

Pause / Visite des Kiosques des exposants et Présentations d'affiches

3:45 pm – 5:15 pm

Block F of Concurrent sessions (workshops)

Bloc F des séances simultanées (ateliers)

F1

Let's hear what service providers have to say: Addressing the needs of immigrant communities during the COVID-19 pandemic

The COVID-19 pandemic has disrupted the social safety net in communities across Canada, including social service organizations that support immigrant communities. Using qualitative methodology, 15 interviews were conducted with social service providers who serve immigrant communities in Edmonton, Canada. This presentation reports the preliminary results of this study, highlighting challenges experienced by service providers followed by a discussion on the implications of policies and programs to effectively support the delivery of services to these communities.

- **Hellen Gateri**, MacEwan University
- **Kathy Kim**, MacEwan University
- **Rita Dhungel**, University of Fraser Valley

F2

Developing Strategic Communications for Immigrants and Refugees: Best Practices for the Present and the Future

Immigrants, including refugees, are inadequately prioritized in public communications. This workshop draws on the experience of public health messaging during the COVID-19 pandemic to highlight the needs of diverse linguistic communities as important audience segments when planning strategic communications. It situates the discourse in research findings, case studies of community-based interventions, and existing health communication practices while making policy recommendations to advance information equity and access for immigrants and refugees.

- **Moderator: Louisa Taylor**, Refugee 613

- **Rukhsana Ahmed**, University at Albany, SUNY, "Health Communication Strategies for Culturally and Linguistically Diverse Communities during the COVID-19 Pandemic"
- **Sukhmeet Singh Sachal**, Sikh Health Foundation, "Social Media Mobilization for Culturally-Effective Communication: The Community-Led COVID-19 Sikh Gurdwara Initiative"
- **Esther Ajiboye**, Refugee 613, "Closing Information Gaps During COVID-19: The Cross-sectoral Newcomer Info Hub Approach"

F3

Promoting belonging and decolonizing approaches through Arts-based methods and approaches in the settlement sector

In this workshop, we explore how arts-based research and programming can be used to promote cultural identities and belonging, migration experiences of immigrants and refugees. Our presentation explores multimodal approaches to arts-based research and programming, including a podcast hosted by the Centre for Migration at the University of British Columbia in 2021, a photovoice project with Syrian men, using collage-making as part of program evaluation, and the Shoe Project a writing project for newcomer women. We discuss the ways arts-based research and programming create spaces of disruption, public pedagogy, and decolonizing praxis in relation to mainstream settlement services in Canada.

- **Amea Wilbur**, UFV, "The Power of Narrative Storytelling: How podcasts as an arts-based practice enhance solidarity and social activism in adult education"
- **Nancy Clark**, University of Victoria, "Exploring Syrian Men's Mental Health and Participation in Labour Employment: A Community Participatory Arts-Based Project"
- **Shanga Karim**, Shoe Project, "The Shoe Project"
- **Tanis Sawkins**, UFV, "Reimagining an employment program for migrant women using arts-informed program evaluation"

F4

Economic Contribution and Recruitment and Retention of Immigrants to Atlantic Canada

This session will bring scholars and key settlement agency to discuss best policies and practices to boost immigration recruitment and retention in Atlantic Canada. There have been recent efforts to increase newcomer attraction and retention by both governments and community organizations alike. The key responsibilities of the governments are to determine the number and distribution of immigrants by skill level and immigration class, enhance economic development, and provide better incentive structures and support programs for newcomers. Bottom-up efforts by communities and non-governmental organizations are also crucial for enhancing newcomer retention and boasting relative advantages of the region over traditional newcomer destinations.

- **Moderators: Tingting Zhang**, University of Illinois at Urbana-Champaign and **Jennifer Watts**, Immigrant Services Association of Nova Scotia

- **Chair: Tony Fang**, Memorial University of Newfoundland, University of Toronto, and IZA, "Do employer attitudes affect hiring of immigrants and international students? Evidence from a survey of employers"
- **Ather H. Akbari**, St. Mary's University, "The economic impact of immigration on provincial economies in Canada"
- **Nabiha Atallah**, Immigrant Services Association of Nova Scotia, "Settlement supports for retention of immigrants and international students"
- **Sherine Khattab**, Memorial University, "Regional employer hiring attitudes towards immigrants and their effects on employer hiring practices and outcomes: A comparative analysis of the Atlantic provinces"
- **John Hartley**, Memorial University, "Determinants of employers' attitudes towards hiring immigrants and international students in Atlantic Canada"

F5

The Profound Impact of Specialized Learning Needs in LINC Classrooms: Gaps & Recommendations

Specialized learning needs in LINC/CLIC classrooms, including learning and cognitive disabilities, mental health challenges and illness, PTSD, brain injuries, and trauma have a profound effect on learners and instructors in a variety of ways. Using a national focus, this presentation will examine the scope of these effects, promising practices to overcome challenges, and recommendations for service providers and funders.

- **Teresa Burke**, MANSO, "Setting the Stage: National Scope and Considerations"
- **Carol Derby**, ISANS, "Accessibility in the LINC Classroom"
- **Amea Wilbur**, University of the Fraser Valley, "Trauma-Informed Practices in EAL: Exploring Research, Programming, and Pedagogy"
- **Traicy Robertson**, Manitoba Possible, "Overview of Provincial Support Service Pathways for Newcomers Living with Disabilities in Canada"

F6

The Effect of COVID-19 on Pre-Arrival and Post-Arrival Settlement Services: Challenges, Best Practices & Future Considerations

The settlement sector has faced significant challenges as a result of the pandemic. This presentation will highlight the challenges within the sector in British Columbia, Alberta and Ontario. Presented by S.U.C.C.E.S.S., Calgary Catholic Immigration Society (CCIS) and COSTI Immigrant Services, this presentation will provide an overview of the effects of the pandemic from a pre-arrival and post-arrival lens. This presentation will also discuss how each settlement organization responded and adapted service delivery based on provincial health orders. The session will share key learning points and future considerations for best practice.

- **Niloufar Oveysi**, S.U.C.C.E.S.S
- **Cecilia Sun**, Calgary Catholic Immigration Society (CCIS)
- **Trudy Small**, COSTI Immigrant Services

F7

Advancing and Claiming Rights By and For Migrant Farmworkers in Ontario and Quebec.

The panel will focus on the rise in political assertiveness among temporary migrant farmworkers in Ontario and Quebec, particularly during the COVID-19 pandemic. Drawing on academic research and grassroots support work and activism, the panel will examine the nexus between advocacy and support by migrant support organizations and rights claimed by migrant farmworkers. The panel will also reflect on how this rising political assertiveness is impacted by the changing socio-demographic composition of migrant farmworkers, a growing number of whom now come from urban, rather than rural, areas and have higher levels of education by comparison to earlier generations of workers.

- **Shelley Gilbert**, Legal Assistance of Windsor, "Trauma Informed Community Practices and Building Social Capital Among Migrant Workers"
- **Véronique Tessier**, RATTMAQ, Québec, "Canada Defending the Invisibles: a farmworker support centre in Quebec City"
- **Danièle Bélanger**, Université Laval, "Canada Political assertiveness among agricultural migrant workers in the Quebec City region during the COVID-19 pandemic"

F8

Design thinking with individuals with lived experiences

Hear how racialized newcomer women's lived experiences have been an integral part of program and policy design for the Career Pathways for Racialized Newcomer Women pilot project. 1) Findings from focus groups with participants who struggled to enter the labour market after the program and implications for programming will be presented 2) Stories from photovoice, a visual participatory action research methodology, will be shared. 3) Achev will share how stories and qualitative data impacts their work in the Milestones to Employment program and the Career Pathways for Women program.

- **Session moderator: TBC**
- **Julie Rodier**, Social Research and Demonstration Corporation (SRDC), "Post-program experiences : what worked and ways to improve programming for racialized newcomer women"
- **Sol Park**, Social Research and Demonstration Corporation (SRDC), "Photovoice in the Career Pathways for Racialized Newcomer Women Pilot: Understanding the program experience from participants' views"
- **Tania Amaral**, Achev, "The impact of stories on our work"

F9

Empowering Communities Together: A Community-based Anti-racism initiative in Calgary, Alberta

The COVID-19 pandemic has brought to light the many inequalities and inequities faced by members of immigrant, newcomer, and racialized communities. Pandemic hardships experienced by a wide segment of the population has led some to scapegoat these groups, placing blame on their cultural practices and ethnic backgrounds for the rise and spread of the virus in Alberta. This workshop details a recent effort to explore and address racism in the Calgary community. Presentations from participating service providers and a local leader demonstrate how multi-sectoral, community-based initiatives can yield insight and impact on racism from a grassroots' perspective.

- **Sally Zhao**, The Immigrant Education Society (TIES), "Anti-racism project data gathering and methodology"
- **Anila Lee**, Yuen Centre for Newcomers, "Community Self-Defense: Inspiring confidence in newcomers"
- **Hyder Hassan**, Immigrant Services Calgary, "Gateway-Empowering newcomers with equity and inclusion"
- **Rajan Sawhney**, Government of Alberta, "Supporting Community-based Anti-racism efforts in Alberta"
- **Cesar Suva**, The Immigrant Education Society (TIES), "Creating Safe and Brave Spaces: Identities and Roles in interactive spaces to create equitable environments"

F10

From Counselling to Planning

Currently, Calgary NPOs lack coordination between agencies during client intake, assessments, and referrals. Data-driven tracking, gaps in information sharing, and a lack of visibility for immigrant-related services mean that many professionals and families are having their integration delayed. This workshop will explore Immigrant Services Calgary's Gateway which proposes a standardized language & settlement assessment, using technology to move away from traditional settlement "counselling" and move towards a more comprehensive "planning" process with newcomer goals at the forefront.

- **Hyder Hassan**, Immigrant Services Calgary
- **Casey Kennedy**, Immigrant Services Calgary
- **Usman Khan**, Immigrant Services Calgary
- **Souhila Loucif**, Immigrant Services Calgary
- **Prianka Gill**, Immigrant Services Calgary

F11

The impact of COVID-19: Exploring the immigrant experiences and perspectives

The College of Researchers for Development Society (CORDS) explores the experiences and effects of COVID-19 on Canadians. A section of the study explores and examines the COVID-19 experiences of immigrants in Alberta. The study is interested in understanding the Canadians response to the coronavirus crisis – experiences that may invoke the social dimensions around safety and danger theory (Polyvagal's Theory): flight, freeze, or fight or engage when faced by a life-threatening and challenging situation. It anchors in the assumption that when a social barometer of engagement is triggered, citizens become proactive in managing obstacles, thus enabling them to be resilient and overcome challenges like the pandemic.

- **Ernie Alama**, College of Researchers for Development Society / Saint Mary's University
- **Donald MacCallum**, College of Researchers for Development Society
- **Sherrisa Celis**, Calgary Catholic Immigration Society
- **Trevor Baxter**, University of Liverpool, UK

F12

uMetropolis: a demonstration of e-learning for the immigration field and beyond

In this session, we will explore the online platform of uMetropolis and take a peek at some of the courses that will be available upon the launch of the platform. Attendees will be invited to share their valued feedback on the platform and course selection.

- **Christopher Surtees**, The Association for Canadian Studies and Metropolis Institute

3:45 pm – 5:15 pm

Block FR of Concurrent sessions (roundtables)

Bloc FR des séances simultanées (tables rondes)

FR1

A Life Course Perspective on Life Experiences of Older Adult Immigrants in Canada

Older adult immigrants make up a large portion of the aging population in Canada and have specific health care needs. The gap in current research on the topic lies in the limited understanding of the effects of immigration on aging experiences. The study design followed a qualitative method where 10 semi-structured interviews were conducted with participants. Using framework analysis, the period of immigration has proven to influence aging experiences among participants in this study. This insight should motivate future research to look at what kinds of interventions need to be set in place to support

immigrants at different life stages.

- **Hana Hadley**, University of Waterloo (co author - Dr. Elena Neiterman)

FR2

FR3

“I am capable of so much more”: Immigrant women’s experiences of racism in the Alberta labour market

Immigrant women continue to face barriers in hiring and advancement. The current study uses Community Based Participatory Action Research to examine immigrant women’s experiences of job seeking from four cities in Alberta. Our work draws on an intersectional feminist theoretical framework to expose the racist structures which perpetuate disadvantage for immigrant women and highlight women’s acts of resistance – e.g. networking through cultural communities. Preliminary findings from our research explore career trajectories; structural barriers – e.g. “Canadian work experience”; acts of resistance; and recommendations for immigration services and employers.

- **Roxanne Singlot**, Alberta Network of Immigrant Women, "Enhancing economic security for immigrant women"

SATURDAY, MARCH 26 / SAMEDI 26 MARS

7:30 am – 9:00 am

Registration / Coffee, light breakfast / Visit the Exhibitors Booths and Poster Presentations
Inscriptions / Café, collation matinale / Visite des Kiosques des exposants et Présentations d’affiches

9:00 am – 10:30 am

Welcome / Opening Address / Plenary Session 3
Bienvenue / Mot d’ouverture / Séance plénière 3

From Metropolis North America to Metropolis Americas: An “Americas” Conversation about Migration

The November 2021, the North American Leaders’ Summit (known popularly as the meeting of the three Amigos) aimed at discussing the regional migration crisis that has had a profound impact on the United States, Mexico and Canada. The global pandemic has seen greater attention directed at the crisis with the closing of land borders and the rising backlog of migrants. It has become apparent that the three country

conversation around migration must incorporate the broader migration situation and conditions in the Americas to effectively address the ongoing challenges arising from the political and economic instability. Plenary speakers will speak about the key pillars for an Americas conversation about migration. This session will also formalize the transition from Metropolis North America to Metropolis Americas.

- **Session Chair: David Heurtel**, Counsel at Fasken Law, Political Analyst / Adjunct Professor, Concordia University, former Member of the National Assembly and Quebec Minister of Immigration, Montreal, Quebec, Canada
- **Silvia Elena Giorguli Saucedo**, President of the Colegio de México (COLMEX)
- **Katharine Donato**, Donald G. Herzberg Professor of International Migration, and Director, Institute for the Study of International Migration (ISIM), Georgetown University, Washington, DC, USA
- **María Eugenia Brizuela de Avila**, Nonresident Senior Fellow, Adrienne Arsht Latin America Center, former Minister of Foreign Affairs in El Salvador

De Metropolis Amérique du Nord à Metropolis Amériques : Une conversation des "Amériques" sur la migration

En novembre 2021, le sommet des leaders nord-américains (communément appelé "la réunion des trois Amigos") avait pour but de discuter de la crise migratoire régionale qui a eu un impact profond sur les États-Unis, le Mexique et le Canada. En raison de la pandémie mondiale, la crise a fait l'objet d'une attention accrue avec la fermeture des frontières terrestres et l'augmentation des retards dans les dossiers des migrants. Il est devenu évident que la conversation entre les trois pays sur la migration doit tenir compte de la situation et des conditions migratoires plus globales dans les Amériques afin de relever efficacement les défis permanents découlant de l'instabilité politique et économique. Les conférenciers de la séance plénière parleront des principaux piliers d'une conversation sur les migrations dans les Amériques. Cette séance permettra également d'officialiser la transition de Metropolis Amérique du Nord à Metropolis Amériques.

- **Président de la séance : David Heurtel**, Avocat chez Fasken Law, Analyste politique / Professeur associé, Université Concordia, ancien député de l'Assemblée nationale et ministre de l'Immigration du Québec, Montréal, Québec, Canada
- **Silvia Elena Giorguli Saucedo**, Présidente du Colegio de México (COLMEX)
- **Katharine Donato**, Donald G. Herzberg, Professeure de migrations internationales et directrice du *Institute for the Study of International Migration (ISIM)*, Université de Georgetown, Washington, DC, États-Unis
- **María Eugenia Brizuela de Avila**, Chercheuse invitée, *Adrienne Arsht Latin America Center*, ancienne Ministre des affaires étrangères du Salvador

10:30 am – 11:00 am

Break / Visit the Exhibitors Booths and Poster Presentations

Pause / Visite des Kiosques des exposants et Présentations d'affiches

11:00 am – 12:30 pm

Block G of Concurrent sessions (workshops)

Block G des séances simultanées (ateliers)

G1

Addressing the Social and Economic Wellbeing of Black Youths

Black youths experience poor social and economic outcomes. Anti-Black and systemic racism contribute to the outcomes of Black youths. Black communities have been actively involved in addressing the needs of Black youths. First, we will present data from doctoral work that examines the integration experiences of Black graduate students in Canadian Universities. Then, we will draw on data from two community organizations to discuss strategies employed to address the needs of Black Francophone and Anglophone youths. We will conclude by shedding light on lessons learnt in a mentorship program for Black youths.

- **Moderator: Myra Kandemiri**, The University of Edmonton Faculty of Nursing
- **Jeanne Lehman**, Black Canadian Women in Action
- **Natasha Daniel**, Black Canadian Women in Action
- **Alphonse Ndem Ahola**, FRAP
- **Benjamin Denga**, University of Alberta
- **Bukola Salami**, University of Alberta Faculty of Nursing

G2

Online programming for immigrant children: Lessons Learned in COVID

Although the COVID-19 pandemic provided diverse challenges for service providers, it also triggered new innovations, the creation of new knowledge and the discovery of new possibilities. This new reality forced a shift in services and best practices to adapt to online programming. Service providers from three different organizations will share their lessons learned from pivoting to online delivery with children of different ages and their families. Our academic partners will report on their investigation of the barriers and facilitators to language learning during COVID and on an online programming provided to support language development in preschool-aged children.

- **Gina Moynan**, Immigrant Services Association of Nova Scotia (ISANS), "Lessons learned in Online ECE program developed during COVID"
- **Naomi Frey**, Language Training Centre, RRC Polytech, "Family Focused Childcare - Lessons Learned During COVID"
- **Meagan Bothelo**, N.E.E.D.S. Inc. "Online Programs for Newcomers and Refugees Children and Youth"

- **Andrea MacLeod**, University of Alberta, "Online Program to Support Language Development in Preschool Children from Newcomer Families"
- **Catrine Demers**, University of Alberta, "Online Program to Support Language Development in Preschool Children from Newcomer Families"

G3

Catalyser l'atteinte du plein potentiel socio-économique du nouvel arrivant

Les nouveaux arrivants sont des acteurs importants dans la croissance économique du pays, ainsi que l'un des principaux leviers pour atténuer les impacts de la pénurie de main-d'œuvre, le vieillissement de la population et la baisse de natalité. Les services d'établissement sont essentiels pour subvenir à leurs divers besoins. Est-ce que le modèle de prestation permet d'accompagner chaque individu vers l'accomplissement de soi, au-delà des besoins de base? Le Collège Boréal est constamment à la recherche de mécanismes d'appui efficaces et humains qui facilitent et accélèrent l'intégration socioéconomique des nouveaux arrivants et partagera une approche holistique, un modèle d'intervention et un projet de recherche (<https://bit.ly/3pja8qm>)

- **Baptiste Bourquardez**, Collège Boréal d'arts appliqués et de technologie
- **Frédéric Boulanger**, Collège Boréal - Direction Campus de Windsor, "Au-delà de l'établissement : qu'est-ce que l'intégration socio-économique ?"
- Équipe Projet Recherche Appliquée, Collège Boréal - Équipe du projet de recherche appliquée (à distance)

G4

Hosting and Housing: Newcomer Options for and Obstacles to Accessing Appropriate Housing

Housing is an essential part of both the short- and long-term settlement process, but many newcomers face challenges to locating, accessing, and 'settling' in housing in host communities in Canada. Specifically, recently-arrived refugees, privately-sponsored refugees, and temporary migrant workers may have particular housing needs related to size, affordability, and accessibility. This workshop showcases research from Manitoba, Ontario, and Canada-wide, with a focus on the intersection between housing and newcomer settlement. Panelists offer diverse reflections on the obstacles and options for housing, highlighting perspectives from both housing providers and newcomers.

- **Jill Bucklaschuk**, Community-based researcher, "Addressing the Housing Needs of Refugee Families through Transitional Housing and Wrap-around Supports"
- **Aynslie Hinds**, University of Winnipeg, "Addressing the Housing Needs of Refugee Families through Transitional Housing and Wrap-around Supports"
- **Sarah Zell**, University of Winnipeg, "Addressing the Housing Needs of Refugee Families through Transitional Housing and Wrap-around Supports"

- **Shereen Denetto**, Immigrant and Refugee Community Organization of Manitoba, "Addressing the Housing Needs of Refugee Families through Transitional Housing and Wrap-around Supports"
- **Lawrence Deane**, University of Manitoba, "Addressing the Housing Needs of Refugee Families through Transitional Housing and Wrap-around Supports"
- **Ryan Gibson**, "Housing Strategies for the Integration and Wellbeing of Seasonal Agricultural Workers", "Housing Strategies for the Integration and Wellbeing of Seasonal Agricultural Workers"
- **Louis Helps**, University of Guelph, "Housing Strategies for the Integration and Wellbeing of Seasonal Agricultural Workers"
- **Emily Halldorson**, Community-based researcher, "Putting Home at the Heart of Refugee Resettlement"
- **Ray Silvius**, University of Winnipeg, "Putting Home at the Heart of Refugee Resettlement"
- **TBC**

G5

Customized Approach to Building Resilient Newcomers

For 38+ years, CIWA has worked collaboratively across sectors to positively impact the lives of newcomers to Canada. Recently, the complex needs of new waves of immigrants have created the impetus for re-examining our service delivery practices in an effort to build inter-sectoral capacity through a multidisciplinary approach to serving vulnerable immigrants. This presentation will showcase customized services that have proven to be successful in addressing the needs of newcomers to Canada and making their settlement and integration process easier.

- **Celestina Akinkunmi**, Calgary Immigrant Women's Association
- **Debra Colley**, Calgary Immigrant Women's Association

G6

Beyond Covid-19: Lessons & solutions-focused strategies to address refugee determinants of health

This session will look beyond the predicted health challenges that arose from the pandemic for vulnerable newcomer clients. Speakers from across Canada will discuss how they adapted and learned from unexpected challenges that went beyond our predictions when addressing the needs of clients throughout evolving circumstances due to the consolidated effects of a global pandemic and national influx of immigration . Through a solutions-focused lens, our speakers will address the particular determinants of health affecting refugees, such as housing, coping skills and social support networks.

- **Lori Steward**, Refugee and Immigrant Health and Case Coordination Manager, Global Gathering Place, SK, "Let's Talk Solutions: How Can Service Providers Overcome Challenges When Creating Circles of Care for Refugee Clients."

- **Christina Ugge**, Program Coordinator, Client Support Services, YMCA GTA, "Refugee Health & Wellbeing: National Trends from Client Support Services"
- **Hanaa Elkolaly**, Case Manager, London Cross Cultural Learner Centre, ON, "Through the Pandemic Looking Glass: Refugee Youth Addiction Challenges with a Virtual World"
 - With research contributions from Dr Sohail Makhdoom, Associate Professor of Psychiatry and Paediatrics at Victoria Hospital & Staff Psychiatrist at the Child and Parent Resource Institute (CPRI)
- **Abe Oudshoorn**, RN, PhD, Associate Professor at The Arthur Labatt Family School of Nursing, Western University, "Exposing the gaps in the system: Settlement during a pandemic"

G7

Newcomer COVID Support: A Collaborative Model

Description TBC

- **Anila Lee**, Yuen Centre for Newcomers
- **Sally Zhao**, The Immigrant Education Society
- **Annalee Coakley**, Mosaic Refugee Health Clinic

G8

Joint Emergency and Protection Response of Consulates and MOSAIC

The close collaboration between non-profit agencies and foreign consulates, in this case, the Philippines, Mexico, and Guatemala, has been vital to be able to connect with and protect migrant workers, mobilize them, and provide them with all the means necessary for their well being while they live and work in Canada. The protection of Migrant Workers in B.C. has been a shared concern of the Federal and Provincial Governments of Canada that finance programs which allow local agencies to reach out to them in cases of emergency. This joint effort has been vital to assisting the migrant workers in addressing emergencies such as the BC wildfires, floods, and cases of labor abuse and exploitation.

- **Hugo Velazquez Vazquez**, Mosaic
- **Maria Andrelita S. Austria**, Government of the Philippines
- **Berenice Diaz Ceballos**, Government of Mexico
- **Oscar Padilla**, Government of Guatemala

G9

Discrimination and Racism in Employment: Perspectives from both Racialized Newcomer Women and Employers

Hear results from two studies and an initiative to address systemic racism in immigrant services. 1)

Racialized newcomer women who participated in the CPRNW Pilot shared their perceptions and personal experiences with discrimination and racism in employment, including impacts of the discrimination on their well-being. 2) Toronto Region Immigrant Employment Council survey results with employers in the GTA on their equity, diversity and inclusion priorities and actions taken, including their perspectives on the inclusion of newcomer women. 3) Tri-Cities Local Immigration Partnership is implementing and evaluating an anti-oppression approach to build capacity in immigrant-serving agencies to combat systemic racism in Metro Vancouver.

- **Susanna Gurr**, SRDC, "Experiences with Discrimination and Racism in Employment: An Exploratory Study with Participants in the Career Pathways for Racialized Newcomer Women Pilot Project"
- **Sugi Vasavithasan**, TRIEC, "Equity, diversity and inclusion practices in GTA workplaces: Survey results and insights"
- **Abigail Cameron**, S.U.C.C.E.S.S., "An Anti-oppression Framework to Combat Systemic Racism in Immigrant Services"
- Moderator: IRCC TBD

G10

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

Presentation will share results of a 10-week research project, funded by IRCC, and conducted in partnership with 5 agencies from prairie provinces. Research was focused on CNC delivery models and practices that emerged due to COVID-19 public health restrictions. Challenges, barriers, strengths, and successes experienced by agencies, who rapidly adapted their programs to remove barriers to accessing childcare, will be shared with a focus on the comparison between remote and in-person CNC. The presentation will also share lessons learned and recommendations to improve practices and supportive policies for all, including parents and children, during the pandemic and in the future.

- **Jyoti Agnihotri**, Calgary Immigrant Women's Association
- **Kirandeep Bhullar**, Regina Immigrant Women South Centre

G11

Better Together: Collaborating to Optimize Immigrant Success

In this workshop, members of the immigrant-serving sector are invited to participate in a number of discussion-based activities to surface the expectations and needs of the sector as it relates to collaboration and cross-promotion of programs. Given the complexity of the sector and the diverse services available across different agencies, collaboration can add immense value and optimize immigrant success through unhindered access. Challenges persist, though, when capacity and outcome-based reporting hinder, rather than foster, collaboration. Through this workshop, facilitators from

IEC-BC intend to capture and share the best practices surfaced for collaborating across different agencies.

- **Devon Franklin**, Immigrant Employment Council of BC
- **Chris Anderson**, Immigrant Employment Council of BC
- **Iona Santos-Fresnoza**, Immigrant Employment Council of BC

G12

Using Social Enterprise Revenues During COVID-19 to Supplement Service Delivery Gap

In unprecedented times, Immigrant Services Calgary's social enterprise, the Interpretation and Translation Centre (ITC) was able to mark a year of growth. This workshop will explore how social enterprises can direct profits to be used for social good if they are profitable, and strategies for successful exploration of impact investing in order to scale up. Thanks to its success, ITC has been able to re-direct resources to where they were needed in the pandemic.

- **Hyder Hassan**, Immigrant Services Calgary
- **Kayla Lis**, Immigrant Services Calgary
- **Haris Saleem**, Immigrant Services Calgary
- **Salman Khan**, Immigrant Services Calgary

11:00 am – 12:30 pm

Block GR of concurrent sessions (roundtables)

Bloc GR des séances simultanées (tables rondes)

GR1

Digital Literacy Standards for Literacy Learners

Language instruction programs across Canada scrambled to adjust delivery methods in response to Covid 19. With the absence of (pandemic) guidelines, service providers employed various approaches and had differing expectations. Two years later we have learned many lessons about what digital literacy skills were necessary for the pivot and what will best serve our literacy students going forward. We will compile a list of realistic digital literacy expectations for literacy learners.

- **Donna Clarke**, TIES
- **Jeremy Wilson**, TIES

GR2

A Gender Based Violence Settlement Sector Strategy-Across Canada

In April 2019, with funding from Immigration, Refugees and Citizenship Canada (IRCC), four organizations from the anti-violence and settlement sectors partnered to begin to develop the GBV Settlement Sector Strategy: The Canadian Immigrant Settlement Sector Alliance – Alliance canadienne du secteur de l'établissement des immigrants (CISSA-ACSEI), Ending Violence Association of Canada (EVA CAN), Ontario Council of Agencies Serving Immigrants (OCASI), and YMCA of Greater Halifax/Dartmouth. Building on current expertise and existing resources, the National Strategy aims to develop a shared base of knowledge between the settlement and anti-violence sectors so that we can increase our ability to respond. Project website www.ngbv.ca/.

- **Kathryn Khan**, YMCA of Greater Halifax/Dartmouth
- **Briana Miller**, YMCA of Halifax/Dartmouth
- TBD IRCC representative
- TBD Project partners

POSTER PRESENTATIONS

P1

The Impacts of Quebec's Secularism on The Federal Government's settlement Actions and Ethnoreligious Minority Groups' Emigration from Quebec to Other Provinces

Quebec secularism act (Bill 21) proposed ground rules that, it says, will ensure the religious neutrality of the state whose most controversial section bans public workers in positions of authority from wearing religious symbols that have made some ethnoreligious minorities leave Quebec. The question that I will address in my presentation is whether Quebec's secularism, first, impacts the federal government's settlement actions and, second, results in higher residential segregation among minorities. It is increasingly getting important for Canada to be aware of what factors, including provincial decisions, could undermine the Multiculturalism policy that theoretically should prevent discrimination against minorities.

- **Zahra Mahdi**, Carleton University

P2

Gender Role and Employment Practices of Refugee Newcomers in Canada

Mass migration, fueled by wars, natural disasters, climate change, and political circumstances is a timely and critical international issue. Once newcomers arrive in their new land, employment plays a crucial role

in integration in the host society. This 2.5-year ethnographic study used a narrative approach allowing newcomers from refugee backgrounds to tell their own stories. Among many dynamics, gender roles and the resistance/resilience towards available employment positions unfolded as factors contributing to the issue.

- **Fatima Jalali**, Simon Fraser University

P3

Viral Vitriol? Using online videos to educate and promote anti-racism

In 2020-2021, we collected 500 stories about racism in Manitoba. From those stories, we created films for an anti-racist social media campaign. This poster explores how anti-racist media content can be used to educate a broad public audience.

- **Denise Humphrey**, Brandon University
- **Stephanie Spence**, Brandon University

P4

The Women's Business Hub: Challenges of Teaching Digital Literacy to Immigrant and Refugee Women Entrepreneurs

The Covid-19 pandemic has forced change on our society at a breakneck pace. The adoption of technology leaped forward by a decade; the federal government has rolled out new programs in just weeks (compared to the years often required); and, reliance on technology exponentially increased. The Women's Business Hub, a project aimed to help immigrant women start their own business, started an e-commerce platform to help immigrant women participants take advantage of the competitive business aspect of doing business online, especially amid a pandemic that encourages businesses to develop an online presence. Despite the advantages of the e-commerce platform, the lack of digital literacy made adjustment challenging for immigrant and refugee women. Poster Authors:, Ashraf Mirmontahai, M.Ed., Director, Employment Services Unit, Saskatoon Open Door Society. Email: director.es@sods.sk.ca, Tatiana Kim, M.A. Applied Social Psychology, Independent Researcher Email: kimtatiana5@outlook.com, Abdu Etagiuri, Edwards School of Business Student, University of Saskatchewan. Email: abduetagiuri@gmail.com, Shahira Mabrouk, Program Coordinator, Women's Business Hub – Saskatoon Open Door Society. Email: smabrouk@sods.sk.ca

- **Ashraf Mirmontahai Mirmontahai**, Saskatoon Open Door Society

P5

Emotional disruptions in transnational families during Covid-19

Most immigrants join their family members back home for lifecycle ceremonies to reestablish bonds with people left behind. Due to travel restrictions during Covid 19, many immigrants could not visit their families back home in 2020 and 2021. They could not say bye to their beloved parents at the death bed of their parents or attend the wedding of their siblings. This poster presents the preliminary results of the research following emotional geography, on loss, grief, and separation of immigrant families from their loved ones back home.

- **Baiju Vareed**, MacEwan University

P6

La migration en deux étapes : enjeux familiaux, professionnels et migratoires autour du changement de statut migratoire

Cette affiche rend compte de l'expérience migratoire d'un migrant hautement qualifié et des membres de sa famille au Québec où le changement du statut migratoire, de résidents temporaires à résidents permanents, a provoqué une rupture dans le cheminement scolaire des quatre enfants et entraîné de nouvelles contraintes sur la mobilité socioprofessionnelle et dans les projets de re-migration des parents. L'étude a été effectuée à partir de données qualitatives issues d'entrevues répétées auprès du demandeur principal, professionnel en ingénierie, de sa conjointe et de chacun des enfants, ainsi que d'observations ethnographiques prolongées de la vie familiale lors de repas et d'activités de loisirs.

- **Monica Schlobach**, Institut de recherche sur l'intégration professionnelle des immigrants
- Collège de Maisonneuve

P7

Rareté et marché du travail des immigrants : état et perspectives

Le Québec est une terre d'immigration nette, les personnes qui s'y installent étant bien plus nombreuses que celles qui partent s'établir dans une autre province ou un autre pays. L'apport migratoire net à la population en âge de travailler sera de plus en plus important au cours des prochaines années, selon le plus récent scénario démographique. En effet, une personne sur cinq de l'offre totale de main-d'œuvre sur le marché du travail provient de l'immigration. Compte tenu que la population en âge de travailler (15 à 64 ans) poursuivra la baisse amorcée en 2014, et que la proportion de ce groupe occupant un emploi devrait atteindre des niveaux inégalés, cette situation fera en sorte que des problèmes de rareté relative de main-d'œuvre.

- **Lassad Damak**, Emploi-Québec

P8

Capacity Building Through the COVID-19 Lens

The COVID-19 pandemic has stimulated a rapid transition to virtual service delivery for the newcomer serving sector, dramatically reducing in-person program delivery. The Capacity Building Through the COVID-19 Lens Project seeks to capture, engage with, and promote innovative practices and service delivery approaches that have been developed and implemented by the sector during this time. With a particular interest in language, employment and community reception and integration, this project aims to build capacity, mobilize best practices, and strengthen the network of service providers. AAISA is excited to share the preliminary best practices and innovations identified from our focus groups.

- **Celine Truong**, Alberta Association of Immigrant Serving Agencies (AAISA)

P9

Adjusting in a Pandemic: Experiences of Incoming International Graduate Students

Since 2008, the number of international students in Canadian postsecondary institutions has tripled, with the numbers currently being at approximately 640,000. Although there is research showing evidence of the negative impacts the COVID-19 pandemic has had on international students globally, a knowledge gap exists in the experiences of incoming cohorts of international students to Canada. We conducted a qualitative study to understand how the lives of international graduate students have changed across various domains since moving to Canada, and the role of the COVID-19 pandemic and their own cultural contexts in the adjustment.

- **Anne Tseu**, University of British Columbia - Okanagan
- **Kirthana Ganesh**, University of British Columbia - Okanagan

P10

Sexual and Reproductive Health Needs of Immigrant Adolescents: A Qualitative Study

Despite a large number of immigrant adolescents in Canada, research on their knowledge of sexual and reproductive health and rights (SRHR) and information needs is nearly nonexistent. This interpretive description qualitative study sought adolescent SRH needs from the perspective of immigrant adolescents. Immigrant adolescents voiced barriers to accessing SRHR education and services and expressed their need for more inclusive and relevant sexual health education, more support from parents, and healthcare providers, and the need for more youth-driven integrated health promotion programs. The findings of the study will guide the development of tailored strategies for immigrant adolescents to optimize adolescents SRH outcomes.

- **Salima Meherali**, University of Alberta
- **Sobia Idrees**, University of Alberta

P11

International Students in Canada: A Qualitative Analysis into the Impact of COVID 19 on University Service, and Social Life

Thompson Rivers University is rapidly increasing in popularity for international students around the world. In March 2020, the COVID-19 pandemic began to significantly affect North America, and the university made the decision to move classes to a mostly online format, with vital university services soon following. Many international students faced language and cultural barriers and an unknown future in Canada as they reside on student permits which give them little protection in Canada. These mentally taxing conditions mean that international students experienced the changes of the pandemic and the transition to online learning differently than domestic students.

- **Aliesha Thomas**

P12

A Narrative Review of Caregiver and Child Relationships in Newcomer Families

Caregiver-child relationships have been an ongoing focus of research with immigrants and newcomers. Much of the research has been quantitative. While informative, quantitative data can be limiting in capturing complex phenomena. Also, quantitative researchers may unknowingly impose their own perceptions onto their participants through choice of measures and variables chosen. This can lead to conflicting, and narrow results. A recent increase in qualitative literature allows for the ability to capture the depth of this phenomenon. Therefore, this poster will present a narrative review of the literature on caregiver-child relationships in newcomer families, as it can connect heterogeneous studies and include broad perspectives.

- **Aisha Ghani, UBC**

P13

Racialized Immigrants' Experiences of Empowerment and Exclusion in Securing Professional Employment in the Region of Durham

This poster will present a photovoice research project that explored racialized immigrants' experiences of securing professional employment in Canada. Immigrants provided photographs and accounts of empowerment and exclusion in their professional employment search and offered recommendations for change. Preliminary findings from their photographs, interviews, and focus groups demonstrate the salience of devaluation experienced by racialized immigrants in the labor market and their resilience and resistance strategies in the face of marginalization. The findings highlight the urgency of multi-level proactive approach to facilitate the future of immigrant integration in Canada. Immigrants' photographs and their recommendations are provided.

- **Uzma Danish, Trent University**
- **Noely Garcia, Trent University**

P14

Meaningful and integrated community engagement efforts with visible minority communities for pragmatic research and beyond

Top-down approaches where the researchers and policy-makers 'prescribe' solutions are more common than community-engaged approaches where community members and researchers work hand-in-hand in community-engaged research to identify the problems, codevelop solutions and recommend policy changes. In this article, we reflect on a comprehensive community-engaged research approach that we undertook to identify the barriers to equitable health and social care access among visible minority / immigrant community in Canada. This article summarized the experience of our programme of research and describes our understanding of community-engaged research with the grassroots population that meaningfully interacts with the visible minority communities. Top-down approaches where the researchers and policy-makers 'prescribe' solutions are more common than community-engaged approaches where community members and researchers work hand-in-hand in community-engaged research to identify the problems, codevelop solutions and recommend policy changes. In this article, we reflect on a comprehensive community-engaged research approach that we undertook to identify the barriers to equitable health and social care access among visible minority / immigrant community in Canada. This article summarized the experience of our programme of research and describes our understanding of community-engaged research with the grassroots population that meaningfully interacts with the visible minority communities.

- **Turin Tanvir Chowdhury**, University of Calgary

P15

Equitable involvement of immigrant/racialized community members in research: the greater the desired involvement, the greater the need for commitment for capacity building

Community members are generally less involved in the overall research process. Often, community members are engaged in focused activities like collect data or knowledge dissemination events; however, they are not involved in the actual research process, for example, developing a research question, designing a study, or using research tools such as conducting focus groups, analysis and interpretation. To be involved on these levels there is need for research capacity building within them. In this article, we reflect on how we have designed our program of research by involving community members at different levels of the research process.

- **Turin Tanvir Chowdhury**, University of Calgary

P16

Joining forces through fruitful partnership with non-academic organizations for research and mobilization in im/migrant communities

Researchers tend to involve organizations based on their connection to potential participants, where the relationship often ends after achieving the objective. Further, the partner organization may not have the

capacity to engage meaningfully to the research process. As such, we believe, it is the researchers' responsibility to build research capacity within their partner organizations. Organizations working in the immigrant/racialized communities fall into three sectors: public, private, and nonprofit. They all play respective important role in addressing issues among communities. In this article, we reflected on our experience towards understanding the different dynamics of these organizations, building trust, and creating capacity.

- **Turin Tanvir Chowdhury**, University of Calgary

P17

Looking through the lens of newcomer families

The purpose of this project was to allow newcomer families to share their unique stories regarding their experiences with child and youth programs. A photovoice research approach was used for this project, where participants take photos that illustrate their experiences and discuss the reasons and emotions behind them. This method helps eliminate language barriers and provides participants with a platform to advocate for themselves and their children. Some themes emerged such as the critical nature of support from friends and family, language barriers, and affordable access to programs. ECEs also discussed the complex journey newcomers face while navigating change and transitions.

- **Jessie-Lee McIsaac**, Early Childhood Collaborative Research Centre/Mount Saint Vincent University

P18

Vancouver Local Immigration Partnership: Bridging from Municipality to Non- Profit

The Vancouver Local Immigration Partnership model comes from a recognition that large-scale social change is the result of better cross-sector coordination rather than the isolated intervention of individual organizations. It is the only community planning table in Vancouver that convenes a broad range of settlement and non-settlement actors to focus on the needs of newcomers. This unique stakeholder-led model transitioned from municipality (City of Vancouver) to non-profit (South Vancouver & Mount Pleasant Neighbourhood Houses), which demonstrates the value placed on non-profit organizations' deep community knowledge, expertise, and collaborative leadership approach to an open and inclusive environment that supports newcomer integration.

- **Koyali Burman**, Vancouver Local Immigration Partnership
- **Nova Chamberlin**, Vancouver Local Immigration Partnership

P19

Towards patient engagement in care for immigrant breast cancer survivors

The objectives of this integrative literature review were to analyse and synthesise literature on

the barriers and facilitators of linguistically appropriate care and its effect on emotional wellness for immigrant women diagnosed with breast cancer. The barriers to linguistically appropriate care were identified as varied knowledge, attitudes and beliefs about cancer, lack of proper psychosocial functioning and support; spirituality and religion; lack of access to care; fears about breast cancer; decreased/passive participation in medical treatment; varied health practices spanning across various cultures and ethnicities; Relationship with healthcare providers, satisfaction with care and patient-provider communication; side effects; body image and intimacy issues; gender roles; employment issues and the overall effect of breast cancer diagnosis in everyday lives.

- **Linta Tomy**, Thompson Rivers University
- **Melba Dsouza**, School of Nursing, Thompson Rivers University

P20

Mental Health and Pandemic

Pandemic made it worse for the immigrants and negatively impacted their mental health. The combination of language barriers, lack of connection & culturally appropriate services prevents ethno-cultural community members from accessing mental health services. They experience multiple barriers to accessing employment, education, health, and safety that contribute to deteriorating mental health (MH). Mainstream MHSPs cater to the general, mainstream, English speaking population. In many cultures, mental health is a taboo. Every community deals with it differently and we need a more collaborative and coordinated approach informed by those with lived experiences as well as ethno-cultural community members to tackle this issue effectively.

- **Humaira Falak**, ActionDignity- Non- Profit Organization

P21

Identifying elder abuse risk factors from the perspectives of older Korean immigrants in Toronto, Canada

Elder abuse is a public health issue worldwide. Informed by an ecosystemic framework, this paper reports on the micro, meso, and macro level risk factors of elder abuse identified by 26 older Korean women and 23 older Korean men in Toronto. Limited language proficiency, financial dependence, social isolation, and the lack of culturally-responsive health, social, and settlement services emerged as the most salient risk factors for both genders. Older Korean women also emphasized the cultural and intergenerational conflicts as leading to elder abuse, and older Korean men identified their vulnerable financial status as an additional factor. These risk factors must be incorporated into interventions to address elder abuse in this community.

- **HeeJin Zhou**, Ryerson University
- **Sepali Guruge**, Ryerson University
- **Ernest Leung**, Ryerson University
- **Souraya Sidani**, Ryerson University

P22

Saving cities or empowering regions: A Comparative Study on Recent Regional Immigration Policies in Canada and Australia

Recently, regionalization of immigration reappeared in the agenda of policy makers in Canada and Australia, two countries that rely on immigration for population growth. Although recent policies in the two countries share a common goal which is to achieve a better geographic distribution of newcomers, the process of agenda-setting in those countries did not follow the same pattern. The need for regional immigration policies was not problematized the same way in Canada and Australia. In Canada, population decline and economic revival of the regions were used to define the problem whereas Australia followed a different pattern where policy makers emphasized the infrastructure problems in metropolitan areas. Using Narrative Policy Framework (NPF), this study compares the policy narratives emerged in both countries.

- **Deniz O. Cevik**, École nationale d'administration publique

P23

Making Grey Bruce Home for International Talent: An Exploratory Study

The study is about the challenges faced by the students and temporary foreign workers such as finding affordable housing in rural communities like Grey Bruce in Ontario. Considering all the factors affecting retention of the international talent in rural Ontario, we partnered with community organizations of the region and came up with a report after in-depth research using interview methods from the employers, students and staff of the Georgian college. The report recommended suggestions and one of them was to create a position for international student coordinator position to help retain this international talent which will help our region to grow not only economically but on a social front as well which is a best practice for development.

- **Deepikaa Gupta**, Corporation of Grey

P24

Formation d'employabilité par temps de COVID - Employment Training in Challenging Times

Meilleur avenir et possibilités par la persévérance et la détermination (MAPPeD). Est un programme de formation pour les nouveaux arrivants francophones sans emploi et professionnellement marginalisés dont l'objectif est d'améliorer leur employabilité par le développement des compétences et l'exploration de carrière, ainsi que de développer des voies d'accès à l'emploi en tissant des liens avec différents organismes, établissements postsecondaires, etc. MAPPeD a démarré dans des circonstances difficiles, à savoir la pandémie de la COVID-19, toutefois, malgré les défis, le CANAF a pu restructurer le programme et organiser avec succès 4 sessions sur une période de 18 mois.

- **Wedded Sakhri**, CANAF

P25

Implementing Recommendations for Settlement Workers in Schools: Challenges and Successes

This poster presentation focuses on the multi-sectoral recommendations from a research project about settlement workers in schools in Saskatchewan during COVID-19. A synthesis will be provided by the academic team of the research project and findings, and the community organization will present challenges and successes related to the implementation of the recommendations, and new and emerging issues brought to light by the pandemic.

- **Amanda Gebhard**, Assistant Professor, Faculty of social work, University of Regina
- **Maryam Karimi**, Saskatchewan Association of Immigrant Settlement and Integration Agencies
- **Willow Samara Allen**, University of Victoria
- **Fritz Pino**, University of Regina

P26

Youth with Refugee Experience and Their Mothers Exploring Resilience

Refugee families face considerable stressors when they arrive in Canada. In the GTA ten workshops were organized for refugee youth and their mothers with input by a psychiatrist who specializes in refugee trauma that addressed the issues related to culture, inter-family communication, rights, and youth empowerment while aiming to bolster family cohesion and improve the coping skills and resilience of participants. Focus group interviews were held with the workshop participants (10 youth and 10 mothers) before the workshops began and after. We found that participants benefited from some aspects but there is a need to engage fathers in programs, services, & supports, and to provide more meaningful youth-centered activities for the youth.

- **Marwa Khobieh**, SCF
- **Zainab Abu Alrob**, Ryerson University

P27

Impact of Family Loss and Separation on Refugee Youth in Canada: Implications for Program and Policy Development

There is inadequate research on how family loss, separation, and disappearance affect settlement in the host country as well as the mental, physical and emotional well-being of refugee children and youth. This evidence suggests that it is essential to focus on refugee youth, to understand their needs, as well as the factors that support their physical, emotional and mental well-being. There is also insufficient knowledge regarding how gaps in policies and services, particularly mental health services, offered affect these

refugee youth/children. Refugee youth endure significant barriers, challenges, and injustices during the migration and settlement phases in Canada.

- **Huda El-Zein**, Access Alliance Multicultural Health and Community services

P28

Conceptions of Sexual Orientation after Migration

Conceptions of sexual orientation vary across individuals, cultures, and geographic regions. Queer theory sees sexual orientation as a social construction that is understood through the subjective experience of individuals. LGBTQ+ newcomers (i.e., immigrants, refugees, asylum seeking individuals that identify as a sexual and/or gender minority) may have unique conceptions of sexual orientation. This poster will summarize previous research in this area and present the preliminary results of a study exploring how LGBTQ+ newcomers understand sexual orientation after experiencing migration.

- **Julia Toews**, University of British Columbia

P29

Anti-Asian Racism during the Covid-19 Pandemic

Anti-Asian racism has become highly visible during the Covid-19 pandemic. Based on nine online focus group discussions of older and younger adults conducted in December 2021 and January 2022, my presentation will touch upon perception, experience, perceived causes of, and responses to racism among Chinese immigrants in Canada. My preliminary analysis has demonstrated gender and age differences in all those areas related to racism. This study will provide some bases for further studies, and it will provide useful guidance to policy formulation at the local and national level.

- **Weiguo Zhang**, University of Toronto

P30

The Migrant Journey to North America: A Visual Approach

In the field of political science, the terms used reflect assumptions about the political subject and the power dynamics within the system in which they are embedded. The agentivity of political subjects but also the degree to which the analysis is focused on this discussion. This research aims to analyze this political performance of the migrant via a visual approach, which includes the use of fiction and documentary films. The visual works used are Rebecca Cammisa's "Which Way Home" (2009), Marc Silver's "Who is Dayani Cristal?" (2014) and Cary Fukunaga's "Sin Nombre" (2009). So, to what extent do art, documentary, and commercial films construct the migratory journey, to the Mexico-U.S. border, in a realistic or accurate manner? To what extent is this analysis indicative of a transnational political

imaginary?

- **Emma Proux**, The Association for Canadian studies - Metropolis Institute - Université Laval

P31

Vaccine Uptake Network

Discover the Vaccine Uptake Network, launched by ACS and the Metropolis Institute to create usable resources for immigrant-facing organizations, and generate research into vaccine hesitancy and misinformation across Canada's immigrant and newcomer communities.

- **ACS and the Metropolis Institute**

P32

Newcomer Youth Experiences of School-Based Support Services During School Integration

Newcomer youth represent an important demographic for building Canada's future, but support is needed to facilitate school integration, whereby newcomer youth adjust to the social, academic, and emotional requirements of the host culture (Gallucci & Kassan, 2019). An interpretive phenomenological analysis (IPA) was employed to capture the lived experience of newcomer youth accessing school-based psychosocial support services during the process of school integration in Vancouver, British Columbia. Results from interviews with newcomer youth highlight the barriers they face entering the school system and reveal methods for making school-based psychosocial support services more accessible and equitable for this population.

- **Linnea Kalchos**, University of British Columbia

P33

Reconfiguring administrative borders: automation and decision-making in Canada's migration management

This paper explores the repercussions of automated system that assist decision-making on IRCC's treatment of temporary residence applications, on access to administrative recourses for applicants deemed inadmissible, and for migration management more generally. We base our analysis on administrative data obtained through access to information requests and on information contained in filings at the federal court (Ocran v. Canada (MCI) IMM-6571-20, Decision pending). The discussion addresses issues of transparency, discretion, and accountability mechanisms to oversee automated

decision-making in Canada's migration management and the feasibility of applying these mechanisms to a wider range of software solutions.

- **Danièle Bélanger**, Université Laval
- **Gabriel Bergevin-Estable**, Université Laval