



## The 5th Metropolis Identities Summit

Diversity, Equity and Inclusion: Practices, Policies and Programs

October 19-21, 2022

Delta Hotels by Marriott, 350 St Mary Avenue , Winnipeg, Manitoba

### **PRELIMINARY 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.

---

## Le 5e Sommet Metropolis sur les identités

Diversité, équité et inclusion : Pratiques, politiques et Programmes

19-21 octobre 2022

Delta Hotels par Marriott, 350 Ave. St Mary, Winnipeg, Manitoba

### **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.

## **WEDNESDAY, OCTOBER 19 / MERCREDI 19 OCTOBRE**

**As of / À partir de 7:30 am** | *Main conference level – 2nd floor / Niveau de conférence principal - 2e étage*

**Registration / Visit the Exhibitors** (*located in Charleswood A & B*) **and Poster Presentations** (*located in the common area*)

**Inscriptions / Visite des Kiosques des exposants** (*situés dans les salles Charleswood A & B*) **et des Présentations d'affiches** (*situées dans l'aire commune*)

**8:45 - 9:15 am** | **Delta Ballroom** (*Main conference level – 2nd floor / Niveau de conférence principal - 2e étage*)

*Simultaneous interpretation available / Interprétation simultanée disponible*

**Welcome and Acknowledgement of Traditional Territory / Accueil et reconnaissance du territoire traditionnel**

- *Elder to be confirmed*

**Opening Remarks / Mot d'ouverture**

- **Jack Jedwab**, President & CEO, The Metropolis Institute / Association for Canadian Studies / Président et directeur général, Institut Metropolis / Association d'études canadiennes

**Conference Co-Chairs / Co-présidents de la conférence**

- **Roda Muse**, Secretary-General of the Canadian Commission for UNESCO / Secrétaire générale de la Commission canadienne pour l'UNESCO
- **Raymond Thériège**, Commissioner of Official Languages of Canada / Commissaire aux langues officielles du Canada

**Honorary Conference Co-Chair / Co-présidente d'honneur de la conférence**

- **The Honorable Senator Donna Dasko / L'honorable Sénatrice Donna Dasko**

**9:15 - 10:30 am**

**Plenary Session 1** | *Delta Ballroom (Main conference level – Second floor)*

*Simultaneous interpretation available*

### **Data to drive change - Improving life for diverse Canadians**

Over the past two years, Canadians have experienced unprecedented social and economic challenges that impacted groups unevenly. Using the 2021 Census, Labour Force Survey and other data sources, senior officials will discuss how data can be used to identify barriers faced by racialized groups, linguistic minorities and marginalized populations and help pave a path toward greater equity and inclusion.

From access to health care and employment status, to exposure to the COVID-19 virus and increased mortality rates, immigrants, racialized groups and marginalized populations face barriers invisible to many. Statistics Canada collects data that help inform the development of sound policies and programs designed to eliminate these barriers, and improve the lives of diverse Canadians.

In this session, senior officials will:

- Highlight how Statistics Canada identifies and measures vulnerable populations in Canada;
- Outline the uneven and inequitable impacts of the pandemic and current economic stresses;
- Showcase how data can inform effective policy and program development, forecast trends and potentially long-term economic and social challenges.

## **Séance plénière 1 | Delta Ballroom (Niveau de conférence principal - 2e étage)**

*Interprétation simultanée disponible*

### **Des données pour susciter le changement - Améliorer la vie des Canadiens de toutes origines**

Au cours des deux dernières années, les Canadiens ont connu des difficultés sociales et économiques sans précédent avec des répercussions inégales sur les groupes. À l'aide du recensement de 2021, de l'enquête sur la population active et d'autres sources de données, des hauts fonctionnaires discuteront de la façon dont les données peuvent être utilisées pour identifier les obstacles auxquels sont confrontés les groupes racialisés, les minorités linguistiques et les populations marginalisées et aider à ouvrir la voie vers une plus grande équité et inclusion.

Qu'il s'agisse de l'accès aux soins de santé et du statut d'emploi, de l'exposition au virus COVID-19 ou des taux de mortalité accrus, les immigrants, les groupes racialisés et les populations marginalisées sont confrontés à des obstacles invisibles pour beaucoup. Statistique Canada recueille des données qui contribuent à l'élaboration de politiques et de programmes judicieux visant à éliminer ces obstacles et à améliorer la vie de divers Canadiens.

Au cours de cette séance, les hauts fonctionnaires : Souligneront comment Statistique Canada identifie et mesure les populations vulnérables au Canada ; Exposeront les impacts inégaux et inéquitables de la pandémie et des tensions économiques actuelles ; Montreront comment les données peuvent éclairer l'élaboration de politiques et de programmes efficaces, prévoir les tendances et les défis économiques et sociaux potentiellement à long terme.

- **Moderator/Modérateur: Lynn Barr-Telford**, Assistant Chief Statistician, Social, Health and Labour Statistics Field / Statisticien en chef adjoint, domaine des statistiques sociales, de la santé et du travail
- **Anil Arora**, Chief Statistician of Canada / Statisticien en chef du Canada
- **Jennifer Bodnarchuk**, Senior Data Scientist, City of Winnipeg / Scientifique principale chargée des données, Ville de Winnipeg
- **Leona Star**, Chairperson of the First Nations Information Governance Centre / Présidente du Centre de gouvernance de l'information des Premières Nations
- **Dr. Tina Chen**, Executive Lead (Equity, Diversity and Inclusion), University of Manitoba / Cheffe exécutive (équité, diversité et inclusion), Université du Manitoba

**10:30 am – 11:00 am** | *Main conference level – 2nd floor / Niveau de conférence principal - 2e étage*

**Break / Visit the Exhibitors** (*located in Charleswood A & B*) **and Poster Presentations** (*located in the common area*)

**Pause / Visite des Kiosques des exposants** (*situés dans les salles Charleswood A & B*) **et des Présentations d'affiches** (*situées dans l'aire commune*)

**11:00 am – 12:15 pm**

Block A of Concurrent sessions (workshops & roundtables)

Bloc A des séances simultanées (ateliers et tables rondes)

**A1** | *Meeting Room 2E (RBC Convention Center, 2nd floor - North Building) / Salle de réunion 2E (RBC Convention Center, 2e étage - Bâtiment Nord)*

### **Transformative Practices for Conflict-Affected Newcomers: Bridging Theory with Practice**

This session brings together researchers, educators, and community advocates to explore promising practices for supporting newcomers affected by conflict and violence. Using a trauma-informed approach and culturally responsive strategies, the facilitators provide practical and experiential approaches to support those who are coping with trauma, loss, violence, abuse and the effects of forced displacement. Participants will be provided examples of healing workshops conducted both internationally and domestically and lessons learned through these programs will be shared and discussed.

- **Dania El Chaar**, University of Calgary
- **Jan Stewart**, University of Winnipeg
- **Elizabeth Andrea**, Manitoba Women for Woman of South Sudan
- **Kari McCluskey**, Aurora Family Therapy Centre

**A2** | *Meeting Room 2F (RBC Convention Center, 2nd floor - North Building) / Salle de réunion 2F (RBC Convention Center, 2e étage - Bâtiment Nord)*

### **Key Points Around the Importance of Representation and Equity Audits**

Recent events have underscored the significance of representation in education. The presenters will emphasize the necessity of data collection and equity audits in answering the question of what an education equity secretariat looks like in a Manitoba setting.

- **Ranju Upadhyaya**, Newcomer Education Coalition
- **Kathleen Vyrauen**, Newcomer Education Coalition
- **Tom Simms**, Newcomer Education Coalition

### **A3 | Assiniboia B (Concourse level / Niveau du hall)**

#### **Exploring Persistent Challenges Facing Women In the Workforce**

This session will explore research related to several persistent challenges to women's workforce experiences, with focus on policy and application. We discuss parental leave policy and the resulting work interruption stigma, the crucial role of childcare in women's work lives, and the barriers women face when pursuing board work, which was research conducted with DirectHer Network, a not-for-profit providing governance training.

- **Rachel Pettigrew**, Mount Royal University
- **Susan Prentice**, University of Manitoba
- **Quinn Pelland**, Mount Royal University

### **A4 | Fort Gary (3<sup>rd</sup> floor / 3e étage)**

*Simultaneous interpretation available / Interprétation simultanée disponible*

#### **Initiative de recherche au sein des communautés francophones en situation minoritaire pour une main-d'œuvre qualifiée dans les différents secteurs de l'économie canadienne**

La présentation vise à dévoiler les résultats ainsi que les implications de l'Initiative de recherche au sein des communautés francophones en situation minoritaire pour une main-d'œuvre qualifiée dans les différents secteurs de l'économie canadienne, un projet collaboratif de recherche entre le RDÉE Canada, l'ACUFC ainsi que la FCFA, avec le soutien de DPM Research, ainsi qu'avec la participation financière d'Emploi et Développement social Canada (EDSC), Immigration, Réfugiés et Citoyenneté Canada (IRCC) ainsi qu'Innovation, Sciences et Développement économique Canada (ISDEC).

#### **Francophone Minority Communities Research Initiative for a Skilled Workforce in the Canadian Economy**

The presentation aims to unveil the results and implications of the Francophone Minority Communities Research Initiative for a Skilled Workforce in Canada's Economic Sectors, a collaborative research project between RDÉE Canada, ACUFC and the FCFA, with the support of DPM Research and the financial participation of Employment and Social Development Canada (ESDC), Immigration, Refugees and Citizenship Canada (IRCC), and Innovation, Science and Economic Development Canada (ISDEC).

- **Jean-François Parent**, RDÉE Canada

#### **L'immigration – Une question d'équité pour la vitalité des groupes de langue officielle, y compris les communautés francophones en situation minoritaire**

Cette étude a été réalisée à la lumière de l'importance de l'immigration comme principale source de croissance de la population canadienne, des constats de déficits d'immigration ainsi que de baisses démographiques au sein des communautés francophones en situation minoritaire, et des obligations

législatives du gouvernement du Canada à appuyer le développement de ces communautés. Adoptée en 2003, la cible de 4,4 % visait à renverser ces déficits et à, au moins, maintenir le poids démographique de ces communautés. L'étude jette un éclairage sur les écarts vis-à-vis de cette cible et son objectif. Elle contient trois recommandations.

### **Immigration - A question of equity for the vitality of official language groups, including Francophone minority communities**

This study was conducted in light of the importance of immigration as the main source of Canadian population growth, the findings of immigration deficits and demographic declines in Francophone minority communities, and the Government of Canada's legislative obligations to support the development of these communities. The 4.4% target adopted in 2003 was intended to reverse these deficits and at least maintain the demographic weight of these communities. The study sheds light on the gaps between this target and its objective. It contains three recommendations.

- **Véronique Boudreau**, Agente principale de recherche, Commissariat aux langues officielles / Senior Research Officer, Office of the Commissioner of Official Languages

### **L'exemple du Groupe des Vingt : Augmenter la représentation des minorités visibles au sein des instances de gouvernance des organisations montréalaises**

Face au constat de la sous-représentation des minorités visibles au sein des conseils d'administration montréalais, Concertation Montréal a accompagné une centaine d'organisations depuis 2019 dans un programme en équité diversité et inclusion. L'atelier présentera l'expérience du Groupe des Vingt pour illustrer les bonnes pratiques à promouvoir pour une gouvernance inclusive. Les représentant.e.s des organisations ayant pris part au programme se sont engagé.e.s formellement à initier des actions concrètes pour plus de diversité sur les lieux décisionnels. L'atelier présentera les facteurs clés de succès ainsi que les freins à la mise en place de mesures en équité, diversité et inclusion.

### **The example of the Group of Twenty: Increasing the representation of visible minorities on the governance bodies of Montreal organizations**

In response to the under-representation of visible minorities on Montreal boards of directors, *Concertation Montréal* has been working with approximately 100 organizations since 2019 on a diversity equity and inclusion program. The workshop will present the experience of the Group of Twenty to illustrate good practices to promote inclusive governance. The representatives of the organizations that took part in the program have formally committed to initiate concrete actions for more diversity in decision-making. The workshop will present the key success factors as well as the obstacles to the implementation of equity, diversity and inclusion measures.

- **Nabila Ghernati**, Concertation Montréal

**A5** | *Saint Boniface (Main conference level – 2nd floor / Niveau de conférence principal - 2ème étage)*

## **Employment Challenges Facing English-speaking Communities in Québec**

This presentation utilises an intersectional lens to understand the employment challenges and economic positions of different communities within the English-speaking community in Québec. Census data is used to examine the labour force experiences of English speakers compared to French speakers in Québec, as well as the gender-, race-, and immigration-based economic disparities within the English-speaking community. The presentation then covers the solutions deployed by stakeholders to address these challenges, including employment programs and French-language training. Lastly, the presentation investigates how effectively these solutions address the economic precarity that characterises the English-speaking community in Québec.

- **Morgan, Gagnon, PERT**

### **A6 | Kildonan (Main conference level – 2nd floor / Niveau de conférence principal - 2ème étage)**

#### **Changer son monde / Change our World**

Dans cet atelier offert en français et en anglais, le COPA National fait un survol du programme Changer son monde. Fondé sur une approche systémique, ce programme holistique a été conçu pour soutenir l'établissement d'une culture équitable et inclusive dans les écoles de l'Ontario. Il mise sur la mobilisation des communautés scolaires participantes dans le but d'éliminer la discrimination raciste, sexiste et homophobe. En plus de décrire les multiples volets du programme, cet atelier présente certaines des ressources sur l'équité et l'inclusion que le COPA National a créées au fil des années pour les enfants, les jeunes et les adultes.

This workshop offered in English and in French, by COPA National includes an overview of the program Change our World. Based on a systemic approach, this holistic program was designed to support the establishment of equitable and inclusive school cultures in Ontario. It relies on the mobilization of participating school communities in order to eliminate racist, sexist and homophobic discrimination. In addition to outlining the multiple components of the program, this workshop features some of the resources on equity and inclusion that COPA National has developed throughout the years for children, youth and adults.

- **Mifaly Andriamady**, COPA National
- **Céline Duguay**, COPA National
- **Louis Kdouh**, COPA National

### **A7 | Meeting Room 2G (RBC Convention Center, 2nd floor - North Building) / Salle de réunion 2G (RBC Convention Center, 2e étage - Bâtiment Nord)**

#### **ISANS-EDI Pathways for the Settlement Sector**

Equity, Diversity, and Inclusion (EDI) is central to creating welcoming and inclusive communities. This presentation will outline EDI learning and development pathways – employment, community, and partnerships – offered throughout Nova Scotia for government, businesses, community organizations, schools and stakeholders. These pathways work in conjunction to educate participants about immigration, anti-racism, accessibility and inclusion, power and privilege, cultural humility and

intercultural competence. These pathways empower participants to generate and mobilize EDI knowledge and skills to effect positive changes in their communities. The presentation will situate these pathways within the broader context, challenges and opportunities in the Atlantic Region.

- **Paul Pickering**, Immigrant Services Association of Nova Scotia
- **Nancy Spina**, Immigrant Services Association of Nova Scotia
- **Sherida Sherry Hassanali**, Immigrant Services Association of Nova Scotia

**A8** | *Meeting Room 2H (RBC Convention Center, 2nd floor - North Building) / Salle de réunion 2H (RBC Convention Center, 2e étage - Bâtiment Nord)*

### **The power of mentorship: creating diverse and inclusive community**

Canada has been welcoming thousands of refugees and immigrants from around the world. ISSofBC offers a variety of settlement services, including Volunteer and Community Connections Program, with Settlement Mentoring being a core principle of the program. Mentoring is the simple act of a Canadian spending dedicated time with a newcomer to facilitate their settlement and integration process in Canada. By creating a relationship based on trust and open communication, mentors help yet vulnerable individuals and families foster a sense of belonging, build self-confidence and learn about their community and resources.

The main components of the program is enhancing the settlement of newcomers by matching them with community mentors.

- **Elmir Ismayilov**, ISSofBC, Volunteer & Community Connections Coordinator
- **Elsie Decena**, Volunteer and Community Connections Coordinator - Settlement Program, New Westminster, BC

**A9** | *Assiniboia A (Concourse level / Niveau du hall)*

### **Looking Within and Without: Settlement sector and private sector engagement in promoting greater diversity, equity and inclusion within settlement and across sectors**

Across sectors, the demand is growing for pathways and successful models to promote inclusion of (racialized) newcomers to Canada and to promote systems change to address racism and discrimination. Settlement organizations are often approached for resources and support. Additionally, within the settlement sector, although not always discussed openly, racism and systemic barriers exist for racialized staff. Presenters from three provinces will share learnings in promoting anti-racism within the settlement sector, supporting the private sector to build inclusion of immigrants and refugees in the workforce, promoting anti-racism in systems such as police forces, and in using data equity audits to inform and monitor change.

- Session Chair/Moderator: **Shereen Denetto**, Executive Director, Immigrant and Refugee Community Organization of Manitoba
- **Janvi Tuteja**, Humboldt, SK, Saskatchewan Rural Coordinator, SAISIA (Saskatchewan Association of Immigrant Settlement and Integration Agencies)

- **Sanjana Vijayann**, Winnipeg, MB, Manager, Diversity and Inclusion, Winnipeg Chamber of Commerce
- **Dr. Aynslie Hinds**, Project Evaluator
- **Seid Oumer Ahmed**, Winnipeg, MB, Associate Executive Director, (Re)Settlement, Manitoba Association of Newcomer Serving Organizations (MANSO)
- **Amanda Koyama**, Director-Strategic Engagement, CCIS (Calgary Catholic Immigration Society)
- **Amanda Weightman**, Principal Consultant, Habitus Collective

### **12:15 pm - 1:30 pm**

Lunch / Dîner      *Delta Ballroom (Main conference level – Second floor)*

### **1:30 pm - 2:45 pm**

Block B of Concurrent sessions (workshops & roundtables)

Bloc B des séances simultanées (ateliers et tables rondes)

### **B1 | Kildonan (Main conference level – 2nd floor / Niveau de conférence principal - 2ème étage)**

#### **DEI and workplace culture: Building pathways for sustainable and inclusive practices**

Exploring the workplace and communities through the lens of diversity and inclusion reveals glaring gaps in how workplaces and communities understand and perceive the DEI framework. More broad and diverse perspectives are needed to address this gap. Our local engagement revealed several different pathways to address this gap and showed that building an inclusive and equitable workplace and community requires more than just policies or employee engagement. This workshop aims to share some DEI tools and best practices from an organizational and community perspective. Further, the workshop will share some questions that guided our inquiry.

- **Agnes Thomas**, Catholic Crosscultural Services

#### **Toronto Women In Action: Advancing Women's Voices and Experiences in City Politics**

Toronto Women In Action (TWA) is a new project that aims to create a unique collaboration of a diversity of women and gender-diverse people from academia, civil society, and the grassroots working with municipalities to advance gender equity and create more inclusive cities. TWA works to ensure that the issues that impact women, girls and gender-diverse people from diverse backgrounds are systematically considered in city decision-making. We aim to do this by training people with lived experience of marginalization in civic engagement and community facilitation and working with the City of Toronto.

- **Ariana Gomes**, Nellie's Shelter
- **Jiin Yiong**, Nellie's Shelter

**B2** | *Meeting Room 2E (RBC Convention Center, 2nd floor - North Building) / Salle de réunion 2E (RBC Convention Center, 2e étage - Bâtiment Nord)*

### **Immigrants' challenges in accessing health and community services before and during the pandemic**

Immigrants living in Canada are constantly facing inequity challenges in accessing Canadian healthcare and community services. This workshop will aim to present the results of four interrelated studies:

1. A scoping review aimed to explore research regarding Canadian immigrants' unique experiences in accessing healthcare services and to provide suggestions for future research and programming considering the identified immigrant-specific service gaps in healthcare.
2. A pilot study of an online program aimed to educate immigrants on how to access health services in Ontario.
3. A survey study reported on the socioeconomic impact of the COVID-19 pandemic on 2473 immigrants living in Canada and their access to community and health services.

- **Celine Tsai**, Queen's University
- **Setareh Ghahari**, Queen's University
- **Niroshini Mather**, Queen's University
- **Anwar Subhani**, Queen's University

**B3** | *Meeting Room 2F (RBC Convention Center, 2nd floor - North Building) / Salle de réunion 2F (RBC Convention Center, 2e étage - Bâtiment Nord)*

### **GBA Plus in practice: Career Pathways for Racialized Newcomer Women Pilot Project**

Learn about the process taken in applying a GBA+ approach throughout the Career Pathways for Racialized Newcomer Women Pilot Project, starting at the program design, service delivery and in the data collection and evaluation. We will discuss how GBA+ ensures the pilot is meeting diverse needs of the women participating in the programs. The consideration of intersecting identify factors of racialized newcomer women in the evaluation will produce results to inform the development and delivery of more responsive, inclusive and equitable initiatives. CPRNW is a test of a national pilot delivering employment services in 11 sites that address the needs of racialized newcomer women in their integration with the Canadian labour market.

- Moderator TBD, IRCC
- **Susanna Gurr**, SRDC
- **Julie Rodier**, Social Research and Demonstration Corporation (SRDC)
- **Magdalene Cooman**, World Skills Employment Centre
- **Siham Chakrouni**, SÉO-SOCIÉTÉ ÉCONOMIQUE DE L'ONTARIO

**B4** | *Fort Gary (3rd floor / 3e étage)*

### **Working together to make the bio-economy talent pool more diverse**

Canada is faced with a major labour and skills shortage of 65,000 workers by 2029, according to

BioTalent Canada's most comprehensive labour market report. Diversifying recruitment to grow the talent pool is critical for addressing this issue. Join BioTalent Canada's President and CEO, Rob Henderson, for a discussion on the benefits to Canadian bio-economy employers when making the talent pool more diverse, and hear the success stories of employers who hire with a diverse and inclusive mindset. In this session, you will learn: why diversity and inclusion are important for the industry, and how to develop a sense of belonging to maintain and retain talent within the Canadian industry.

- **Rob Henderson**, BioTalent Canada

**B5** | *Saint Boniface (Main conference level – 2n floor) / (Niveau de conférence principal - 2ème étage)*

### **A Matter of Choice: Factors Perpetuating Exclusion and Affecting Development Among Female Refugee Youth during Resettlement**

In research, attention should not only be paid to the challenges and immediate settlement needs of the newcomer refugee youth, but also how resettlement as a “process” can increase agency and empower them in the long run. To fill this gap, a qualitative study using semi-structured interviews was conducted with eight newcomer female refugee adolescents in Canada. Using thematic analysis, five overarching themes were identified across all the participants: (1) lack of information on newcomer rights in Canada; (2) difficulty maintaining a positive mindset; (3) role reversal within the family; (4) lack of “formal” resettlement support during initial resettlement; and (5) have the “will” but not always a “way” to achieve what their heart desires.

- **Pallabi Bhattacharyya**, PHD candidate, Department of Sociology and Criminology, University of Manitoba

**B6** | *Meeting Room 2G (RBC Convention Center, 2nd floor - North Building) / Salle de réunion 2G (RBC Convention Center, 2e étage - Bâtiment Nord)*

### **Barriers to Quality Healthcare in Canada for Newcomers during the COVID-19 Pandemic**

There are multiple barriers that prevent newcomers from accessing adequate healthcare such as free public health services (eg. immunizations). The root systemic causes of health inequities for newcomers became evident in the pandemic. Newcomers are among the most vulnerable to pandemic effects, and yet, are the most likely to face barriers in healthcare. Calgary East Zone Newcomers Collaborative (CENC) created a rapid response to help constituents, newcomers and ethnocultural communities—regardless of immigration status—with ongoing COVID-related needs in Northeast Calgary. CENC's model of cross-sectoral collaboration was extremely successful. NE Calgary now has a 100% vaccination rate for 18+.

- **Anila Lee Yuen**, Centre for Newcomers
- **Hyder Hassan**, Immigrant Services Calgary
- **Suman Khanal**, The Immigrant Education Society

**B7** | Meeting Room 2H (RBC Convention Center, second floor - North Building) / Salle de réunion 2H (RBC Convention Center, 2e étage - Bâtiment Nord)

### **From Storytelling to Systemic Change: the development of Calgary's Community Anti-Racism Action Strategy**

The City of Calgary collaborated with the consulting team of Habitus Consulting Collective and ActionDignity and the Anti-Racism Action Committee to build a Community Anti-Racism Action Strategy that engaged over 1700 Calgarians. Focusing on de-colonization, community empowerment, action identification and systems change the presenters will share the diverse strategies that involve the Indigenous Elders and Knowledge Keepers, the municipal government, community organizations, strategic leaders besides Indigenous, Black and diverse Racialized community members. Building the anti-racism strategy focused on hearing from the community, building alignment, seeking champions and identifying strategic levers to shift.

- **Chair: Gayatri Moorthi**, Habitus Consulting Collective
- **Jasmine Reimer**, Habitus Consulting
- **Tyra Erskine**, Action Dignity
- **Lorelei Higgins**, City of Calgary

**B8** | Assiniboia A (Concourse level / Niveau du hall)

### **Need Talent? How to Hire Refugees and Other Displaced Workers**

Right now, there are over 100 million displaced people in the world. While almost half of them are of working age, most are stuck in countries where they cannot legally work, making their futures uncertain. At the same time, the global economy is experiencing an acute worker shortage in some sectors and occupations, with vacancies at record levels.

Governments, employers, and refugee-serving organizations are working together to help forcibly displaced people find secure futures based on their skills. When they succeed, everyone benefits: displaced people develop sustainable livelihoods, employers gain talented employees, and countries can better meet their labour needs while helping to alleviate the global refugee crisis.

- **Cosmina Morariu**, Fragomen (Canada)
- **Mustafa Alio**, Jumpstart Refugee Talent
- **Lara Dyer**, Talent Beyond Boundaries

**B9** | Assiniboia B (Concourse level / Niveau du hall)

### **New ways of service delivery through technology**

The pandemic significantly impacted how agencies support newcomers. As most settlement agencies' primary focus pre-pandemic was on in-person service provision, Catholic Crosscultural Services (CCS) had to undergo a significant and rapid shift in service delivery modality to continue to meet the needs of newcomers during the pandemic.

This workshop will share how CCS, a settlement agency in the Greater Toronto Area, addressed the challenges and approached innovation in transitioning to virtual services delivery during the pandemic. Presenters will discuss the lesson learned from building internal agency capacity, new opportunities in virtual service delivery and an approach to service delivery data analysis for planning.

- **Nadia Afrin**, Catholic Crosscultural Services, “New ways of service delivery – building agency internal technology capacity”
- **Fiona Yang**, Catholic Crosscultural Services, “New opportunities in virtual service delivery”
- **Irm Hutfless**, Catholic Crosscultural Services, “Collaborative Service delivery data analysis approach for planning”

**2:45 pm - 3:15 pm**

Break / Pause

**3:15 pm - 4:30 pm**

Block C of Concurrent sessions (workshops & roundtables)

Bloc C des séances simultanées (ateliers et tables rondes)

**C1 | Assiniboia A (Concourse level / Niveau du hall)**

### **EDI from Awareness to Action**

Despite a deepening skills shortage in Canada, equity deserving groups continue to face systemic barriers to employment, high rates of unemployment and disproportionate representation in low-pay and low-status jobs. These under-utilized talent pools could represent a solution to the labor needs of the economy – however, employers often lack the tools to create more diverse and inclusive workplaces and effectively recruit, on-board, and integrate marginalized groups into their workforce. This presentation will shed the light on some of these challenges and will offer practical- action oriented tools and innovative strategies to improve employers' hiring practices and to better integrate an EDI lens into their retention strategies.

- **Wessam Ayed**, KEYS

**C2 | Meeting Room 2E (RBC Convention Center, second floor - North Building) / Salle de réunion 2E (RBC Convention Center, 2e étage - Bâtiment Nord)**

### **Experiences and Challenges: Service Providers Working with People Living with HIV in Alberta**

Using a mixed-methods research, a community-based study has been conducted with the service

providers providing services to People Living with HIV in Alberta. The presentation examines the experiences, the challenges and the coping mechanisms of the service providers and explore the support received by service providers for continuity of their services/programming during the pandemic. For the purpose of this study, three focus groups were virtually conducted and 25 people completed the surveys distributed to all the HIV service agencies across Alberta. The preliminary findings and the implications of the study will be shared at the presentation.

- **Rita Dhungel**, University of the Fraser Valley
- **Sarah Rich Zendel**, Alberta Health
- **Jose Benito Tovillo**, MacEwan University
- **John Wang**, University of Calgary

**C3** | *Meeting Room 2F (RBC Convention Center, second floor - North Building) / Salle de réunion 2F (RBC Convention Center, 2e étage - Bâtiment Nord)*

### **Supporting Immigration to, and Immigrants in, Smaller Urban and Rural Communities**

Communities outside the big five landing cities are motivated to attract immigrants and uniquely suited to facilitating their meaningful employment, but many smaller communities lack full access to the audience and resources necessary to pursue these goals. As they work to assemble the puzzle pieces of a successful immigration strategy, new initiatives, policy levers and research are aligning to help spread the benefits of immigration more broadly. In this panel, researchers, immigrant service providing organizations and municipal actors will explore how non-traditional landing communities are piecing together the knowledge, strategies and connections they need to support diverse and vibrant immigration across all of Canada.

- **Cameron Moser**, "Connecting Canada: Spreading the Benefits of Immigration more Broadly", ACCES Employment
- **Sue Sadler**, ACCES Employment
- **Jayde Roche**, "Building Rural Capacity to Support Newcomers", Rural Development Network
- **Julie Rodier**, "Creating and Disseminating Knowledge Regarding Immigration to Smaller Urban and Rural Communities", Social Research and Demonstration Corporation Canada
- **Kathryn Dennler**, " Making Rural Immigration Work: The Role of Federally Funded Settlement Services", Conference Board of Canada
- **Shelly Voth**, "Morden– An Immigration Success Story", City of Morden

**C4** | *Meeting Room 2G (RBC Convention Center, second floor - North Building) / Salle de réunion 2G (RBC Convention Center, 2e étage - Bâtiment Nord)*

### **Immigration status as a social determinant of health in Manitoba**

Immigration policy discussions in Manitoba have largely focused on attracting migrants to settle in the province permanently. While permanent residency opportunities are important and should be expanded, many migrant students and workers are already living in Manitoba for extended periods of time in states

of precarity. Drawing on lived experiences, community work, and academic research, this panel focuses on the barriers to health and wellbeing many Manitoban community members face due to their immigration status, calling for greater policy attention to the health needs of all people living in Manitoba, regardless of status.

- **Anthony Huynh**, University of Manitoba/Migrante-MB
- **Diwa Marcelino**, Migrante-MB
- **Hafiz Jatto**, MANSO
- **Judith Oviosun**, Canadian Federation of Students Manitoba
- **Piper Larsen**, University of Manitoba
- **Lindsay Larios & Olusewa Olanub**, University of Manitoba

### **C5 | Assiniboia B (Concourse level / Niveau du hall)**

#### **From service recipients to providers: Thriving as immigrant social workers in Canada**

This workshop will present learning from the lived experience of three immigrant social workers from Ontario and Alberta. The presentation will follow ethnographic methodology where we will share our challenges, resiliency, and survival as internationally educated social workers. This workshop will help the participants to learn

- A. Stages of cultural adaptation and its opportunities and challenges
- B. The shifts in practice for internationally qualified professionals
- C. Critical reflections on Colonial paradigms, immigration and social justice
- D. Universal scope and practice of social work

- **Baiju Vareed**, MacEwan University
- **Samuel Mammen**, Oakhill Ranch
- **Prasad Nair**, Toronto Children's Aid Society

### **C6 | Fort Gary (3rd floor / 3e étage)**

*Simultaneous interpretation available / Interprétation simultanée disponible*

#### **Le rôle de la nature de proximité dans un contexte pandémique de la Covid-19 : inclusion et développement de l'individu des personnes immigrantes**

Pour les personnes immigrantes, la pandémie s'est avérée une situation fragilisante. L'isolement a eu des conséquences néfastes sur leurs liens sociaux et pour y faire face, certains se sont engagés dans des loisirs sportifs en plein air. À l'aube d'une restructuration urbaine et naturelle dans un contexte pandémique, il est intéressant de se questionner : quel rôle joue cette nature dans l'inclusion et le développement de l'individu des personnes immigrantes ? Pour y répondre, l'auteure mettra en évidence les éléments témoignant des bienfaits de la nature en ville pour la population immigrante à travers la pratique de loisir en plein air.

#### **The Role of Proximity in a Covid-19 Pandemic Context: Inclusion and Individual Development of Immigrants**

For immigrants, the pandemic has proven to be a debilitating situation. Isolation has had a negative impact on their social connections and to cope, some have engaged in outdoor sports recreation. At the dawn of an urban and natural restructuring in a pandemic context, it is interesting to ask: what role does nature play in the inclusion and development of the individual of immigrants? In order to answer this question, the author will highlight elements that demonstrate the benefits of nature in the city for the immigrant population through the practice of outdoor recreation.

- **Katarzyna Skorek**, Université du Québec à Trois-Rivières

**C7 | Meeting Room 2H (RBC Convention Center, second floor - North Building) / Salle de réunion 2H (RBC Convention Center, 2e étage - Bâtiment Nord)**

### **National Cultural Brokers Project**

This interactive workshop will present the initial plan for the National Cultural Brokers Project while engaging attendees for their feedback and input.

The Community Health Workers Network of Canada (CHWN) is an informal network, formed as a grassroots organization in response to the developing, demonstrated need of professional development and support for Cultural Brokers/Community Health Workers (CBs). CBs support newcomers in health and well-being programs across Canada. They are multilingual, multicultural skilled workers who self-identify from the community they serve and act as relational bridges between community members and formal systems to reduce barriers and improve health and wellness outcomes.

The three-year, IRCC funded, National Cultural Brokers Project will develop a formal practice for CBs by:

*Incorporating the CHWN / Conducting a National Environmental Scan and Case Study Research Project on CBs Developing a Digital Learning Network / Developing and Delivering Training for CBs / Exploring Professional Recognition for CBs / Hosting Regional and National Gatherings*

The end result is to have the specialized and skilled work of CBs be professionally recognized with core standards, knowledge and competencies and to use the Cultural Brokering model to achieve health and wellness equity for newcomers, along the full continuum of settlement, integration and social inclusion

- **Moderator: Jessica Praznik**, Project Manager - National Cultural Brokers Project - Manitoba Possible
- **Dr. Sara Torres**, Associate Professor - Laurentian University, School of Social Work
- **Mei-Chi Chan**, Senior Project Coordinator, Multicultural Health Brokers Co-op (Edmonton)
- **Leslee Mackey**, Project Coordinator, Multicultural Health Brokers Co-op (Edmonton)
- **TBD**, Digital Learning Network Strategist - Manitoba Possible
- **Raquel Velasquez**, Operations and Administrative Manager - Umbrella Multicultural Health Co-op (Vancouver)
- **Traicy Robertson**, Newcomer Programs Manager - Manitoba Possible

**C8 | Kildonan (Main conference level – 2nd floor / Niveau de conférence principal - 2e étage)**

## Measuring Diversity and Inclusion: Concepts, Language and Discourse

The Canadian Index for Measuring Integration (CIMI) is adding indicators of inclusion to its newest iteration [which will be completed by March 31, 2023]. Racialized, visible minority status, and BIPOC are terms that are sometimes used interchangeably when discussing the identity markers that inform indicators of inclusion. Is there a gap in the language and discourse used to describe markers of identities and inclusion between academics, policymakers, civil society and the broader public? Is it important to address those nuances, and if so, what considerations need to be taken? In this session, panellists from Canada and the United States will discuss what concepts are best suited for defining inclusion, the challenges associated with defining and measuring inclusion, as well as the current language and discourse that is being used around these concepts.

- *Panelists to be confirmed*

**C9** | *Saint Boniface (Main conference level – 2nd floor / Niveau de conférence principal - 2e étage)*

### **Making Hate Visible: Online Hate Incident Reporting Tools**

Given the recent number of hate-related incidents that have come to public attention, there is a significant need to collect and track these incidents in order to capture and share trends with the wider public. Outside of official hate crime data (such as annual government reports), incidents fueled by hate (but that are not crimes) often go undocumented. To address this gap, MacEwan University, alongside the Alberta Hate Crimes Committee – a Canadian coalition of law enforcement, government, and non-governmental organizations – developed the StopHateAB.ca website. The purpose of the StopHateAb.ca website is to fill this gap by creating a space to capture hate incidents to document and make accessible information related to hate incidents.

- **Irfan Chaudhry**, MacEwan University

## **THURSDAY, OCTOBER 20 / JEUDI 20 OCTOBRE**

**As of / À partir de 7:30 am** | *Main conference level – 2nd floor / Niveau de conférence principal - 2e étage*

**Registration / Visit the Exhibitors** (*located in Charleswood A & B*) **and Poster Presentations** (*located in the common area*)

**Inscriptions / Visite des Kiosques des exposants** (*situés dans les salles Charleswood A & B*) **et des Présentations d'affiches** (*situées dans l'aire commune*)

**9:00 am – 9:10 am** | *Delta Ballroom (Main conference level – 2nd floor / Niveau de conférence principal - 2e étage)*

### **Opening Remarks**

- **Jean Teillet**, Indigenous Rights Lawyer, Author, Teacher and Speaker / Avocate spécialiste des droits des autochtones, auteure, enseignante et conférencière

**9:10 am – 10:30 am** | *Delta Ballroom (Main conference level – 2nd floor / Niveau de conférence principal - 2e étage)*

### **Plenary Session 2** | *Delta Ballroom (Main conference level – 2nd floor)*

*Simultaneous interpretation available*

## **The “Wehwehneh Bahgahkinahghon” project and public act of reclamation and reconciliation in downtown Winnipeg**

The project has been named “Wehwehneh Bahgahkinahghon” which translates to “it is visible,” and it will be the largest redevelopment of an historic building in Manitoba and one of the largest historic redevelopments in Canada. The project is a vision to revitalize the heart of Winnipeg’s downtown where the Southern Chief’s Organization is a leader in breaking down barriers and building relationships to ensure the success of everyone in downtown Winnipeg. The SCO vision of inclusion and prosperity of our community cannot be achieved without addressing and delivering the resources and community infrastructure needed and, in our way, that support people to live safely, healthily, and successfully.

In Manitoba, First Nations have an 11-year life expectancy gap from other Manitobans as reported in 2019 in a joint report from the First Nations Health and Social Secretariat of Manitoba and the Manitoba Centre for Health Policy at the University of Manitoba, and the report was further published in Dec 2021 in the Canadian Medical Association Journal (CMAJ). Through our hard work and the policy shifts we are making, we are leading change in programs and services in health, environment, justice, and child welfare, and with economic projects such as this one, we begin to see change.

### **Séance plénière 2** | *Delta Ballroom (Niveau de conférence principal - 2e étage)*

*Interprétation simultanée disponible*

## **Le projet "Wehwehneh Bahgahkinahghon" et l'acte public de réclamation et de réconciliation au centre-ville de Winnipeg**

Le projet a été baptisé "Wehwehneh Bahgahkinahghon", qui se traduit par "c'est visible". Il s'agira du plus grand réaménagement d'un bâtiment historique au Manitoba et de l'un des plus grands réaménagements historiques au Canada. Le projet vise à revitaliser le cœur du centre-ville de Winnipeg, où la Southern Chief's Organization est un chef de file dans l'élimination des barrières et l'établissement de relations pour

assurer la réussite de tous les habitants du centre-ville. La vision de la SCO en matière d'inclusion et de prospérité de notre communauté ne peut être réalisée sans aborder et fournir les ressources et les infrastructures communautaires nécessaires et, à notre manière, qui aident les gens à vivre en sécurité, en santé et avec succès.

Au Manitoba, les Premières Nations ont un écart d'espérance de vie de 11 ans par rapport aux autres Manitobains, comme l'indiquait en 2019 un rapport conjoint du Secrétariat à la santé et aux affaires sociales des Premières Nations du Manitoba et du Manitoba Centre for Health Policy de l'Université du Manitoba, et le rapport a été publié en décembre 2021 dans le Canadian Medical Association Journal (CMAJ). Grâce à notre travail acharné et aux changements de politique que nous apportons, nous sommes à l'origine de changements dans les programmes et services de santé, d'environnement, de justice et de protection de l'enfance, et avec des projets économiques comme celui-ci, nous commençons à voir le changement.

- **Joy Cramer**, CEO / Présidente et directrice générale, Southern Chiefs' Organization
- **Jennifer Rattray**, COO / Directrice d'exploitation, Southern Chiefs' Organization

**10:30 am – 11:00 am**

**Break / Visit the Exhibitors** (*located in Charleswood A & B*) **and Poster Presentations** (*located in the common area*)

**Pause / Visite des Kiosques des exposants** (*situés dans les salles Charleswood A & B*) **et des Présentations d'affiches** (*situées dans l'aire commune*)

**11:00 am – 12:15 pm**

Block D of Concurrent sessions (workshops & roundtables)

Bloc D des séances simultanées (ateliers et tables rondes)

**D1 Assiniboia B** (Concourse level / Niveau du hall)

**Anti-Asian Racism in the Time of COVID-19 and the Need for Pandemic Anti-Racism Education**

There are multiple barriers that prevent newcomers from accessing adequate healthcare such as free public health services (eg. immunizations). The root systemic causes of health inequities for newcomers became evident in the pandemic. Newcomers are among the most vulnerable to pandemic effects, and yet, are the most likely to face barriers in healthcare. Calgary East Zone Newcomers Collaborative (CENC) created a rapid response to help constituents, newcomers and ethnocultural communities—regardless of immigration status—with ongoing COVID-related needs in Northeast Calgary. CENC's model of cross-sectoral collaboration was extremely successful. NE Calgary now has a 100% vaccination rate for 18+.

- **Shibao Guo**, University of Calgary

**D2 Kildonan** (Main conference level – 2nd floor / Niveau de conférence principal - 2e étage)

### **Situating Refugees in Canada's historic narrative**

Canada is often described as a nation of immigrant and prior to Confederation emerged as a destination for refugees. Polling reveals that some three in four Canadians wrongly believe that across its history Canada has always welcomed refugees. Indeed only after the Second World War were discriminatory migration policies gradually lifted thus resulting in a dramatic shift in the source countries and composition of refugees coming here. To this day Canada has seen both successes and failures in its efforts to welcome refugees as viewed in the most recent efforts to e current crises admit Afghans and Ukrainians. This workshop will look at how Canada's record with respect to the admission of refugees has evolved with time? It will also consider how Canada's historic experience with welcoming refugees inform its contemporary approach to refugee entry and settlement?

- Session Chair: TBC
- **Rob Vineberg**, Research Fellow at Canada West Foundation, Winnipeg, Manitoba
- A professor from the *Thinking Historically for Canada's Future* SSHRC Partnership Research project -to be confirmed
- An educator from the Manitoba Social Science Teachers' Association - to be confirmed
- **Professor Shauna Labman**, University of Winnipeg

**D3 Assiniboia A** (Concourse level / Niveau du hall)

### **Using PhotoVoice to Illuminate Lived Experiences**

This session shows how researchers at SRDC used Photovoice with participants and practitioners to provide their insights about the impacts of the Career Pathways for Racialized Newcomer Women pilot project. Learn about PhotoVoice, a participatory method, and the visual stories from program participants and practitioners. The session will also highlight a service partner's experience with and their perceived value of Photovoice, and the work being done at OFE. The pilot is a national research project evaluating the impacts of employment programming for newcomer women being implemented by 8 service provider organizations.

- **Susanna Gurr**, Social Research and Demonstration Corporation (SRDC)
- **Sol Park**, Social Research and Demonstration Corporation (SRDC)
- **Maria Polovinka**, Opportunities for Employment (OFE)

**D4 Meeting Room 2E** (RBC Convention Center, 2nd floor - North Building) / Salle de réunion 2E (RBC Convention Center, 2e étage - Bâtiment Nord)

### **Using technology to break down barriers to education and training**

National efforts to utilize technology in support of remote, online learning during the pandemic quickly emerged as a way to equalize access to information, skills training, career development and industry upskilling. It has been vital in breaking down educational barriers and ensuring equal opportunity for economic empowerment. Our panelists will discuss the challenges and benefits of integrating technology to address educational equity; types of technology that are relevant today; examples of workforce solutions that leverage technology to produce successful outcomes as well as how collaborations across sectors were key in catalyzing inclusive digital approaches to safeguard and empower underrepresented groups.

- **Candace Miller**, Fanshawe College
- **Kimberley Messer**, IGM Financial
- **Denis Gravelle**, Devant
- **John Waldron**, Learnedly

**D5 Meeting Room 2F** (RBC Convention Center, 2nd floor - North Building) / Salle de réunion 2F (RBC Convention Center, 2e étage - Bâtiment Nord)

### **Building Community through BIPOC Gender Based Violence prevention**

The Elmwood Community Resource Centre (ECRC) collaborate with both anti-violence sector and newcomer sector in developing promising practices in addressing gender based violence community response. In this process, ECRC works collaboratively with the National Strategy on Gender Based Violence Prevention aims to develop a shared base of knowledge between the settlement and anti-violence sectors so that we can increase our ability to respond. This session focuses on two projects from the table. 1) Come Sit with Me- Building Community through BIPOC Gender Based Violence prevention utilizes arts and narrative therapy to produce visual depiction of diverse histories and shared experiences that BIPOC women face with structural racism while building community of support and inclusion. 2) Bridges to Safety is an online course that aims to build a common base of knowledge, increase awareness and education, and enhance the capacity of those in the settlement sector to recognize and respond to gender-based violence in ways that meet the unique needs of newcomers.

- **Nina Condo**, Elmwood Community Resource Center / National Table for Gender Based Violence Prevention
- **Kathryn, Bates-Khan**, YMCA of Greater Halifax/Dartmouth, Center for Immigrant Programs / National Table for Gender Based Violence Prevention
- **Anne Oserin-Pinnock**, Social Work Student

**D6 Meeting Room 2E** (RBC Convention Center, 2nd floor - North Building) / Salle de réunion 2E (RBC Convention Center, 2e étage - Bâtiment Nord)

### **A Study of Homelessness among Newcomers to Canada**

This report examines homelessness among immigrants, refugees, and asylum seekers in Canada, including national patterns of shelter usage, user characteristics, and chronic homelessness. Data sources include enumeration and survey data from the 2018 Coordinated Point-in-Time Count and

national administrative shelter data ranging from 2015-2019. Considerations of intersectionality and data governance are explored.

This analysis investigates the differences between newcomers and the general Canadian population regarding experiences of homelessness. Results can support policy and program design to provide tailored supports that better serve the needs of newcomers."

- **Michelle Roberts**, Infrastructure Canada - Reaching Home
- **Naomi Garrido**, Infrastructure Canada - Reaching Home

**D7 Meeting Room 2G** (RBC Convention Center, 2nd floor - North Building) / Salle de réunion 2G (RBC Convention Center, 2e étage - Bâtiment Nord)

### **Racism and social challenges (Islamophobia)**

The subject will focus on multicultural diversion and inclusion to better understand the value and identity of each other, focusing on recent islamophobia comments and actions that happened in our society.

Likewise, the program will further engage communities from various cultures to understand each others' values, dignity, religious ideology, and respect each others' values to live in peace, harmony, and collectiveness. This matter should be focused more on newcomers who are coming to Canada to be aware of our Canadian values and multiculturalism society inclusions.

- **Ahmad F.Hematyar**, North-Am Immigration Organization
- **Ghulam Jelani Khogiani**, AfCan Charitable Organization
- **Mohammad Edrees Khan**, Peace and Harmony Association

**D8 Fort Gary** (3<sup>rd</sup> floor / 3e étage)

### **Rehearsals for Change in Teacher Education: Meaningful Equity, Diversity, and Inclusion inside and outside of the Classroom**

This workshop details the methods, approaches, and experiences that the participants engage with in developing Rehearsals for Change: a Research Based Theatre initiative that provides professional video prompts and supporting resources using an EDI framework to integrate new Professional Competencies into pre- and in-service teacher education in Quebec. This workshop also focuses on the critical importance of supporting teachers who are often left to do this work on their own without institutional support, resources, or material conditions. We will discuss how we are continually working to change and challenge un/conscious biases that underwrite Montreal educational institutions founded on legacies of settler-colonial White Supremacy.

- Session Chair: **Dayna McLeod**, McGill University
- **Emmanuel Tabi**, " Responding with Resistance to Anti-Black racism in Canada and the oppression of First Nations individuals and communities on Turtle Island", McGill University
- **Mindy Carter**, " Smallest Circles First: Using drama education and theatre to explore reconciliatory praxis in Quebec classrooms", McGill University

- **Claudia Mitchell**, “ The Dismantling Project: navigating, challenging, and changing everyday practices of colonial racism in research with Indigenous communities” , McGill University (*pre-recorded presentation*)
- **Sabi Hinkson**, “My Journey: Critical analysis of The Immigrant Education Society (TIES)microaggressions and anti-Black systemic racism in the STEM pipeline” Independent (*pre-recorded presentation*)

### **12:15 pm - 1:30 pm**

Lunch / Dîner                      *Delta Ballroom (Main conference level – Second floor)*

### **1:30 pm - 2:45 pm**

Block E of Concurrent sessions (workshops & roundtables)

Bloc E des séances simultanées (ateliers et tables rondes)

**E1      Meeting Room 2E** (RBC Convention Center, 2nd floor - North Building) / Salle de réunion 2E (RBC Convention Center, 2e étage - Bâtiment Nord)

#### **Community-based Anti-racism Education through Participatory Action Research**

In the immigrant service sector, there is a need to collaboratively advocate for and develop action-oriented anti-racism education strategies. This workshop presents the research project led by CCIS seeking to develop and implement anti-racism education and practices in workplace, community, and service delivery. We will discuss the conceptual map of the project: how we use intersectionality and critical race theory in collecting community voices and the transformative learning theory to analyze learning outcomes. Applying community-based participatory action research as a methodology will ensure close engagement and equal partnership with community stakeholders, to foster reflective inquiry and build inclusive educational spaces.

- **Sinela Jurkova**, Calgary Catholic Immigration Society
- **Shibao Guo**, University of Calgary
- **Jingzhou (Jo) Liu**, Calgary Catholic Immigration Society
- **Lusine Harutyunyan**, Bow Valley College
- **Sameer Nizamuddin**, University of Calgary

**E2      Assiniboia A** (Concourse level / Niveau du hall)

#### **Disrupting Indigenous-Specific Racism: moving beyond cultural sensitivity training**

Racism is a silent killer for First Nations people when they interact with various systems including the health care system. Both educational and healthcare institutions reinforce the creation of conditions,

policies and practices which contribute to substandard health care delivery for First Nations. Examples of the observable racism include delays in treatment and racialized assumptions and stereotyping by health care providers which can result in loss of life for First Nations people. Health care institutions are being called upon to address First Nation specific racism due to a number of high-profile deaths and the continued widening of the gap in life expectancy between First Nations and all other Manitobans.

- **Joanna Thich**, First Nations Health and Social Secretariat of Manitoba
- **Marsha Simmons**, First Nations Health and Social Secretariat of Manitoba

**E3 Meeting Room 2F** (RBC Convention Center, 2nd floor - North Building) / Salle de réunion 2F (RBC Convention Center, 2e étage - Bâtiment Nord)

### **The Rural and Northern Immigration Pilot - The Manitoba Experience**

IRCC's Rural and Northern Immigration Pilot aims to build on the success of the Atlantic Immigration Pilot by helping attract newcomers to rural and northern communities to support economic development and strengthen local business's capacity to develop and retain a skilled workforce. Two of the pilot's eleven sites are in Manitoba, in the City of Brandon and in the Town of Altona/Municipality of Rhineland. This workshop will present on the RNIP operational model utilized by both communities, lessons learned, and outcomes of these two pilot sites since the pilot's launch in 2019.

- **Stephanie Harris**, Economic Development Officer, SEED RPGA
- **Sandy Trudel**, Director of Economic Development, City of Brandon
- **Steve Reynolds**, Executive Director, Regional Connections Immigrant Services
- **Dean Pollard**, Assistant Director, Immigration, Refugees and Citizenship Canada

**E4 Meeting Room 2G** (RBC Convention Center, 2nd floor - North Building) / Salle de réunion 2G (RBC Convention Center, 2e étage - Bâtiment Nord)

### **An Equity-based Approach to Evaluating Private Refugee Sponsorship**

This workshop will report on an IRCC-funded project that is collaboratively designing a framework to monitor and evaluate the settlement activities of Sponsorship Agreement Holders (SAHS) and refugee sponsor groups. The framework will assess the processes and outcomes of the coordinated efforts of stakeholders in building welcoming and justice-seeking communities. The framework intends to capture the mutually transformative experiences embedded in private sponsorship and assess the ways these experiences facilitate true integration, equity, and justice for newcomer refugees. The workshop will describe the emerging framework and highlight how considerations of diversity, equity, and inclusion have been incorporated into framework development.

- **Brian Dyck**, Mennonite Centre Committee Canada
- **Ruth Wilson**, Centre for Community Based Research
- **Rich Janzen**, Centre for Community Based Research
- **Laura Carr-Pries**, Mennonite Centre Committee Canada

- **Areej Alshammiry**, Centre for Community Based Research

**E5 Saint Boniface** (Main conference level – 2nd floor / Niveau de conférence principal - 2e étage)

**Comparing Access Without Fear Advocacy in Mid-Sized Cities**

This workshop will compare Access Without Fear (AWF) advocacy in mid-sized Canadian cities. It includes perspectives from migrant rights activists, advocates, community organizations, and academics from three mid-sized cities with emergent (Winnipeg, Windsor, Kitchener) and established (London) AWF policies. Topics of discussion include mobilization, municipal politics, legal frameworks, and implementation strategies.

- **Gemma Smyth**, University of Windsor Faculty of Law
- **Michele Manocchi**, Occupational Health Centre
- **Karen Hamilton**, Migrante Manitoba
- **Diwa Marcelino**

**E6 Meeting Room 2H** (RBC Convention Center, 2nd floor - North Building) / Salle de réunion 2H (RBC Convention Center, 2e étage - Bâtiment Nord)

**"Communities Collaborating to Respond to Hate" History of Coalitions Creating Equity (CCE) [www.coalitionscreatingequity.ca](http://www.coalitionscreatingequity.ca) and a community response to hate across Alberta.**

How do service providers and natural supports help those who are targets of hate? How does a BIPOC person who experiences a hate incident or crime respond? These sessions share a collaborative community response to hate crimes and incidents, discrimination and systemic racism in Edmonton and other regions in Alberta.

- **Helen Rusich**, REACH Edmonton
- **Izdhar Gaib**, Catholic Social Service, Edmonton
- **Tiffany Efird**, Alberta Hate Crimes Committee
- **Deborah Dobbins**, Shiloh Centre for Multicultural Roots
- **Landon Turlock**, Graduate student

**E7 Saint Vital** (Main conference level – 2nd floor / Niveau de conférence principal - 2e étage)

**Meaningful Employment for Racialized Newcomer Women**

This workshop presents evidence of successful methods of facilitating meaningful employment for racialized newcomer women through the Career Pathways for Racialized Newcomer Women (CPRNW) pilot project. Opportunities for Employment (OFE), a Winnipeg-based service provider organization

implementing sector-based programming as part of CPRNW will discuss its implementation and methods of successful employer engagement for facilitating meaningful employment for their CPRNW clients. SRDC will share the employment results of the CPRNW pilot. One of OFE's employer partners involved in the pilot will discuss their equity and diversity hiring practices and the results of their partnership with OFE and involvement in CPRNW.

- **Maria Polovinka**, Opportunities for Employment
- **Kim Lehrer**, Social Research and Demonstration Corporation (SRDC)
- TBD, OFE Employer Partner

#### **E8 Assiniboia B (Concourse level / Niveau du hall)**

##### **Sharing Perspectives: Coming Together for Newcomer Mental Health in Calgary**

Calgary Local Immigration Partnership (CLIP) and its community partners hosted the first Sharing Perspectives: Coming Together for Newcomer Mental Health two-day conference. This gathering brought together mainstream and newcomer-focused mental health providers to increase awareness of the unique mental health needs of newcomer communities. We explored alternative approaches to care for newcomers and refugees dealing with mental health issues. In this workshop we will share details of the event and the research emerging from it. We will discuss how events like this can improve provider and systemic responsiveness to cultural, language, community, and systemic factors that improve services that support newcomer mental health.

- **Arevik Tokmajyan**, Calgary Local Immigration Partnership (CLIP)
- **Jill Edgington Kirby**, Calgary Catholic Immigration Society (CCIS)
- **Ronni Abraham**, The Immigrant Education Society (TIES)

#### **E9 Kildonan (Main conference level – 2nd floor / Niveau de conférence principal - 2e étage)**

##### **Ancestries, Identities and Public Policies; Launching uMetropolis**

Interest in tracing one's roots and exploring one's ancestry has exploded over the last decades in Canada and abroad. Documenting, measuring and researching the multiplicity of ancestries in Canada, whether Indigenous, early settlers or those of successive waves of migrants are vital to constructing Canada's historic narrative and the ways in which Canadian define themselves has an important influence on public policies. In March 2023, the Metropolis Institute will launch its on-line learning initiative uMetropolis with a series of courses on Ancestries and Identities in Canada. The courses aim at providing insight into the manner in which identities are applied by policy-makers and civil society and how the manner in which ancestries are defined contributes to policy formation. This workshop will hear from some of the courses subject matter experts who will speak to the intersection between ancestries and identities in the Canadian context

- Session Chair: **Chris Surtees**, E-Learning and Web Director, The Metropolis Institute

- **Jane Badets**, retired-former Assistant Chief Statistician, Statistics Canada, Ottawa, Ontario
- **Kevin Lopuck**, President, the Manitoba Social Science Teachers' Association
- **Roda Muse**, Secretary-General of the Canadian Commission for UNESCO / Secrétaire général de la Commission canadienne pour l'UNESCO
- *Additional panelist to be confirmed*

## E10 Fort Gary (3<sup>rd</sup> floor / 3<sup>e</sup> étage)

*Simultaneous interpretation available / Interprétation simultanée disponible*

### **Giving the Past a Future: Rediscovering Canada's Origins**

A recasting of Canada's historical narrative appears to be underway. Public opinion surveys reveal that Canadians increasingly reject the idea that Canada was founded by two peoples and that any reference to the country's origins must include Aboriginal peoples. When asked who first discovered and settled in Canada, most respondents outside of Quebec say it was Aboriginal peoples. However, Quebecers' responses to these questions lead to a very different interpretation of the country's origins than other Canadians. France and/or French explorers are widely credited by Quebecers with the discovery and colonization of Canada. The role of the British in the discovery and colonization of Canada seems to be relegated to the periphery as our narrative evolves and more attention is given to the themes of colonization and decolonization in Canadian history. This panel will hear from historians and other experts on how far we have come and how far we need to go to give our past a future.

### **Donner au passé un avenir : Redécouvrir les origines du Canada**

Une refonte du récit historique du Canada semble être en cours. Les enquêtes d'opinion révèlent que les Canadiens rejettent de plus en plus l'idée que le Canada a été fondé par deux peuples et que toute référence aux origines du pays doit inclure les peuples autochtones. Lorsqu'on leur demande qui a découvert et s'est établi au Canada en premier, la plus grande partie des répondants à l'extérieur du Québec répondent que ce sont les peuples autochtones. Cependant, les réponses des Québécois à ces questions donnent lieu à une interprétation très différente des origines du pays par rapport à ce que pensent les autres Canadiens. La France et/ou les explorateurs français sont largement crédités par les Québécois de la découverte et la colonisation du Canada. Le rôle des Britanniques dans la découverte et la colonisation du Canada semble être relégué à la périphérie à mesure que notre récit évolue et qu'une plus grande attention est accordée aux thèmes de la colonisation et de la décolonisation dans l'histoire du Canada. Cette table ronde permettra d'entendre des historiens et d'autres experts sur le chemin parcouru et sur celui à parcourir pour donner un avenir à notre passé.

- **Jean Teillet**, Avocate des droits des autochtones, auteure, enseignante et conférencière, Vancouver, C.-B. / Aboriginal rights lawyer, author, teacher and speaker, Vancouver, BC.
- **Marc André Ethier**, Professeur titulaire, Université de Montréal, Québec / Full Professor, University of Montreal, Quebec
- A professor from the *Thinking Historically for Canada's Future* SSHRC Partnership Research project -to be confirmed

- An educator from the Manitoba Social Science Teachers' Association - to be confirmed
- *Additional panelists to be confirmed / Autres panélistes à confirmer*

**2:45 pm - 3:15 pm**

Break / Pause

**3:15 pm - 4:30 pm**

Block F of Concurrent sessions (workshops & roundtables)

Bloc F des séances simultanées (ateliers et tables rondes)

**F1 Assiniboia A** (Concourse level / Niveau du hall)

**Precarious status, precarious rights, precarious health: advancing women's rights regardless of immigration status in Canada**

Gender and immigration status are strong determinants of health and safety in Canada. Living as a woman with a precarious immigration status leads to an increased exposure to economic precarity as well as abuse and violence. Parallely, women with precarious immigration status do not have the legal rights to seek remedies for those violations nor the possibility to access the health care and services they need. Simple and efficient public policies solutions do however exist with the potential to reverse such vicious cycles. It is time to act to ensure all women in Canada have their fundamental rights upheld and access the essential services they need.

- **Viviana Medina**, Immigrant worker Center
- **Larios Lindsay**, University of Manitoba
- **Moreno Kenny**, Médecins du Monde Canada
- **Cébron Chloé**, Médecins du Monde Canada

**F2 Assiniboia B** (Concourse level / Niveau du hall)

**Building an inclusive democracy: Strengthening active citizenship through community-based organizations**

This session will be an opportunity to explore active citizenship and civic engagement initiatives happening across Canada. The session will start with an introduction of initial findings from the Journeys to Active Citizenship project, which is creating first-of-its-kind civic curriculum for and with newcomers and the settlement sector. A discussion with participants will then capture programs and initiatives that foster civic skills, but which may not be labelled as such, in an effort to identify where settlement program service providers are already strengthening active citizenship and democracy. Findings from this session will inform the Journeys to Active Citizenship curriculum and program model.

- **Seher Shafiq**, North York Community House
- **Paul Bishop**, OCASI

**F3 Saint Boniface** (Main conference level – 2nd floor / Niveau de conférence principal - 2e étage)

### **Mental health during a pandemic: Characteristics and experiences of clients accessing a walk-in mental health clinic**

COVID-19 has had a detrimental impact on individuals' mental health (Rossell et al., 2021). The current study will utilize the CAT-MH to measure the nature and severity of client mental health concerns in a walk-in mental health clinic in British Columbia, Canada at various points during the COVID-19 pandemic. Client feedback forms will also be anonymously reviewed. Responses will be compared across phases of the COVID-19 pandemic (before and during), service modality (in-person, virtual services), and client population (university students, community). It is anticipated that results will be ready for discussion at the Metropolis Identities Summit.

- **Ian Wellspring**, University of British Columbia- Okanagan
- **Kirthana Ganesh**, University of British Columbia- Okanagan

### **Overcoming language barriers in accessing health care**

In the Fraser Health Authority (FHA), British Columbia, approximately 25% of the population has Limited English Proficiency and requires language support when accessing health care. Access to high quality interpretation is a pre-requisite for accessing high quality health care. Prior to COVID-19, interpretation was accessed primarily through in person interpreters, or over the phone. After a successful pilot, FHA introduced a method of on-demand, video interpreting to support access to needed health services. In this workshop, we will share the successes and challenges of video interpretation in a medical setting.

- **Emily Carpenter**, Fraser Health Authority

**F4 Fort Gary** (3<sup>rd</sup> floor / 3e étage)

### **CBC/Radio-Canada: Understanding and Reflecting Canada**

Public media is a public service. That's why we at CBC/Radio-Canada strive daily for inclusiveness and relevance in the stories we tell. Our panel will explore the methods, metrics and measures we've taken to understand our audiences and represent Canada in our content and our workplace.

We'll explore three topics: Data insights on the media habits of a diversity of Canadians (Anglophones, Francophones, Indigenous Peoples, Newcomers); Meaningful metrics and interventions to improve recruitment, retention and belonging; A program to improve representation in our newsrooms and attract Indigenous, Black, and People of Colour storytellers.

- **Andrea Sharkey**, CBC/Radio-Canada, "Understanding the Media Habits of Canadians"
- **Nadia Kidwai**, CBC/Radio-Canada, "Improving Representation in our Newsrooms"
- **TLen Daniels**, CBC/Radio-Canada, "Recruitment, Retention and Belonging: Meaningful Workforce Metrics and Interventions"

**F5 Meeting Room 2E** (RBC Convention Center, 2nd floor - North Building) / Salle de réunion 2E (RBC Convention Center, 2e étage - Bâtiment Nord)

### **Three Approaches, One Outcome: Helping International Graduates on the Road to Licensure**

Skilled professionals with diverse backgrounds experience financial and systemic barriers to having their expertise and credentials recognized in a Canadian setting. In this session, attendees will hear about innovative supports being implemented to assist international pharmacy graduates (IPGs) at community, provincial and national levels. The University of Manitoba's Internationally Educated Health Professional (IEHP) Access Hub, the National Association of Pharmacy Regulatory Authority (NAPRA) and the Immigrant Services Association of Nova Scotia (ISANS) will share the challenges and opportunities, as well as tools, resources and innovations they are implementing independently and in partnership to address the barriers faced by IPGs.

- **Moderator: Theresa Schopf**, Manager of Programs and Services at NAPRA
- **Loralee Williams**, National Association of Pharmacy Regulatory Authorities
- **Natalie Macleod Schroeder**, University of Manitoba
- **Mohja Alia**, Immigrant Services Association of Nova Scotia (ISANS)

**F6 Meeting Room 2F** (RBC Convention Center, 2nd floor - North Building) / Salle de réunion 2F (RBC Convention Center, 2e étage - Bâtiment Nord)

### **Harnessing the power of data linkages and administrative data to better understand diversity, inclusion and intersectionality**

Statistics Canada strives to develop innovative approaches to provide insights into the evolving social and economic conditions of our diverse Canadian society. One of those approaches has been the use of administrative data to facilitate integrated longitudinal analysis. This workshop will provide an overview of the challenges and strengths associated with using administrative data and linked databases to examine complex concepts, including diversity, intersectionality and inclusion. Examples will be provided from various data linkage projects.

- **Yoko Yoshida**, University of Western Ontario
- **Feng Hou**, Statistics Canada
- **Filsan Hujaleh**, Statistics Canada
- **Jenneke Le Moullec**, Statistics Canada

**F7 Meeting Room 2G** (RBC Convention Center, 2nd floor - North Building) / Salle de réunion 2G (RBC Convention Center, 2e étage - Bâtiment Nord)

### **First Nations, Métis and Inuit Data at Statistics Canada**

This workshop will bring together various subject matter areas from across Statistics Canada to showcase data available for Indigenous people, as well as opportunities in the area of Indigenous Statistics.

The Centre for Indigenous Statistics and Partnerships (CISP) will present recently released Indigenous data from the 2021 Census of population, the 2022 Indigenous peoples survey and the Indigenous Statistical Capacity Development Initiative.

Presentations will also be given by the Canadian Centre for Justice and Community Safety Statistics, the Centre for Population Health Data, Centre for Income and Socioeconomic Well-being Statistics and the Canadian Centre for Education Statistics.

- **Vivian O'Donnell**, Statistics Canada
- **Jaclyn Layton**, Statistics Canada
- **Jeff Randle**, Statistics Canada

**F8 Kildonan** (Main conference level – 2nd floor / Niveau de conférence principal - 2e étage)

*Simultaneous interpretation available / Interprétation simultanée disponible*

### **Le rôle de l'éducation dans la dépoliarisation d'une société**

Dans un contexte où la désinformation joue un rôle de plus en plus documenté dans la polarisation de la société, on s'attend de l'école qu'elle contribue à la pensée critique des élèves. Prendre en compte la pluralité d'expériences et de perspectives peut soutenir la préparation des élèves à exercer leur citoyenneté dans une société démocratique. Or, cet enseignement devient vite sensible et le personnel enseignant est confronté à des défis pédagogiques considérables et aux réactions des élèves (et de leurs parents). Dans cette table ronde, nous proposons d'en discuter à partir de l'exemple de l'enseignement sur le racisme et les génocides.

### **The role of education in depolarizing a society**

In a context where misinformation plays an increasingly documented role in the polarization of society, schools are expected to contribute to students' critical thinking. Taking into account a plurality of experiences and perspectives can support students' preparation for citizenship in a democratic society. However, this teaching quickly becomes sensitive and teachers are faced with considerable pedagogical challenges and student (and parent) reactions. In this roundtable, we discuss this issue using the example of teaching about racism and genocide.

- **Sivane Hirsch**, Professeur, Université du Québec à Trois-Rivières, "L'enseignement des thèmes sensibles dans un contexte polarisé" / Professor, Université du Québec à Trois-Rivières, "Teaching sensitive topics in a polarized context"
- **Marc-André Ethier**, Professeur titulaire, Université de Montréal, "Enquêter en classe d'histoire sur des enjeux controversés" / Full Professor, University of Montreal, "Investigating controversial issues in the history classroom"
- **David Lefrançois**, Professeur, Université du Québec en Outaouais, "Enquêter en classe d'histoire sur des enjeux controversés" / Professor, Université du Québec en Outaouais, "Investigating controversial issues in the history classroom."

F9 **Meeting Room 2H** (RBC Convention Center, 2nd floor - North Building) / Salle de réunion 2H (RBC Convention Center, 2e étage - Bâtiment Nord)

### **Ukraine Response in Rural Communities - A Settlement and LIP Perspective**

An effective Ukraine response has required a high level of coordination and collaboration between stakeholders at all levels, including at the local community level. Long time community members, more recently arrive Ukrainian newcomers, employers, faith groups, and service providers have established new partnerships to ensure needs are met within the unique circumstances of the Ukraine Response. Settlement service providers and a Local Immigration Partnership will speak to this experience, and outcomes to date, within the Manitoba communities of Dauphin, Steinbach, Neepawa, Morden, and Winkler.

- **Steve Reynolds**, Executive Director, Regional Connections Immigrant Services
- **Gwen Reimer**, Program Director, Eastman Immigrant Services
- **Don Walmsley**, Executive Director, Neepawa Settlement Services
- **Deborah Slonowsky**, Coordinator, Dauphin and Area Welcoming Communities Coalition

## **FRIDAY, OCTOBER 21 / VENDREDI 21 OCTOBRE**

**As of / À partir de 7:30 am** | *Main conference level – 2nd floor / Niveau de conférence principal - 2e étage*

**Registration / Visit the Exhibitors** (*located in Charleswood A & B*) **and Poster Presentations** (*located in the common area*)

**Inscriptions / Visite des Kiosques des exposants** (*situés dans les salles Charleswood A & B*) **et des Présentations d'affiches** (*situées dans l'aire commune*)

**9:00 am – 10:30 am**

**Plenary Session 3** | Delta Ballroom (Main conference level – 2nd floor)

*Simultaneous interpretation available*

### **Housing and a stable and healthy life**

Appropriate and affordable housing are central issues to a stable and healthy life. While Winnipeg has a shortage of affordable and safe housing options, the problem is not confined to this city. In this panel, speakers will discuss the issues of finding affordable housing from the view of newcomer refugees and Indigenous persons—two communities that are sometimes in competition for this kind of housing. The speakers represent a variety of standpoints: settlement workers, Indigenous peoples' organizations, academics, and municipal government.

## Séance plénière 3 | Delta Ballroom (Niveau de conférence principal - 2e étage)

*Interprétation simultanée disponible*

### Un logement et une vie stable et saine

Un logement adéquat et abordable est un élément central d'une vie stable et saine. Si Winnipeg souffre d'une pénurie de logements abordables et sûrs, le problème ne se limite pas à cette ville. Dans ce panel, les intervenants discuteront de la recherche de logements abordables du point de vue des nouveaux arrivants réfugiés et des autochtones - deux communautés qui sont parfois en concurrence pour ce type de logement. Les intervenants représentent une variété de points de vue : travailleurs de l'établissement, organisations de peuples autochtones, universitaires et gouvernement municipal.

- Chair/Modératrice: **Vicki Sinclair**, Executive Director / Directrice exécutive, Manitoba Association of Newcomer Serving Organizations (MANSO)
- **Professor/professeur Ray Silvius**, University of Winnipeg / Université de Winnipeg
- **Shereen Denetto**, Executive Director / Directrice exécutive, Immigrant and Refugee Community Organization of Manitoba Inc. (IRCOM ED)
- **Codi Guenther**, Executive Director / Directrice exécutive, New Journey Housing, Winnipeg Manitoba (invited)

**10:30 am – 11:00 am**

**Break / Visit the Exhibitors** (*located in Charleswood A & B*) **and Poster Presentations** (*located in the common area*)

**Pause / Visite des Kiosques des exposants** (*situés dans les salles Charleswood A & B*) **et des Présentations d'affiches** (*situées dans l'aire commune*)

**11:00 am – 12:15 pm**

Block G of Concurrent sessions (workshops & roundtables)

Bloc G des séances simultanées (ateliers et tables rondes)

**G1 Assiniboia A** (Concourse level / Niveau du hall)

### **Building DEI Capacity of Cultural and Ethnic Communities, Amplifying their Voices to Enhance Wellbeing**

In this roundtable, we propose to share the value-based well-being framework developed by the Coalition for Manitoba Cultural Communities for Families (CMCCF). We will focus on the implementation of the Coalition's projects, rooted in a systems-thinking approach, with the objective of (a) highlighting DEI needs and inclusion frameworks in a community-based setting, (b) strengthening immigrant and newcomer community stakeholders' capacity to lead initiatives; (c) ensuring that diverse 'lived experience' voices of inter-generational family members and community stakeholders are amplified.

Highlighting key elements within the community well-being ecosystem, we show how our research and practice approaches align with the objectives of addressing racism and discrimination issues within communities of colour. We will invite participants to share their community-centric practices to generate a discussion on policy implications that emerge.

- **Alka Kumar**, Research Fellow, Canada Excellence Research Chair (CERC) in Migration, Toronto Metropolitan University.
- **Maryam Rahimi**, Coalition of Manitoba Cultural Communities for Families

## G2 **Assiniboia B** (Concourse level / Niveau du hall)

### **Towards Innovative Approaches to Promoting Mental Health of Refugee Children and Youth**

Due to Pre-migration and post-migration stressors, newcomer refugee children and youth are vulnerable to poor mental health which poses challenges for them in successful resettlement and integration into Canadian society. Newcomers Employment and Education Development Services (N.E.E.D.S.) Inc., a settlement service organization located in Winnipeg, has innovated and tested two interventions to promote mental wellbeing of newcomer refugee children and youth. The workshop will introduce these two models and share the outcomes of their initial implementations.

**Ebyan Warsame**, “Deconstructing Racial Injustice and Enhancing Mental Wellness through Newcomer Youth-led Media Projects and Digital Storytelling”, N.E.E.D.S. Inc.

During the pandemic, newcomer youth who participated in our “Stand Up to Racism Together” project, spent eight weeks taking anti-racism workshops and learning how to utilize technology, multimedia, and social networks to share their stories and encourage connectedness. Through digital storytelling, the project addresses racism by relating the experiences of racialized youth to others, which in turn, brings people together to take action and make a greater impact on the community. Practical ways to address racism’s impact on mental health were covered as youth had a safe space to let out feelings and develop coping strategies while building leadership skills.

**Md. Mahmudur Bhuiyan & Ebyan Warsame**, “Enhancing Mental Wellbeing of Refugee Children and Youth: Determinants and Outcomes” N.E.E.D.S. Inc.

The Enhanced Wellness for Newcomer and Refugee Children, Youth and their Families” is an innovative program aimed at developing an effective intervention to promote the mental health and overall wellbeing of refugee and newcomer children and youth. The primary focus of this presentation will be sharing its effectiveness based on the evaluation of Phase 1 (2019-2022). While the program appeared effective overall, a description of the components of the project and which aspects were relatively more effective than others in relation to respective outcomes and how results varied across the various categories of participants involved will be shared and explained.

**G3 Meeting Room 2E** (RBC Convention Center, 2nd floor - North Building) / Salle de réunion 2E (RBC Convention Center, 2e étage - Bâtiment Nord)

### **Indigenous Inclusion and the 50-30 Challenge**

Indigenous Peoples in Canada have been underrepresented in positions of leadership and influence, particularly as it relates to economic participation. The 50-30 Challenge was developed to document the organizations that have achieved, or are working towards, gender parity, inclusion of racialized/visible minorities, Indigenous Peoples, People with Disabilities and members of the 2SLGBTQ+ and/or gender and sexually diverse groups in positions of leadership. This panel will examine the participation/inclusion of Indigenous Peoples in leadership positions in the 1500+ signatories involved in the Challenge.

- **Ashley Richard**, Women Entrepreneurship Knowledge Hub
- **Mary Jane Maillet Brownscombe**, SHEAnalytics
- **Suzanne Gagnon**, Canada Life Chair in Leadership Education and Director, James W. Burns Leadership Institute

**G4 Fort Gary** (3<sup>rd</sup> floor / 3e étage)

### **Using an EDI Lens to Better Understand and Address the Inequities Faced by Temporary International Workers in Canada**

The COVID-19 pandemic has not only brought the importance of temporary international workers for Canada's economy to the forefront of the public's attention but also the deeply embedded societal discrimination and structural inequities that these individuals face, despite being deemed essential. This presentation critically discusses these issues and explores how these inequities can be addressed. In doing so, it also places an emphasis on the role that the field of evaluation can play in this regard by incorporating questions of EDI and GBA+ into the evaluation of immigration and admission programs among others.

- **Anke Patzelt**, Goss Gilroy Inc
- **Zainul Virgi**, Goss Gilroy Inc

### **Helping International Students Succeed in the Future of Work**

Skill Up for Success is a program designed to give international students many of the skills they need to succeed in the Canadian labour market. It is currently a collaboration between UNB and The Saint John Newcomers Centre to provide training sessions on topics essential for working in Canada. The program uses experiential learning approach to help students gain experience in many relevant topics. Some topics covered as part of this program include; developing a personal brand, how to write effectively, managing social media, public speaking, multicultural communication, resume writing, interviewing skills, giving and receiving feedback, and many other similar subjects. The aim is to have participants grow and succeed professionally.

- **Mohamed Bagha**, Managing Director, Saint John Newcomers Centre

- **Samah El Maghlawy**, Pre-employment Services Lead, Saint John Newcomers Centre

G5 **Saint Boniface** (Main conference level – 2nd floor / Niveau de conférence principal - 2e étage)

**Bridging the future skills gap for a changing and diverse workforce**

The workforce is becoming increasingly more diverse and will require innovative and inclusive initiatives to support and prepare future job-seekers for their integration into the economy. This session will discuss multi-sector partnership-driven initiatives led and facilitated by Riipen, the world's largest online work-integrated learning platform, and highlight initiatives designed to support skilled newcomers, Indigenous People and other underserved populations to transition to employment through offering cost-effective, inclusive and customizable initiatives that supported close to 75,000 job-seekers and learners to gain over 9,000,000 hours of work-based learning experiences in collaboration with a network of 22,000 employers.

- **Midia Shikh Hassan**, Riipen

G6 **Kildonan** (Main conference level – 2nd floor / Niveau de conférence principal - 2e étage)

**Supporting an inclusive recovery: Bridging the skills gap to improve employment outcomes of marginalized groups**

As Canada continues to navigate the pandemic, certain skills - adaptability, entrepreneurial, and digital skills in particular - are more important than ever to thrive in the current work environment. To support an inclusive economic recovery, we need meaningful ways to deliver relevant skills training opportunities, particularly for those in marginalized groups who have been disproportionately affected by the pandemic. This panel will present research on the skills needed to successfully navigate a post-pandemic world, ways to ensure skills development opportunities can be accessed by equity-seeking groups, and an overview of the ADaPT for Newcomers skills training program.

- **Dr. Wendy Cukier**, *“Addressing the Worker Shortage through Inclusive Skill Development”* Diversity Institute (Toronto Metropolitan University)
- *Additional panelists to be confirmed*

G7 **Meeting Room 2F** (RBC Convention Center, 2nd floor - North Building) / Salle de réunion 2F (RBC Convention Center, 2e étage - Bâtiment Nord)

**Knowledge Mobilization: turning refugee-focused research into action through innovative techniques**

Knowledge mobilization is the process of moving research “beyond the academic realm into the service-provision and community sector.” (CYRRC). Learn how a nation-wide alliance representing multiple disciplinary perspectives demonstrates best practices in knowledge mobilization, moving beyond reports and executive summaries, to produce podcasts, videos, and infographics, as examples. At an intra-agency level, learn how a cross-departmental and multi-level staff Knowledge Mobilization Working Group is driving a highly accessible process of knowledge mobilization at a refugee-serving settlement agency.

- **Session Chair/Moderator: Shereen Denetto** , Executive Director, Immigrant and Refugee Community Organization of Manitoba
- **Vicki Sinclair**, Executive Director, Manitoba Association of Newcomer Serving Organizations (MANSO) / CYRRC)
- **Megan Marques**, Winnipeg, MB, Research Project Coordinator, IRCOM (Immigrant and Refugee Community Organization of Manitoba)
- **Dr Sarah Zell**, Winnipeg, MB, Assistant Professor, Department of Urban and Inner-City Studies, The University of Winnipeg

**G8 Meeting Room 2G** (RBC Convention Center, 2nd floor - North Building) / Salle de réunion 2G (RBC Convention Center, 2e étage - Bâtiment Nord)

### **Modernization of data development and dissemination to support diversity and inclusion discourse**

- **John Leung** (DSS) Statistics Canada
- **Pauline Tuitoek** (DSS) Statistics Canada

**G9 Meeting Room 2H** (RBC Convention Center, 2nd floor - North Building) / Salle de réunion 2H (RBC Convention Center, 2e étage - Bâtiment Nord)

### **Weaving EDI into the fabric of the City culture: A City of Winnipeg example**

Over the past few years, the City of Winnipeg has been taking steps on their journey to reconciliation and inclusion, with the ultimate goal of becoming a Human Rights City. Through policies like the Newcomer Welcome & Inclusion Policy & the Equity, Diversity & Inclusion Policy, as well as City wide Reconciliation and Anti-Racism initiatives, the City is working to embed EDI principles, strategies and practices into its workplace culture and City services. Furthermore, the City is piloting projects like the Diversity Equity Fire Training (DEFT) Program with the goal of building a more representative workforce. This panel will feature staff from the City of Winnipeg’s Public Service who are leading diverse initiatives within the City at both policy and program levels. The group will share highlights, successes, lessons learned and possibilities to further integrate EDI into the City’s culture.

- **Moderator: Noelle DePape**, Community Development Branch Lead, Community Services Department, City of Winnipeg
- **Diane Burelle**, Equity, Diversity & Inclusion Coordinator, Equity Office, City of Winnipeg  
Corinne Pierce, Human Resource Manager, Winnipeg Fire Paramedic Services (WFPS), City of Winnipeg
- **Josee Pelletier**, Participant from the Winnipeg Fire Paramedic Service's Diversity, Equity Firefighter Training (DEFT) Program
- **Gololcha Boru**, Special Projects & Initiatives Lead: Newcomer, Community Development Branch, Community Services Department, City of Winnipeg

### **12:15 pm - 1:30 pm**

Lunch / Dîner *Delta Ballroom (Main conference level – Second floor)*

### **1:30 pm - 2:45 pm**

Block H of Concurrent sessions (workshops & roundtables)

Bloc H des séances simultanées (ateliers et tables rondes)

#### **H1 Assiniboia A (Concourse level / Niveau du hall)**

##### **Changing the Landscape of Newcomer Mental Health**

This workshop presents 4 initiatives that worked to change the landscape for newcomer mental health in Calgary. We will highlight a) Language Link which offers training and access to interpreters for counselling; b) Linking All Cultures Equitably (LACE) collaborative project that used a health equity lens to address barriers and gaps in mental health services for newcomers; c) Culturally relevant barrier-reducing approaches used by mainstream providers; and d) Healthy Minds, a low-barrier counselling and knowledge mobilization project for newcomer mental health

- **Ronni Abraham**, The Immigrant Education Society (TIES)
- **Jill Edgington Kirby**, Calgary Catholic Immigration Society (CCIS)
- **Arevik Tokmajyan**, Calgary Local Immigration Partnership (CLIP)

#### **H2 Kildonan (Main conference level – 2nd floor / Niveau de conférence principal - 2e étage)**

##### **Refugee Status in the age of Covid-19: Navigating refugee sponsorship in a post-pandemic environment/Impact of Canadian Policies on Privately Sponsored Afghan Refugees**

In 2015, Canada resettled 25,000 Syrians in just over 100 days with more than 3 million Canadians participating in private sponsorship. In the following years, Syrian refugees helped drive economic growth, and while continued commitments for government-assisted refugees (GARs) are critical, long-term indicators show that privately sponsored refugees (PSRs) achieve economic prosperity with greater speed through social capital and employment supports. In the wake of the Afghan refugee crisis, we will

discuss the ways in which Lifeline Afghanistan has collaborated with Canadians to create pathways for sponsoring Afghan families seeking refuge in Canada and facilitate a path to economic prosperity.

- **Jodi-Ann Francis**, Diversity Institute (Toronto Metropolitan University)
- **Dr. Wendy Cukier**, Diversity Institute (Toronto Metropolitan University)

*H3*    **Meeting Room 2E** (RBC Convention Center, 2nd floor - North Building) / Salle de réunion 2E (RBC Convention Center, 2e étage - Bâtiment Nord)

### **Inequalities during the COVID-19 Pandemic: Immigrants and Indigenous Peoples in Canada**

Canada and the United States have long histories of socioeconomic and health differences which have affected the lives of Immigrants and Indigenous Peoples. We know very little about the current rates of inequalities in the two countries or the effect on their communities during the COVID-19 pandemic. Informed by a survey panel conducted in February 10- March 10, 2022, we address the rate of socioeconomic and health inequalities experienced by immigrants and Indigenous survey participants from Canada and the United States during the COVID-19 pandemic with a survey panel conducted in February 10 – March 10, 2022. We conclude with policy and public education suggestions to combat systemic discrimination and highlight the need for added government action during times of crisis.

- **Kiera Ladner**, University of Manitoba
- **Jeremy Patzer**, University of Manitoba
- **Lori Wilkinson**, University of Manitoba
- **Sally Ogoe**, University of Manitoba

*H4*    **Fort Gary** (3<sup>rd</sup> floor / 3e étage)

### **The Future of Work = Immigrant Youth**

Canada is facing quite the dilemma: an aging population and increasing labour shortages. As economic pandemic recovery planning unfolds, there is an opportunity for immigrant youth to fulfill some of the country's workforce needs. This session will discuss the barriers that immigrant youth face in Canada's educational system and labour market. Drawing on research from the State of Immigrant Youth in Canada report, and lived experience from immigrant youth themselves, we will highlight examples and opportunities to improve their labour market outcomes because ultimately they are an integral piece to Canada's future of work.

- **Shilik Hamad**, Canadian Council for Refugees (CCR)
- **Michael Wilcox**, Labour Market Information Council (LMIC)

**H5 Meeting Room 2F** (RBC Convention Center, 2nd floor - North Building) / Salle de réunion 2F (RBC Convention Center, 2e étage - Bâtiment Nord)

### **Interrupted Schooling among Older Refugee Youth in Small Centres**

This study examines the experiences of older refugee youth with interrupted schooling in three regional communities in Manitoba and gathers insights from educators, administrators, ethnocultural and settlement provider organizations to identify existing programs and promising practices for better supporting refugee youth. Several strategies and approaches are proposed to support educators and the regional communities in their work with refugee youth.

- **Ray Silvius**, University of Winnipeg
- **Kimberly Browning**, University of Winnipeg
- **TBC**, English as an Alternate Language (EAL) Teacher
- **TBC**, Settlement Worker in the Schools (SWIS) Coordinator
- **TBC**, Older Refugee Youth
- **Kathleen Vyrauen**, Immigration Partnership Winnipeg
- **Don Boddy**, Manitoba Association of Newcomer Serving Organizations

**H6 Assiniboia B** (Concourse level / Niveau du hall)

### **Sharing Diversity and Building Community in Canada: Finding Strategies for Action from Dialogues with Post-Secondary Students**

Our ongoing, participant-informed research interprets diversity and inclusion from the perspective of undergraduates. We outline the degree to which undergraduate attitudes to diversity and inclusion represent Canadian societal trends; present filmed segments from focus group discussions on multiculturalism, diversity, and inclusion; and reflect on the data's applications/limits for evidence-informed practice.

- **Andrew McGillivray**, "Making Connections: From Post-Secondary to Social Attitudes toward Culture", University of Winnipeg
- **Helen Lepp Friesen**, "Conversations with University Students: Diversity and Inclusion a Welcome Topic", University of Winnipeg
- **Jaqueline McLeod Rogers**, "Engaging an Expanded Multiculturalism: What Students [and Citizens] Want", University of Winnipeg

**2:45 pm - 3:15 pm**

Break / Pause

**3:15 pm - 4:30 pm**

Block I of Concurrent sessions (workshops & roundtables)

Bloc I des séances simultanées (ateliers et tables rondes)

**11 Meeting Room 2E** (RBC Convention Center, 2nd floor - North Building) / Salle de réunion 2E (RBC Convention Center, 2e étage - Bâtiment Nord)

### **Catalyzing Change: Creating Access and Economic Mobility for Newcomers**

In this interactive session, we will discuss and showcase practices and methods that increase access to jobs for refugees and newcomers and improve job quality by adapting traditional policies and practices within recruitment, onboarding, training and other areas, while also addressing industry skills gaps. The workshop will also identify how specific practices can increase access and mitigate systemic forms of exclusion in the labour market and workforce system.

The session will use interactive polling technology (via a cell phone app) to engage the audience and will include small group discussion to facilitate knowledge sharing.

- **Erin Melvin**, Senior Consultant at Purpose Co

**12 Assiniboia A** (Concourse level / Niveau du hall)

### **HEAL for Expressive Arts for Life**

Expressive Arts Therapy is an effective modality to promote healing for clients with mental health traumas across healthcare sectors. Art therapy techniques transcend language and cultural barriers to help increase their coping capacity, self-efficacy, and build resilience (Cohen, 2013). Access Alliance Multicultural Health and Community Services will work with peer researchers, academics, community members, and organizations to implement HEAL, an inter-sectoral, creative, culturally safe, multi-pronged capacity enriching project. This co-design community based participation action research focuses on vulnerable newcomers who are survivors or at risk of domestic violence in the City of Toronto.

- **Axelle Janczur**, Access Alliance Multicultural Health and Community Services
- **Akm Alamgir**, Access Alliance Multicultural Health and Community Services
- **Christen Kong**, Access Alliance Multicultural Health and Community Services

**13 Assiniboia B** (Concourse level / Niveau du hall)

### **Housing in Canada**

Statistics Canada will present key data sources used to better understand housing trends in Canada, highlighting features of administrative, census and survey data. The roundtable will also focus on research insights and data gaps.

- **Jean-Philippe Deschamps-Laporte**, Statistics Canada
- **Jeff Randle**, Statistics Canada
- **Zheren Hu**, Statistics Canada
- **Brahim Boualam**, Statistics Canada

**14 Meeting Room 2G** (RBC Convention Center, 2nd floor - North Building) / Salle de réunion 2G (RBC Convention Center, 2e étage - Bâtiment Nord)

**Forward looking inclusion policies can strengthen the merit of responsible citizenship**

This workshop will examine the current rules and requirements to apply for Canadian citizenship. It will focus on the barriers that marginalized groups face in attaining citizenship. Real case scenarios will be presented with possible reasons why such obstacles exist. Is it possible that the very systems that are supposed to offer us equal rights and privileges are the ones embedded with systemic discrimination? As a pluralist nation how can Canada truly create intentional pathways to citizenship? Canadian Federation For Citizenship aspires to be a prominent voice on citizenship to ensure that all residents of Canada are embraced, included and respected as all Canadian citizens to participate in Canada's progress.

- **Ghalib Abdulla**, Canadian Federation For Citizenship
- **Jenny Gulamani-Abdulla**, Canadian Federation For Citizenship
- **Keren Taylor-Hughes**, Canadian Federation For Citizenship
- **Erin Dueck**, Canadian Federation For Citizenship

**15 Meeting Room 2F** (RBC Convention Center, 2nd floor - North Building) / Salle de réunion 2F (RBC Convention Center, 2e étage - Bâtiment Nord)

**Community-centred Mental Health and Well-being**

This workshop will examine the current rules and requirements to apply for Canadian citizenship. It will focus on the barriers that marginalized groups face in attaining citizenship. Real case scenarios will be presented with possible reasons why such obstacles exist. Is it possible that the very systems that are supposed to offer us equal rights and privileges are the ones embedded with systemic discrimination? As a pluralist nation how can Canada truly create intentional pathways to citizenship? Canadian Federation For Citizenship aspires to be a prominent voice on citizenship to ensure that all residents of Canada are embraced, included and respected as all Canadian citizens to participate in Canada's progress.

- **Hani Ataan Al-Ubeady**, Shared Health/WRHA
- **Rose Kimani-Anderson**, Therapist/UW MMFT Student/Community Leader
- **Adey Mohamed**, Aurora Family Therapy Centre
- **Debbie Froese**, Aurora Family Therapy Centre
- **Kari McCluskey**, Aurora Family Theray

**16 Fort Gary** (3<sup>rd</sup> floor / 3e étage)

**Entrepreneurship: A viable path to labour market participation for immigrant women**

Research has demonstrated that women's participation in the labour market contributes to economic growth; however, barriers to participation persist, including those related to unpaid labour in the home and limited access to skills development and training exercises. Immigrant women face greater challenges of

entering the labour force due to lack of networks, resources, and opportunities for advancement. The Diversity Institute has undertaken innovative projects that target immigrant women to provide training and entrepreneurship opportunities. Through the Startup Challenges, WE-Hub, and other programs offered through the WIIP, the panel will discuss the challenges and opportunities experienced by immigrant women.

- **Jodi-Ann Francis**, Diversity Institute (Toronto Metropolitan University)
- **Patrick MacKenzie**, Immigrant Employment Council of BC

17 **Kildonan** (Main conference level – 2nd floor / Niveau de conférence principal - 2e étage)

### **Accessing data using the Canadian Immigration Research Portal**

Ever wonder how many refugee youth aged 14 and younger live in Lethbridge? Have a funding proposal that is due in five days and your organization requires some “quick” data on the number of newcomers who arrived in Thunder Bay this past year? Maybe you are a researcher or a student and you need to know how many international students are living in London Ontario. The Canadian Immigration Research Portal maybe the tool you need. Please join us for this interactive workshop and tutorial on using our newly released GIS map of immigration in Canada. We will show you the website, instruct you how to generate simple data and tables. Our data is sourced from the master data files of Statistics Canada and IRCC and is updated annually. We will use our workshop to provide the audience with tips on navigating and using the site. Please bring your laptop.

- **Lori Wilkinson**, University of Manitoba
- **Jason Disano**, University of Saskatchewan

## **POSTER PRESENTATIONS / PRÉSENTATIONS D’AFFICHES**

*Poster presentations are in the common area on the Main conference level – Second floor.*

*Les présentations de posters se font dans l'aire commune au niveau de conférence principal, au deuxième étage.*

*P1*

### **A mixed-methods study identifying elder abuse risk factors and corresponding interventions**

Elder abuse is a central concern in Canada's aging population. Our qualitative findings from a mixed-methods study on risk factors for elder abuse in Toronto Arabic-speaking immigrant communities identified key risk factors that make these older adults vulnerable to elder abuse. These factors intersect at the individual (e.g., language barrier), community (e.g., discrimination), and societal (e.g., lack of access to employment) levels. The results can inform strategies to mitigate elder abuse in Arabic-speaking communities.

- **Souhail Boutmira**, Toronto Metropolitan University

*P2*

### **Immigrant women's perceptions of cervical cancer prevention strategies in Ontario, Canada: A framework-informed qualitative analysis**

Immigrants are underscreened for cervical cancer and have higher rates of HPV compared to non-immigrants. To develop targeted interventions for immigrants in Canada, public health practitioners must understand the behavioural influences contributing to such inequities. Using an interview guide informed by the TDF, this study explored perceptions of cervical cancer prevention among 20 immigrant women in Ontario. The behavioural influences identified informed five recommendations: 1) increase multilingual health resources, 2) disseminate health information through alternative media, 3) cultural safety training for GPs, 4) increase availability of low-barrier healthcare, and 5) incorporate self-administered tests into screening programs.

- **Kayla Alexandra Benjamin**, University of Toronto

*P3*

### **Does the Cost Barrier to Contraception Differentially Affect Racialized and Indigenous Women? An Intersectional Quantitative Investigation**

There is evidence that racialized and Indigenous women often have different barriers to reproductive health care compared to non-racialized and non-Indigenous women. Cost has been identified as an important barrier to using effective contraception. To date, no study in Canada has investigated contraception use by racial or Indigenous identity, or how it might be affected by cost. Using the 2020 CCHS, and regression analysis, this investigation found that racialized women were significantly less likely to use contraception of any kind regardless of income or education compared to white women. No significant difference was found between Indigenous and white women.

- **Nina Lamberti**, University of Waterloo

*P4*

### **Culturally Competent Service: A Training Module for Service Workers Who Work with Immigrants Who are Victims of Domestic Violence**

Immigrants who are victims of domestic violence require sensitive care that considers their cultural

background. These cultural awareness and proficiency skills improve trust, service utilization, and well-being in an increasingly diverse and multicultural Canadian society. In this presentation, we discuss the process of working with the Central Alberta Immigrant Women's Association in preparing a training module for service providers who work with racialized newcomers who are victims of domestic violence. The training module comprises six key sections. Key elements of each section, and the rationale behind it, will be shared in this presentation.

- **Jones Adjei**, Red Deer Polytechnic
- **Choon-Lee Chai**, Red Deer Polytechnic
- **Tabitha Phiri**, Central Alberta Immigrant Women's Association

*P5*

### **Tiering of Citizenship and Residency: Labor Force Integration in the United Arab Emirates**

The phenomena of limited naturalization in the GCC region consist of nationality laws that deprive citizenship acquisition to migrants and expats. The region consists of majority of labor migrants from South Asia. This research will investigate on the hierarchization of the migrant community and the integration of the labor market for migrants. An examination of various limited naturalization legislation and policies of the United Arab Emirates as a case study will be examined to identify how the state has tiered citizenship and residency to labor migrants. Membership theory articulated by Kelly Staples will be demonstrated to explain the theory on state membership.

- **Ifrah Arif**, Carleton University

*P6*

### **Immigrant women's adherence to cervical cancer prevention guidelines in Ontario, Canada: A quantitative analysis**

Ontario Health guidelines advise individuals with a cervix who are or who have been sexually active to obtain regular Pap tests, at least once every three years, between the ages of 21 and 70. Current literature has shown that immigrant status is associated with being underscreened for cervical cancer. However, few studies have evaluated how predictors of screening adherence differ by immigration status. Using merged Canadian Community Health Survey data and regression analysis, we found that when controlling for predictors (e.g., income, perceived health, education) immigrants are less likely to adhere to Pap screen guidelines compared to other Canadians.

- **Kayla Benjamin**, University of Waterloo
- **Nina Lamberti**, University of Waterloo

*P7*

### **Antisemitism during the COVID-19 pandemic: Canada and the United States Compared**

The COVID-19 pandemic exacerbated discrimination toward all racialized groups. Results from the COVIDImpacts study reveal that political narratives and Antisemitic propaganda during the COVID-19

pandemic contributed to the rise of hate crimes against Jews in Canada and the United States. These Antisemitic narratives remain popular and remind us of the importance of protecting the Jewish identity, religion, and ethnicity.

- **Nikol Veisman**, University of Manitoba

*P8*

### **Understanding the community supports and service landscape for Vietnamese Women in Calgary, AB**

Background: The Calgary Vietnamese Women's Association (CAVWA) has created a partnership with a research organization to advocate for their community, with the aim of understanding their individualized needs. Objectives: (1) Understand the unmet health and wellness needs of Vietnamese women in Calgary. (2) Explore these needs using community-based research activities post-COVID and examine the role of community members in mobilizing knowledge. To do this, research activities include surveys, interviews, and focus groups. Results: We hope the results of this study will highlight the importance of community engagement activities in the co-creation of knowledge to improve community health.

- **Jessica Van Dyke**, University of Calgary
- **Thao Nguyen**, CAVWA

*P9*

### **Mental health during a pandemic: Characteristics and experiences of clients accessing a walk-in mental health clinic**

COVID-19 has had a detrimental impact on individuals' mental health (Rossell et al., 2021). The current study will utilize the CAT-MH to measure the nature and severity of client mental health concerns in a walk-in mental health clinic in British Columbia, Canada at various points during the COVID-19 pandemic. Client feedback forms will also be anonymously reviewed. Responses will be compared across phases of the COVID-19 pandemic (before and during), service modality (in-person, virtual services), and client population (university students, community). It is anticipated that results will be ready for discussion at the Metropolis Identities Summit.

- **Ian Wellspring**, University of British Columbia- Okanagan
- **Kirthana Ganesh**, University of British Columbia- Okanagan

*P10*

### **Root to Rise: A Well Being and Engagement Program for Racialized Youth**

Youth-facing health service providers in Waterloo Region have historically faced challenges when engaging racialized youth. Through the Root to Rise Pilot Project, non-profit organizations sought to address barriers to accessing health services for racialized youth. The two main objectives of the project were to complete a needs assessment and an outcome evaluation. This information was used to substantiate recommendations for the Waterloo Region Youth Engagement Strategy and inform the development of future services offered by non-profit organizations in the community. Overall, this

workshop communicates the social and health outcomes youth experienced by participating in the Root to Rise Pilot Project.

- **Alishau Diebold**, Wilfrid Laurier University

*P11*

### **Suicide-Related Behaviours of Canadian Immigrants**

Migration is a stressful process that entails great psychological costs. Most immigrants lose social support and experience loneliness. Suicide is identified by new communities as a critical yet understudied issue. This study presents suicide-related behaviors among Canadian immigrants. Based on the Canadian Community Health Survey (2015-2016, 2019) and the Canadian Census Health and Environment Cohort 2006 (ten-year mortality follow-up), our results suggest that immigrants have lower suicide-related behaviors than the Canadian-born. For both groups, males had higher risks of suicide-related behaviors than females. For immigrants, suicide mortality increased with age, while it peaked during middle age for the Canadian-born.

- **Fei-Ju Yang**, Statistics Canada

*P12*

### **Census Content Consultation Survey**

Consulting with census data users and the Canadian public allows Statistics Canada to identify whether or not the questions asked in the census are relevant, how census data are used and how important the census is to Canadians. A formal consultation is set at the start of each census cycle. During that time, Statistics Canada invites data users, stakeholders and the general public to provide feedback on what information they use, for what purpose and what, if any, data gaps Statistics Canada should consider addressing in the next census cycle.

The poster submitted will detail the methods, metrics and measures of the Census Program's Content Determination Framework and Process as Statistics Canada prepares for the 2026 Census.

- **Tania Hinchcliff**, Statistics Canada

*P13*

### **The Provincial Nominee Program and the Francophone Immigration Strategy as policy interventions to attract highly skilled immigrants to Manitoba**

Equal distribution of immigrants among provinces is a key issue in Canada. There are policies designed to address it in federal and provincial levels. This research is focused on two such programs: the Manitoba Provincial Nominee Program and the Francophone Immigration Strategy. By focusing on Manitoba, this study uses new institutionalism and nudge theory to examine both programs, aimed to attract highly skilled immigrants to the province. Based on a case study and thematic analysis of relevant government documents, we can learn how the theories help us understand Manitoba's immigration programs and make useful policy recommendations.

- **Lobarkhon Ibragimova**, University of Manitoba

P14

### **Developing Organizational Diversity Competency Standards**

The Fraser Health Authority in British Columbia developed draft Organizational Diversity Competency standards through a process of research, consultation with stakeholders, feedback, and revisions. In conjunction with existing Individual Diversity Standards, these newly developed organizational standards are designed to set benchmarks and support Fraser Health staff to work in spaces inclusive of diverse peoples. For this poster session, we will share the methods used in the development and the draft version of the final competencies. We will be discussing some of the strengths and challenges of the approach used and the impact they had on the competencies developed.

- **Emily Carpenter**, Fraser Health Authority

P15

### **Assessing the Quality of Reconciliation and Indigenization Initiatives in Higher Education Administration**

A systematic literature review investigated how Canadian universities can assess the progress of administrative practices of Indigenization and reconciliation efforts.

Findings suggest that QAE about Indigenous initiatives should begin with an evaluation model that is holistic, builds relationship and interdependence, and supports a larger collective vision. The four main cultural promising practices that emerged from the literature were: recognizing the deep spiritual connection to the land; Indigenous led, Indigenization as a continuum of improvement, and trauma-informed and strength based.

- **Maria Morrison**, MA, Director, Office of the VP (Indigenous), University of Manitoba

P16

### **An Updated Scoping Review of Immigrant Experience of Health Care Access Barriers in Canada**

Existing literature has reported inequities in access to Canadian health care services among immigrants. The review's findings suggest that there are unmet health care access needs specific to immigrants in Canada, with the most common access barriers including communication, socioeconomic, and cultural barriers. The scoping review expands on the immigrant health care experiences and immigrant healthcare accessibility factors through a thematic analysis. The paper's findings suggest that developing community-based programming, improving training for health care providers in culturally competent care, and policies that focus on addressing the social determinants of health can improve healthcare accessibility among immigrants.

- **Pei-Ling Tsai**, Queen's University