The 5th Metropolis Identities Summit
(previously the Metropolis Measuring Identities Forum)

Metropolis
Institute - Institut

Diversity, Equity and Inclusion: Practices, Policies and Programs

Delta Hotels by Marriott, Winnipeg,
Manitoba
October 19-21, 2022

Submission Deadline: June 3, 2022

Over the past fifty years Canada has experienced a demographic transformation. The diversification of immigration source countries has fundamentally changed the composition of the country's population.

Responding to these ongoing changes increasingly demands that attention be directed towards evidence-informed practices, policies and programs fostering diversity, equity and inclusion. The ability to monitor progress in diversity, equity and inclusion which are critical to overcoming systemic barriers that remain pervasive.

The voices of Indigenous peoples are increasingly recognized and their communities are growing both on and off reserves. The past two years witnessed important challenges with regard to the uneven impact of the global pandemic on newcomers, racialized groups/visible minorities and Indigenous peoples. Widening social and economic gaps emerged over the course of the pandemic.

Recently, the arrival of refugees from Afghanistan and Ukraine has directed attention to the needs of the immigrant and refugee resettlement sectors with a considerable increase in the number of refugees arriving to Canada in 2022 creating unprecedented challenges for Canada's immigration system

Reaching diversity, equity and inclusion goals calls for sound methods, approaches, strategies and vision. It requires documenting evolving social, economic and cultural shifts with reliable quantitative and qualitative data and analysis. It asks us to think about identification, intersecting and multiple identities. We have collected many of your suggestions in framing the call for proposals and the many issues to be addressed in the evolving 'normal'.

Between October 19 and 21, 2022, the 5th Metropolis Identities Summit (previously the Metropolis Measuring Identities Forum) will take place at the Delta Hotel in Winnipeg, Manitoba and is inviting policy makers, researchers and representatives of civil society to share their observations, experiences, insights and expertise around diversity, equity and inclusion.

We are inviting workshop, round table, and poster submissions within the framework of the following 5 thematics and topics:

1. **Methods, Metrics and Measures**

- Building a Diversity and Inclusion lens
- The role of data in the development and monitoring of a diversity inclusion and equity strategy
- Gender-Based Analysis
- Intersectionalities
- Age and Generation (special focus on youth and seniors)
- Documenting Systemic Discrimination and Racism
- Unpacking Unconscious Bias
- Indexing Diversity, Equity and Inclusion
- DEI Maturity Models
- Indigenous peoples

2. **Canadian Policies**

- First Nations, Métis and Inuit
- Modernizing Official languages
- Immigration
- Refugees
- Citizenship
- Multiculturalism
- Charter(s) of Rights
- Social Justice
- Anti-Racist Action Plans
- Housing

3. **Health Access, Care and Well Being for newcomers, racialized groups and Indigenous peoples**

- Identities and Social determinants of health
- Evolving challenges in addressing mental health
- Pandemic Impacts on social and economic gaps
- Well Being: Defined and Documented
- Quality of Life
- The Role of Families

4. **Employment/Economy**

- Assessing employment equity programs
- Gen Z and millennials and the changing workforce and attitudes
- Labor market integration for an aging workforce
- Future Skills and the changing workplace
- Diversity and equity in hiring / employer practices …
- Strategies for overcoming the skills gap
- Gender and participation in the labour force
- Unpaid work and Indigenous and newcomer women
- Underemployment and Indigenous peoples
- Entrepreneurship among equity seeking groups
- Recognition of credentials and experience
- Facilitating meaningful employment for immigrants

5. **Democracy, Information and Technologies**

- How Technologies shape identities
- Technologies and migration
- The role of social media in democracies
- Polarization and Disinformation
- Strengthening Civil Society: Networks Collaborations and Partnerships
- Documenting Systemic Discrimination and Racism
- Unpacking Unconscious Bias
- Indexing Diversity, Equity and Inclusion
- DEI Maturity Models
- Indigenous peoples
- New Ways of Learning/Hybrid Learning

WORKSHOP FORMATS

Workshops/panel presentation sessions (75 minutes)

Workshops will usually consist of a minimum of three to a maximum of five presentations of approximately 15 minutes each followed by at least 20 minutes of discussion. Workshop rooms will be equipped with a laptop, screen, microphone and projector. Workshop organizers will preside over the session or designate another individual to do so.

Roundtables (75 minutes)

The roundtable format is suitable for more informal discussions of emerging issues or controversies. Please do not chose to hold a roundtable session if you plan of giving formal presentations. Roundtables are intended to be discussion groups. It is a very effective format for the exchange of information and experiences among a relatively small number of people.

Poster Sessions

Poster sessions provide an alternative format through which conference participants can share research which has not been otherwise presented. Posters should provide some conclusive results, even if preliminary. Poster presenters must provide their own display materials of a maximum of 4' high and 3.5' wide posters.

Important points to remember

In order to open as many opportunities as possible for the most participants, we ask that:

- Organizers promote the participation of as many different presenters as possible;
- Participants may organize more than one workshop but on different topics;
- An organizer can choose to participate in additional workshops as a chair, participant or discussant;
- If you are listed as a presenter in more than one workshop, we may ask you to choose the workshop that you would prefer to participate in;
- Each person listed as an organizer, participant, chair or discussant in a workshop must register to the conference either as a day or full conference participant and pay the applicable registration fees. Please inform your presenters of this requirement when inviting them to participate in your workshop.

If you are interested in presenting a paper, we strongly encourage you to solicit colleagues from your area of expertise and from different sectors to submit a workshop proposal. If you do not have the ability to put together a workshop proposal with other colleagues but you are still interested in presenting a paper, a research project or another presentation, please consider selecting a "poster presentation option" format when prompted.

If you submit an individual paper presentation your paper will be grouped in a session with two other paper presentations on the same general theme and you will each have approx. 15-20 minutes to present in the session.

An Adjudication Committee will meet to review the workshop proposals after the submission deadline. The Adjudication Committee will consider proposals that include a clear title, abstract and summary as well as a list of at least three confirmed presenters.

SUBMIT YOUR PROPOSAL BY [CLICKING HERE](#)

Please note that all presenters are required to register and pay the conference registration fee as posted on the conference website at: https://metropolisconference.ca/en/event/the-5th-metropolis-identities-summit/?view=Registration

Session organizers will be required to provide the information listed below during the submission process via our website (www.metropolisconference.ca):

– Name and contact information

– Format of your session (workshop or roundtable)

– Theme (from the 5 above) in which the session falls under

– Title of your session

– Names of co-organizers (if applicable)

– Names of presenters including their affiliation, email address and titles of their presentation

– 50-word abstract which will be included in the program (please make sure it is descriptive but is also formulated to interest as many conference participants as possible)

– 250-word background/context for consideration by the Adjudication Committee

Please note that the information you provide us will be included in the conference program. Please verify the spelling of your presenters' names and the titles of their presentations. If you are organizing a session with both English AND French presentations, we ask that you provide us with the translation of the title and 50-word abstract for the program.