



THE 6TH METROPOLIS IDENTITIES SUMMIT

Migrating Identities: Conversations on settlement and integration in diverse communities across Canada

Hyatt Regency Calgary (& Calgary Marriott hotel)

PRELIMINARY PROGRAM

November 1-3, 2023

LE 6e SOMMET METROPOLIS SUR LES IDENTITÉS

Identities migrantes : Conversations sur l'établissement et l'intégration dans diverses communautés du Canada

Hyatt Regency Calgary (& Calgary Marriott hôtel)

PROGRAMME PRÉLIMINAIRE

1 au 3 novembre 2023

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.

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.

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

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

WEDNESDAY, NOVEMBER 1ST/ MERCREDI 1ER NOVEMBRE

As of / À partir de 7:30 am In front of the Imperial Ballroom / Devant Imperial Ballroom (Hyatt Regency Calgary)

Registration / Visit the Exhibitors and Poster Presentations

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

8:45 am - 9:15 am | Imperial Ballroom

Welcome & Opening Remarks / Remarques Préliminaires

- **JackJedwab**, President & CEO, ACS-Metropolis Institute / Président et PDG, ACS-Institut Metropolis
- **Anila Umar Lee Yuen**, President & Chief Executive Officer, Centre for Newcomers, Conference Co-Chair / Présidente et Directrice générale du Centre pour les nouveaux arrivants
- **Francis Boakye**, Executive Director, ActionDignity, Conference Co-Chair / Directeur exécutif, ActionDignity

9:15 am - 10:30 am | Imperial Ballroom

Plenary Session 1

Making Immigration the key to Canada's Future

With 500 000 plus immigrants to be admitted to Canada as of 2025, the country envisions consideration growth in population size in the years ahead. Increasing immigrant numbers is deemed to be the best way to meet the nation's demographic and economic goals. But some observers suggest that the social and political challenges accompanying significant increases to immigration will need attention. What will increases imply for those cities and regions of the country that will receive most of the newcomers? What does the settlement sector require to support increased levels of immigration? This session will invite experts from across the country to share their insights into how Canada can most effectively address its population objectives through immigration.

- **Lisa Lalande**, CEO Century Initiative

- **Romy Bowers**, President and CEO, Canada Mortgage and Housing Corporation (CMHC)
 - **Pedro Barata**, Executive Director, The Future Skills Centre
 - **Catherine Scott**, Assistant Deputy Minister, Settlement and Integration, Immigration, Refugees and Citizenship Canada (IRCC)
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Séance plénière 1

Faire de l'immigration la clé de l'avenir du Canada

Avec plus de 500 000 immigrants admis au Canada d'ici 2025, le pays envisage une croissance de sa population dans les années à venir. L'augmentation du nombre d'immigrants est considérée comme le meilleur moyen d'atteindre les objectifs démographiques et économiques du pays. Toutefois, certains observateurs estiment qu'il faudra prêter attention aux défis sociaux et politiques qui accompagnent les augmentations significatives de l'immigration. Quelles seront les conséquences de ces augmentations pour les villes et les régions du pays qui accueilleront la plupart des nouveaux arrivants ? De quoi le secteur de l'établissement a-t-il besoin pour soutenir l'augmentation des niveaux d'immigration ? Cette session invitera des experts de tout le pays à partager leurs idées sur la manière dont le Canada peut atteindre ses objectifs démographiques de la manière la plus efficace possible par le biais de l'immigration.

- **Lisa Lalande**, PDG, Initiative du Siècle
- **Romy Bowers**, présidente-directrice générale, Société canadienne d'hypothèques et de logement (SCHL)
- **Pedro Barata**, Directeur exécutif, *The Future Skills Centre*
- **Catherine Scott**, Sous-ministre adjoint, Établissement et intégration, Immigration, Réfugiés et Citoyenneté Canada (IRCC)

10:30 am – 11:00 am In front of the / Devant Imperial Ballroom
 Break / Visit the Exhibitors Booths and Poster Presentations
 Pause / Visite des Kiosques des exposants et des Présentations d'affiches

11:00 am – 12:15 pm
 Block A of concurrent sessions (workshops and roundtables)
 Bloc A des séances simultanées (ateliers et tables rondes)

*Salle **Doll/Herald** Room*

A1 | Workshop - Panel Presentation / Atelier - Présentation en panel

Screening Newly Arrived Refugees for Mental Health Concerns in a Community Health Care Setting: Challenges and Considerations

Refugee resettlement agencies recognize the importance of integrating mental health services into their programs. However, they face the challenge of limited resources and capacity to provide timely and responsive therapeutic services to meet the complex mental health needs of refugees. Mental health screening is seen as a proactive strategy to identify and prioritize mental health services for those in urgent need of mental health services. This paper will review mental health screening approaches for refugees and propose relevant risk and protective factors to be included in a screening tool to inform and address the need for identifying, triaging, tracking, and facilitating services for refugees in urgent need of mental health care.

- **Shaima Ahammed Thayyilayil**, University of Alberta, / Edmonton Mennonite Centre for Newcomers

Refugee Youths' Mental Health and Migration

Refugee youth are vulnerable to poor mental health due to exposure to trauma and disruptions to their psychological, emotional, and physical development. Utilizing the public mental health theoretical framework which takes a population-level approach for the prevention of mental health problems and the improvement of well-being (Gibbons, 2021), this presentation will highlight the need for early mental health interventions for refugee youth during and after resettlement in host communities. It will further provide a critical discussion regarding the available mental health intervention support programs and services for this group and their families, as well as gaps in services.

- **Fiona Edwards-Akunesiobike**, MacEwan University, *Refugee Youth: Early Mental Health Intervention and Support*
- **Hellen Gateri**, MacEwan University, *Refugee Youth: Early Mental Health Intervention and Support*

*Salle **Imperial 2** Room*

A2 | Workshop / Panel presentation

Community based anti-racism education: from lived experiences to action.

In the immigrant service sector, there is a growing need to collaboratively advocate for and develop action-oriented anti-racism strategies. This workshop presents the findings from a CCIS research project to develop and implement anti-racism education and practices in workplace, community, and service delivery. We will discuss the lived experiences of racism and the need

for anti-racism community-based education, as shared by newcomers, service providers, and leadership. Applying intersectionality and critical race theory, this community-based participatory action research ensures close engagement and equal partnership with community stakeholders, to foster inclusive educational opportunities.

- **Sinela Jurkova**, Calgary Catholic Immigrant Society-CCIS
- **Shibao Guo**, University of Calgary, *Community based anti-racism education*
- **Sameer Nizamuddin**, CCIS, *Intersectional analysis of collected data*
- **Lily Cai**, University of Calgary, *From lived experiences to action*

*Salle **Imperial 1** Room*

A3 | Workshop - Panel Presentation / Atelier - Présentation en panel

Diversity and Inclusion: Building a Welcoming Community

Diversity and inclusion are crucial elements in building a welcoming and healthy community. By valuing and celebrating our differences, we create a society that is fair and equitable for all. Embracing diversity allows individuals to feel valued and respected, contributing to their sense of belonging and wellbeing. Inclusive communities provide opportunities for individuals to participate in society regardless of their background, creating a more cohesive and harmonious environment. It is essential to acknowledge and address discrimination and biases that exist in society to promote diversity and inclusion. By fostering a welcoming community that celebrates diversity, we can create a more vibrant and prosperous society for all.

- **Emilio Ojeda**, Northumberland County Settlement Services

Building Resilience in Newcomers with Disabilities

This presentation will take a deep dive into the processes involved when working with newcomers with disabilities in Calgary. Addressing the barriers in the settlement process for those with disabilities in a system that is built for those with able bodies. Through two case studies, one child and one adult, this presentation will look at the services and training necessary for those with disabilities to ensure a successful transition into life in Canada. Exploring opportunities that are emerging for newcomers with disabilities. Taking a step away from the medical model of disability and instead focusing on the social model by looking at the barriers and how our environment can begin to adapt to this very unique population.

- **Ben Patmore**, CCIS

*Salle **Neilson 1** Room*

A4 | Workshop - Panel Presentation / Atelier - Présentation en panel

Pour un meilleur établissement et une bonne intégration des élèves nouvellement arrivés du palier élémentaire

Cet atelier sera un moment de discussion et d'échange entre les intervenants dans les écoles, les fournisseurs des services, les professionnelles et professionnels dans les établissements et la communauté. Pour de nombreux élèves nouvellement arrivés au Canada, l'école en Ontario est très différente de celle qu'elles et ils fréquentaient dans leur pays d'origine. Ces élèves peuvent donc présenter des difficultés d'adaptation et d'intégration et avoir des problèmes à l'école qui peuvent perdurer à moyen ou à long terme. Pour faciliter leur intégration, le COPA National a mis en œuvre avec le soutien des travailleuses et travailleurs d'établissement dans les écoles (TÉE) une nouvelle initiative destinée aux élèves du palier élémentaire.

- Moderator/Session Chair: **Yollande Dweme M Pitta**, COPA National
- **Denis Ahué**, COPA National
- **Rama Diallo**, COPA National

*Salle **Stephan AB** Room*

A5 | Workshop - Panel Presentation / Atelier - Présentation en panel

Collaborative Solutions: Exploring innovative approaches to successful immigrant integration through multisector partnerships

Collaboration between post-secondary, private sector, civil society and industry are necessary to help newcomers and international students overcome job search and career development barriers. Our panel will share best practices in adopting AI-driven technology in career development and program models. We will also discuss the importance of tri-sector leadership in ensuring positive outcomes for immigrants. Attendees will gain valuable insight into successful collaboration strategies to implement in their respective roles. Let's get started.

- Moderator/Session Chair: **Denis Gravelle**, Devant
- **Heather Carey**, Fanshawe College, Manager, Corporate Training Solutions
- **Nick Noorani**, CEO, Immigrant Networks
- **Natasha Jeshani**, CEO and President, Career Contacts

*Salle **Walker/Bammerman** Room*

A6 | Workshop - Panel Presentation / Atelier - Présentation en panel

A Learning Journey on Race and Racial Trauma: Building towards a Race-Sensitive and Racial-Trauma Informed Mental Health Care

This workshop will present learnings and therapeutic practice changes that occurred in a partnership project between ActionDignity, Lionheart and the social work faculty of University of Calgary. The project included black youth, and mental health therapists who embarked on a journey of understanding the impact of racism and racial trauma on the participants. It concludes with examples of tangible changes in practices as a result.

- Moderator/Session Chair: **Linh Bui**, Action Dignity
- **Hannah Abayneh**, Black Youth, Black Youth Perspectives
- **Joanna Card**, The City University in Canada, Mental health therapist anti racism journey

- **Jamilah Edwards**, Lionheart Foundation, *Building a race sensitive and race trauma informed practice*
- **Regine King**, University of Calgary, *Anti racism learning journey*

Salle Imperial 3 Room

A7 | Workshop - Panel Presentation / Atelier - Présentation en panel

Understanding newcomers' resilience and connection to places and spaces through an arts-based approach

In times of accelerated entry of refugees and immigrants in Canada, this study focused on investigating newcomer families' stories of resilience connected to their experiences in their new homeland. Researchers aimed at answering i) what stories of resilience through encounters with space and place could tell us about newcomers' experiences, and ii) how examining families' multimodal communicational repertoires could amplify our understanding of newcomer resilience. In five half-day workshops, researchers developed opportunities through an arts-based methodology where 21 newcomer families showcased narratives of resilience, and reflected on spaces of belonging and identity in their new country.

- Moderator/Session Chair: Rahat Zaidi, University of Calgary
- **Rahat Zaidi**, University of Calgary, Redefining local and global immigration ecosystems
- **Gustavo Moura**, University of Calgary, Arts-based approaches to building community
- **Kimberly Lenters**, University of Calgary, Newcomer families' connections to spaces and places
- **Erin Spring**, University of Calgary, Conceptualizing home and identity through Artificial Intelligence (AI)
- **Subrata Bhowmik**, University of Calgary, Locating resilience in newcomers' writing

Salle Sunalta AB Room (Calgary Marriott hotel)

A8 | Workshop - Panel Presentation / Atelier - Présentation en panel

Navigating Identities: Understanding the Impact of Time, Space, and Community on Immigrants in Canada

This workshop presentation aims to delve into the intricate relationship between people's worldviews, particularly within the context of immigrants settling in Canada. The session will shed light on the challenges faced by immigrants as they adapt to new societal norms and expectations, which often differ from their homelands. Factors such as language, culture, privileges, and power dynamics significantly influence immigrants' cognitive functioning and behavior in their new environment. By exploring and discussing various perspectives on time, space, and community, this workshop will foster a deeper understanding of how these concepts shape immigrants' lives and behavior.

- **Baiju Vareed**, MacEwan University

- **Prasad Nair**, Peel Children's Aid
- **Samuel Mammen**, Oak Hill Ranch

*Salle **Kensington AB** Room (**Calgary Marriott hotel**)*

A9 | Workshop - Panel Presentation / Atelier - Présentation en panel

Journeys to Active Citizenship: Civic engagement for immigrants with a Canada-wide lens

The Journeys to Active Citizenship project is supporting the settlement sector as it fosters active citizenship among immigrants and refugees. The team is looking to create a Canada-wide Community of Practice, which incorporates the perspectives of settlement and service workers from across the country. The workshop will be an opportunity for dialogue with practitioners about how to foster active citizenship in a way that highlights viewpoints from all corners of the country. During the workshop, participants will be invited to reflect on their experiences supporting newcomers in their journey to active citizenship.

- **Paul Bishop**, Journeys to Active Citizenship: Civic engagement for immigrants with a Canada-wide lens
- **Farhannah Vilanueva**, Journeys to Active Citizenship: Civic engagement for immigrants with a Canada-wide lens
- **Rustam Zadrán**, Journeys to Active Citizenship: Civic engagement for immigrants with a Canada-wide lens

*Salle **Kensington CD** Room (**Calgary Marriott hotel**)*

A10 - Workshop - Panel Presentation / Atelier - Présentation en panel

Building Access and Equity for Im/Migrants and Refugees with In/Visible Disabilities

This workshop will focus on successful capacity building of the settlement sector in providing services to newcomers with disabilities. It will highlight the successful initiatives undertaken by OCASI's Accessibility Initiative to develop curricula, resources, and programs aimed at changing the sector's behavior and enabling the provision of accessible and inclusive services.

- **Tecla Namusonge**, OCASI, Building Access and Equity for Im/Migrants and Refugees with In/Visible Disabilities
- **Sihem Ait Hammouda**, OCASI, Renforcer l'accès et l'équité pour les personnes im/migrantes et réfugiées en situation de handicap in/visible

*Salle **Acadia B** Room (**Calgary Marriott hotel**)*

A11 - Workshop - Panel Presentation / Atelier - Présentation en panel

(Re)Centring the Lived Experiences of Immigrants in the Canadian Mosaic

Our panel of presenters will address the need to (re)centre the lived experiences of diverse immigrant communities in Canada that have been shaped by racialization, direct and subtle forms of discrimination, racism, oppression, inequities and systemic operation. Useful recommendations around immigration policies and programs, education, and healthcare to better serve immigrants will be shared. In addition, the prospects of better-served immigrants/expatriates to grow the Canadian economy and advance its rich cultural diversity will be discussed.

- Moderator/Session Chair: **Dr. Sandra Dixon**, University of Lethbridge, *Faith-Based Interventions for Black Canadian Immigrants: Considerations for Service Providers and Policy Makers*
- **Dr. Bukola Salami**, University of Calgary, *Mental Health of Black Youths During and After COVID 19 pandemic!*
- **Dr. Olu Awosoga**, University of Lethbridge, *Understanding the Intercultural Friendship Development Process Between Immigrant and Canadian Women*

12:15 pm – 1:30 pm

Imperial Ballroom

Lunch / Diner

1:30 pm - 2:45 pm

Block B of concurrent sessions (workshops and roundtables)

Bloc B des séances simultanées (ateliers et tables rondes)

*Salle **Imperial 1** Room*

B1 | Workshop - Panel Presentation / Atelier - Présentation en panel

Inclusive settlement?: International students as future highly skilled immigrants

International students face difficulties accessing settlement services in Canada due to their temporary status. This lack of eligibility often hinders their transition to employment and permanent residency. In addition, Academic Institutions typically provide limited immigration support and legal expertise, resulting in a lack of transparency and lengthy processes for immigration, permits, and deadlines. To address these challenge, Canada has established pathways for long-term settlement of international students. In this panel, we delve into the contradictions within immigration policies and the complex challenges that international students encounter due to their limited access to settlement service agencies and employment opportunities.

- Moderator/Session Chair: **Sally Daub**, BorderPass

- **Ashika Niraula**, PhD, Canada Excellence Research Chair in Migration & Integration Program (TMU), Senior Research Fellow - Project Coordinator - Skilled Migrant Decision-Making Under Uncertainty Project
- **Manjit Jheeta**, Centennial College, Vice President, Industry Employment and Community Relations
- **Chris Anderson**, Immigrant Employment Council of BC, Manager, ASCEND
- **Josh Green**, BorderPass, co-Founder and Immigration Lawyer
- **Marshia Akbar**, PhD, Canada Excellence Research Chair in Migration & Integration Program (TMU), Research Area Lead on Labour Migration

*Salle **Imperial 2** Room*

B2 - Workshop - Panel Presentation / Atelier - Présentation en panel

The role of digital learning networks in building communities that support integration and inclusion for newcomers accessing Canadian systems

The National Cultural Brokers project is researching the roles of cultural brokers as agents for health and wellness equity for newcomers, along the full continuum for settlement and social inclusion. The project is fully funded by IRCC and includes the creation of an umbrella organization - the Cultural Brokers Network of Canada (CBNC). The website for CBNC will include access to a Digital Learning Network platform (DLN). The DLN exists to recognize, connect, support, and grow the Cultural Broker Community. This interactive workshop will highlight the DLN, and how it will continue to grow and connect Cultural Brokers in 2024.

- Moderator/Session Chair: **Traicy Robertson**, Manitoba Possible
- **Jonathan Wade**, Manitoba Possible
- **Samantha Lee**, Manitoba Possible

*Salle **Stephan AB** Room*

B3 - Workshop - Panel Presentation / Atelier - Présentation en panel

Exploring Child Language Brokering: Insights from Interdisciplinary Studies on Experiences and Integration

This presentation showcases the findings of two studies on child language brokering (CLB) conducted by our research team. One study employed a mixed methods approach, while the other utilized arts-based engagement ethnography. Both studies aimed to understand the experiences of CLB, both at the individual and family levels. The first study explored the frequency of CLB and identified helpful and hindering factors for successful brokering. The second study focused on how these CLB experiences influenced positive integration into Canadian society. By presenting these diverse findings, our presentation contributes to a comprehensive understanding of CLB's impact on newcomer families and their integration processes.

- Moderator/Session Chair: Dr. Anusha Kassin, University of British Columbia
- **Geneca Henry**, The Immigrant Education Society (TIES), *The phenomenon of Child Language Brokering - Topic Overview*
- **Amielle Pagtalunan**, The Immigrant Education Society (TIES), *The phenomenon of Child Language Brokering - Topic Overview*
- **Shekoufeh Amer**, The University of British Columbia, *Study 1 - Research Findings*
- **Michelle Zak**, University of Calgary, *Study 1 - Research findings*
- **Farah Charania**, University of Calgary, *Study 2 - Preliminary Results*
- **Xinke Wan**, The university of British Columbia, *Study 2 - Preliminary Results*

*Salle **Doll/Herald** Room*

B4 - Roundtable / Table ronde

Effectively Engaging Employers to Shift Their DEI Practices

Over 40% of newcomers to Canada are underemployed, losing out on an estimated \$12.6 billion and costing Canada approximately \$50 billion in GDP each year. The evolution of employment practices to be more inclusive of immigrants and refugees is happening, albeit slowly and with some resistance. Listen to WES Mariam Assefa Fund share their insights with implementing inclusive employer practices, with a detailed case study by Venture 2 Impact presenting their experiences and challenges with shifting employer hiring practices to value international skills and abilities. This session will include tips and lessons learned for effectively engaging employers and promoting the value of international and cultural diversity.

- **Lila Berryman**, Venture 2 Impact
- **Sifat Yusuf**, WES Mariam Assefa Fund

*Salle **Acadia B** Room (Calgary Marriott hotel)*

B5 - Workshop - Panel Presentation / Atelier - Présentation en panel

To Be Confirmed

*Salle **Sunalta AB** Room (Calgary Marriott hotel)*

B6 - Roundtable / Table ronde

Synergy in Action in Providing Assistance to Displaced People: Successes, Challenges and the Way Forward

In March 2022, Operation Ukrainian Safe Haven (OUSH) was created to support Ukrainians coming to Canada due to the full-scale invasion of Ukraine by Russia. To date, more than 700,000 individuals received Canada-Ukraine authorization for emergency travel (CUAET) visas, out of those more than 150,000 arrived in Canada. Through innovative and effective

collaboration of the government, and settlement and corporate sectors, the operation has shown promising results in shaping Canada's response.

The panelists will reflect on past experiences, highlight successes, challenges, and develop recommendations on building Canada's enhanced capacity to respond to similar humanitarian crisis in the future.

- Moderator/Session Chair: **Nathalie Augder**, Director, Canadian Industry for Ukraine, Industry Sector, Innovation, Science and Economic Development
- Moderator/Session Chair: **Corinne Prince**, Director General, Mass Arrivals Settlement Branch, Immigration, Refugees and Citizenship Canada (IRCC)
- Moderator/Session Chair: **Sarosh Rizvi**, Executive Director, National Sector Engagement, Operation Ukrainian Safe Haven
- **Gregory Sharun**, Director – Team Ukraine, Mass Arrivals Settlement Branch, IRCC
- **Tamila Karpyk**, Senior Economist
- **Thomas Reydellet**, Director, Operation Ukrainian Safe Haven
- **Nangyalai Tanai**, Corporate Donations Manager, Operation Ukrainian Safe Haven

*Salle **Kensington CD Room** (**Calgary Marriott hotel**)*

B7 - Workshop - Panel Presentation / Atelier - Présentation en panel

Les identités multiples : atouts et enjeux

L'intégration des immigrants francophones en milieu minoritaire a toujours été un sujet particulier dans le contexte de migration au Canada. En effet, bien qu'étant en milieu minoritaire, les francophones contribuent à façonner la riche mosaïque culturelle du Canada. Cependant ces derniers expérimentent des défis dans leurs parcours d'établissement souvent liés à leurs identités car confrontés à de multiples facteurs personnels et contextuels. Cette session a pour but de faciliter une conversation sur l'analyse des parcours identitaires des migrants francophones, quels en sont les atouts, les défis et enfin comment pourrait-on utiliser cette richesse culturelle pour bâtir une société plus inclusive.

- **Evelyne Kémajou**, Directrice portail de de l'immigrant Association
- **Moussa Magassa**, Vice recteur department Equité, diversité et inclusion Mont Royal université
- **Dr David Coulibaly**, Mont Royal University
- **Fatou Diouf**, Coordinatrice du programme des travailleurs en établissement portail de l'immigrant Association
- **Zahra Tebbal Islam**, Coordinatrice du programme des femmes, Portail de l'immigrant Association

*Salle **Walker/Bammerman Room***

B8 - Workshop - Panel Presentation / Atelier - Présentation en panel

Reshaping Settlement, Advancing ARAO-DEI through Innovative Collaboration (Academia, DEI Professionals, Service sectors, Employers, Newcomers)

This workshop raises awareness of ARAO-DEI and explores effective strategies to address inequalities faced by immigrants, international students, and refugees in host communities. It adopts a co-design and collaborative approach involving settlement service providers, employers and academia to identify and bridge knowledge gaps in ARAO-DEI and service delivery through capacity building.

- Moderator/Session Chair: **Varsha Naik**, Regional Diversity Roundtable of Peel (RDR)
- **Kritika Chopra**, Regional Diversity Roundtable of Peel (RDR)

*Salle **Imperial 3** Room*

B9 - Workshop - Panel Presentation / Atelier - Présentation en panel

Transcultural Communication: Building a Community of Knowledge

This session will discuss how participants experience a change in attitudes/values as a result of completing transcultural communication workshops. During the past three years, Southern Alberta Institute of Technology (SAIT) partnered with three immigrant serving organizations Calgary Catholic Immigration Society (CCIS), Immigrant Services Calgary (ISC) and The Immigrant Education Society (TEIS), developed and delivered a series of educational interactive sessions. Funded by Natural Sciences and Engineering Research Council of Canada (NSERC), the project also aims to develop an Open Educational Resource and a train-the-trainer component which will expand opportunities for knowledge building and shared experience.

- Moderator/Session Chair: **Dania El Chaar**, Southern Alberta Institute of Technology(SAIT)
- **Joseph Macdonald**, Southern Alberta Institute of Technology(SAIT)
- **Sinela Jurkova**, Calgary Catholic Immigrant Society-CCIS
- **Ross Humby**, Southern Alberta Institute of Technology(SAIT)
- **Lynn Vos**, Southern Alberta Institute of Technology(SAIT)

*Salle **Neilson 1** Room*

B10 - Workshop - Panel Presentation / Atelier - Présentation en panel

Bridging Worlds: Parenting in 2 Cultures and Building a strong sense of Identity

The Parenting in 2 Cultures program at CSS has been successfully empowering parents for the past 10 years. Grounded in intercultural theory, this program equips parents with essential tools to enhance their intercultural competency while navigating the delicate task of fostering strong identities. By facilitating reflection on personal identity and values, as well as facilitating an exploration of Canadian culture, parents are encouraged to strike a harmonious balance between their native culture and the Canadian culture. This interactive program provides a safe space for parents to exchange experiences, learn effective strategies, and gain a deeper understanding of their children's multicultural journey.

- **Izdhar Gaib**, Catholic Social Services

*Salle **Kensington AB** Room (**Calgary Marriott hotel**)*

B11 | Workshop - Panel Presentation / Atelier - Présentation en panel

Integration of newcomers into the Canadian labor market - a sectoral approach.

The series of presentations in this session will provide an overview of the trends in the Canadian labor market and highlight the differential impacts that the COVID-19 pandemic has had on the recovery of the various sectors. As sectors across the spectrum face labor shortages, the integration of newcomers into the labor force, particularly by SMEs, will be key in maintaining and accelerating the growth of the Canadian economy. We highlight key needs, trends, and a few of the successful programs in the integration of newcomers in the key priority sectors outlined by the Government of Canada such as advanced manufacturing, agri-food, tourism, digital industries, health, and cleantech.

- **Wendy Cukier**, DI
- **Rob Henderson**, Bio talent
- **Namir Anani**, ICTC
- **Kelly O'Neill**, NGEN

2:45 pm – 3:15 pm *In front of the / Devant Imperial Ballroom*

Break / Visit the Exhibitors Booths and Poster Presentations

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

3:15 pm – 4:30 pm

Block C of concurrent sessions (workshops and roundtables)

Bloc C des séances simultanées (ateliers et tables rondes)

*Salle **Imperial 1** Room*

C1- Workshop - Panel Presentation / Atelier - Présentation en panel

West Asian Immigrants in Alberta

When it comes to research on Asian immigrants in Canada, the focus is often on East Asians, South Asians, and Middle-Easterners. Missing in this scholarship is a narrow geographical slice – i.e., West Asia – which includes Afghanistan and Iran. The few available studies indicate that

the experiences of West Asian immigrants are distinct from the other groups in many respects: cultural, social, and economic. The presentations in this session will address this lacuna in the existing immigration research in Canada by examining the experiences of Afghan and Iranian immigrants in Alberta.

- Moderator/Session Chair: **Abdie Kazemipur**, University of Calgary
- **Fariborz Birjandian**, Calgary Catholic Immigration Society
- **Hamid Akbary**, University of Calgary
- **Omid Asayesh**, University of Calgary
- **Mehrzaad Eftekhari**, Calgary Catholic Immigration Society
- **Raheleh Tarani**, Sociologist

*Salle **Kensington AB** Room (**Calgary Marriott hotel**)*

C2 - Roundtable / Table ronde

Facilitating meaningful employment for immigrants via mentorship programs that engage employers

Mentorship programs facilitate employment opportunities for newcomers and refugees (Hamilton et al., 2018; Zikic, 2015). However, settlement organizations often struggle to meaningfully engage employers. In this context, the Prairie Center for Excellence in Mentoring created an employer engagement toolkit and piloted it with a sample of service providers. This roundtable will describe the employer engagement toolkit and results from a recent evaluation of its effectiveness, including surveys and focus groups with mentees, mentors, partner organizations, and employers.

- Moderator/Session Chair: **Leah Hamilton**, Mount Royal University
- **Nketti Johnson** - Taylor, Calgary Region Immigrant Employment Council, *Why Enhanced Employer Engagement is Critical for Mentorship Programs*
- **Hasmik Asmaryan**, Calgary Catholic Immigration Society, *The Evolution of CCIS' Mentorship for Integration Program*
- **Leah Hamilton**, Mount Royal University, *Evaluation of an Employer Engagement Toolkit*
- **Mehrzaad Eftekhari**, Calgary Catholic Immigration Society

*Salle **Walker/Bannerman** Room*

C3- Workshop - Panel Presentation / Atelier - Présentation en panel

The Stratified Diaspora of Migrants as a Temporal Cross-Section of Society

Every single immigrant has a different personal experience. Many individuals would love to share their culture and learn about others', as we live in a mosaic society. The Korean community also has been part of the cultural awareness movement, and each wave of Korean immigrants to Canada brings a unique mindset and set of values that reflects the state of Korean society at the time they left. This creates a spectrum of what it means to be

Korean-Canadian, with each strata of recent Korean societal developments represented in different individuals. The views on racism, discrimination, cooperation and prejudice becomes diverse when we consider the entire group, while each individual's views have been frozen in time from the moment they left Korea

- **Young In Kim**, Korean Social Services Centre (KSSC), *Current themes of racism and discrimination in Southern Alberta*
- **Francesco Pisani**, Korean Social Services Centre (KSSC)
- **YoonSeo Lee**, Korean Social Services Centre (KSSC)

*Salle **Neilson 1** Room*

C4- Workshop - Panel Presentation / Atelier - Présentation en panel

Temporary Child Migrants: A Growth Opportunity, or Falling through the Cracks?

Canada made headlines with its announcement to accept a record-breaking 500,000 Permanent Residents in 2025. Yet this number is dwarfed by the volume of international students admitted into the country each year. Increasingly, such students include children under the age of 18, either paying fees to local school divisions or accompanying their worker-visa-holding parents. These children have unique needs not well met by the K-12 system, particularly if they present with complex trauma or disabilities. How is Canada preparing for these children, and what would it take to make our system meaningfully include them? This session will explore temporary resident children and their current needs.

- **Lisa Jane**, Action for Healthy Communities

*Salle **Sunalta AB** Room (Calgary Marriott hotel)*

C5 - Workshop - Panel Presentation / Atelier - Présentation en panel

Le rôle des communautés locales dans l'établissement, l'intégration et l'inclusion

L'immigration francophone en Alberta a connu une augmentation considérable depuis ces dernières années et la réussite des nouveaux arrivants dans leur processus d'établissement, d'intégration est un défi à relever. Pour y parvenir, le rôle des communautés locales aux domaines de compétence variées est essentiel. Cet atelier présentera le rôle de chaque intervenant local, les avantages et les défis rencontrés par chacun dans l'accompagnement des nouveaux immigrants, la collaboration entre ces partenaires locaux et les leçons apprises. Proposition de plan pour la présentation de l'atelier sur le thème "Le rôle des communautés locales dans l'établissement, l'intégration et l'inclusion", en mettant en évidence les services d'établissement et d'intégration, les services d'employabilité, les communautés ethnoculturelles et le secteur de l'éducation.

- **Valérie Jamga Tchatchoua**, Conseillère/Travailleuse Sociale Agréée, Portail de l'Immigrant Association (PIA)
- **Lucie Rodrique**, Directrice des services pédagogiques, Conseil scolaire FrancoSud
- **Georges Pigoué**, Président, Association Camerounaise de Calgary (ACCAC)

- **Reyna Houssein**, Bilingual Employment Specialist, Prospect Human Services

*Salle **Acadia B Room** (**Calgary Marriott hotel**)*

C6- Workshop - Panel Presentation / Atelier - Présentation en panel

Unpacking intersectional racial identities: Reflections from the field ; Building The City of Calgary's Community and Public Safety Anti-Racism Strategies

The City of Calgary with Indigenous Elders and Knowledge Keepers and the Anti-Racism Action Committee, collaborated with Habitus Consulting Collective and ActionDignity to build the Community and Public Safety Anti-Racism Action Strategies. It was one of the largest community co-designed and co-developed models engaging over 3000 Calgarians. The panel will share findings of lived experiences of systemic racism and its impacts on the evolving nature of racial identities of Indigenous, Black and diverse Racialized newcomers/ immigrants. Based on disaggregated data the panelists will explore good practices, policies and programs that can be adapted to communities

- Moderator/Session Chair: **Lisa Elford**, Habitus Consulting Collective
- **Dr. Francis Boayake**, Action Dignity, Building Community Networks for Anti-Racism Engagements
- **Dr. Gayatri Moorthi**, Habitus Consulting Collective, Community stories-unpacking disaggregated data and stories
- **Lorelei Higgins**, City of Calgary, Indigenous worldviews and experiences- weaving a shared path
- **Feisal Kirumira**, City of Calgary, Public Safety and Racial Justice- reflections on lessons learnt

*Salle **Imperial 3 Room***

C7- Workshop - Panel Presentation / Atelier - Présentation en panel

Making Visible: Cultural Brokers' Role in Linking and Bridging Formal and Informal Supports for Immigrants/Refugees within the Continuum of Settlement, Integration and Social Inclusion

Through case study interviews with Policymakers, Cultural Brokers, and Immigrant/Refugee families, this IRCC-funded National Cultural Brokers Research project investigates ways in which immigrants experience settlement, adaptation and integration, which is mediated by community responses, government policies and programs, and facilitated by Cultural Brokers as intermediaries. This workforce is often unrecognized and undervalued.

- **Dr Sara Torres**, Associate Professor, School of Social Work, Laurentian University

*Salle **Doll/Herald** Room*

C8- Workshop - Panel Presentation / Atelier - Présentation en panel

ActionDignity's Role in Addressing Racism and Building Relationships Across Racialized Groups

ActionDignity plays a critical role in addressing racism in Calgary. ActionDignity employs an antiracism lens across all its programs to effect tangible systems change at the community, institutional, and society levels. This session presents ActionDignity's anti-racist approach in building civic infrastructure through transformative grassroots capacity building that ensures the safety and personal and public dignity of racialized communities.

- Moderator/Session Chair: **Aurelio Camilo**, ActionDignity
- **Francis Boakye**, ActionDignity, Public Safety
- **Humaira Falak**, ActionDignity, Social Inclusion
- **Rofiah Sarumi**, ActionDignity, Gender Justice

*Salle **Stephen AB** Room*

C9- Workshop - Panel Presentation / Atelier - Présentation en panel

New framework to address racism long-term in rural communities

As governments promote rural immigration and many rural towns have charged relationships with local Indigenous communities, municipalities need a multifaceted framework to engage with racism, religious discrimination, and hate.

CCIS, RDN, CCRL, Keepers of the Circle, Town of Strathmore, and the Canadian Race Relations Foundation are developing a framework for this purpose based on the social determinants of health, determinants of health for Indigenous Peoples', and religious literacy.

This interactive workshop presents: current themes of discrimination in southern Alberta, an overview of the framework, religious literacy as a means to address racism and discrimination and, Strathmore as a pilot community.

- Moderator/Session Chair: **Ricardo Morales**, Calgary Catholic Immigration Society
- **Shamsa Mistry**, Calgary Catholic Immigration Society, Current themes of racism and discrimination in Southern Alberta
- **Jayde Roche**, Rural Development Network, Framework overview
- **W.Y. Alice Chan**, Centre for Civic Religious Literacy, Religious literacy: A means to address racism and discrimination in rural towns
- **Melissa Masse**, Town of Strathmore, Strathmore as an example

*Salle **Imperial 2** Room*

C10- Workshop - Panel Presentation / Atelier - Présentation en panel

The WESO toolkit: Hands-on Training to Improve Service Quality of Hybrid Settlement Services

WESO is a Settlement Delivery Improvement (SDI) project hosted by the YMCA of the National Capital Region and funded by IRCC. The project aims to provide research-based recommendations for settlement organizations - in the form of a toolkit- that will help you plan and implement an evaluation for your hybrid services delivery. The WESO Project Team conducted significant research in collaboration and engagement with SPOs and newcomer clients from across Canada to understand and gather knowledge and promising practices to support SPOs in their delivery of hybrid services. Join our session for hands-on training with resources, tools, and templates you can use right now to improve the quality of your hybrid service delivery.

- **Honey Uppal**, YMCA of the National Capital Region, Program Facilitator- WESO (Wired: Evaluating Settlement Online)
- **Dr. Farah Khattab**, YMCA of the National Capital Region, Director- WESO (Wired: Evaluating Settlement Online)
- **Dr. Noha Zaher**, YMCA of the National Capital Region, Researcher-WESO (Wired: Evaluating Settlement Online)

*Salle **Kensington CD Room** (**Calgary Marriott hotel**)*

C11 | Workshop - Panel Presentation / Atelier - Présentation en pane

The role of SMEs in Canada's economy and innovative strategies to attract and retain newcomers

Small and medium enterprises represent nearly 90 percent of private-sector employment in Canada, and thus play a key role in the integration of newcomers to the economy. Many SMEs have been working increasingly toward ensuring greater inclusivity in their workforce. This makes it possible to identify and better understand best practices for both attracting and retaining newcomers, which will be key in their sustainable integration in Canada's labor market. By implementing innovative strategies that support immigrant entrepreneurs, address industry-specific needs, and foster cultural integration, Canada can continue to leverage the potential of newcomers and strengthen its economic position on the global stage. This panel will present case studies of innovative approaches to tapping the talent and assets offered by newcomers populations through strategies for attracting and retaining newcomer talent.

- **Gina Grandy**, U of C
- **Sanjana Vijayann**, Winnipeg Chamber of Commerce
- **Shannon Pestun**, WEKH Calgary

THURSDAY, NOVEMBER 2ND / JEUDI 2 NOVEMBRE

As of / À partir de 8:00 am In front of the / Devant Imperial Ballroom

Registration / Visit the Exhibitors and Poster Presentations

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

9:00 am - 10:30 am | Imperial Ballroom

Plenary Session 2

Documenting Racism and Discrimination in Canada

Systemic racism is both a social and legal concept that refers to a particular form of racism which occurs which pervades political, economic and social structures. Many institutions across Canada are unable to identify and assess the degree of racism and prejudice and how it manifests itself. By consequence, anti-racist policies, programs and practices are insufficient for addressing persistent inequalities. Speakers in this plenary will offer an assessment of the state of racism and discrimination in Canada and provide examples of best practices in combating prejudice.

- **Francis Boakye**, Executive Director, ActionDignity
- **Amira Elghawaby**, Canada's Special Representative on Combatting Islamophobia / La représentante spéciale du Canada chargée de la lutte contre l'islamophobie
- **Dr. Linda Kongnetiman**, Managing lead, City of Calgary Anti-Racism Program
- **Teresa Woo-Paw**, Former MLA and Cabinet member of Alberta, Chair, Canadian Race Relations Foundation, Asian Heritage Foundation, The Action, Chinese Canadians Together (ACCT) Foundation and the Asian Canadians Together-ACT2EndRacism National Network

Séance plénière 2

Documenter le racisme et la discrimination au Canada

Le racisme systémique est un concept à la fois social et juridique qui fait référence à une forme particulière de racisme qui se manifeste dans les structures politiques, économiques et sociales. De nombreuses institutions au Canada sont incapables

d'identifier et d'évaluer le degré de racisme et de préjugés et la manière dont ils se manifestent. Par conséquent, les politiques, programmes et pratiques antiracistes sont insuffisants pour lutter contre les inégalités persistantes. Les intervenants de cette séance plénière proposeront une évaluation de l'état du racisme et de la discrimination au Canada et donneront des exemples de bonnes pratiques dans la lutte contre les préjugés.

- **Francis Boakye**, Directeur exécutif, *ActionDignity*
- **Amira Elghawab**, Canada's Special Representative on Combatting Islamophobia / La représentante spéciale du Canada chargée de la lutte contre l'islamophobie
- **Dr. Linda Kongnetiman**, Responsable de la gestion du programme de lutte contre le racisme de la ville de Calgary
- **Teresa Woo-Paw**, Ancien député et membre du cabinet de la government de l'Alberta. Président de la Fondation canadienne des relations raciales, de l'Asian Heritage Foundation et de l'ACCT Foundation (-ACT2EndRacism National Network).

10:30 am – 11:00 am In front of the / Devant Imperial Ballroom
Break / Visit the Exhibitors Booths and Poster Presentations
Pause / Visite des Kiosques des exposants et des Présentations d'affiches

11:00 am – 12:15 pm
Block D of concurrent sessions (workshops and roundtables)
Bloc D des séances simultanées (ateliers et tables rondes)

*Salle **Stephan AB** Room*

D1 - Workshop - Panel Presentation / Atelier - Présentation en panel

Remote Online Services for Profession Immigrants

This panel discussion will provide an overview of a mixed-methods research project conducted with professional immigrants who have resettled in Canada. Specifically, this series of three presentations will highlight the research design used to elicit the needs and experiences of professional immigrants in two distinct fields (Information Technology and the Medical Field) who have had to re-establish their careers and professional identities following immigration to Canada. Results for each group will be shared along with implications for practice, training, research, and policy.

- Moderator/Session Chair: **Anusha Kassam**, The University of British Columbia

- **Katerina Palova**, The Immigration Education Society, The Immigration Education Society, Remote Online Services for Profession Immigrants: A mixed-Methods Research Project Participants
- **Kristen Carpenter**, Vivid Psychology, Remote Online Services for Profession Immigrants: Highlighting the Needs and Experiences of Individuals in the Medical Field
- **Manu Sharma**, Vivid Psychology, Remote Online Services for Profession Immigrants: Highlighting the Needs and Experiences of Individuals in the Medical Field
- **Charis Falardeau**, Vivid Psychology, Remote Online Services for Profession Immigrants: Highlighting the Needs and Experiences of Individuals in Information Technology
- **Jessa Osbourne**, Vivid Psychology, Remote Online Services for Profession Immigrants: Highlighting the Needs and Experiences of Individuals in Information Technology
- **Anusha Kassam**, The University of British Columbia, Remote Online Services for Profession Immigrants: A mixed-Methods Research Project

Salle **Imperial 1** Room

D2 - Workshop - Panel Presentation / Atelier - Présentation en panel

Dismantling Systemic Racism, Transforming lives: The City of Calgary Anti-Racism Strategic Plan

The City of Calgary's first Anti-Racism Strategic Plan – Dismantling Systemic Racism, transforming lives was developed to address systemic racism, racial inequity, and oppression that negatively impact Indigenous, Black and diverse Racialized Calgarians. Using a human Human-Centered Design Approach, the Strategic Plan outlines 5 focus areas and 45 strategic actions. This approach involved empathetic listening, community and staff engagements and centring the lived and living experiences of Indigenous, Black, and diverse Racialized Peoples. The Strategic Plan focuses on unmasking and eradicating systemic racism that is deeply rooted in the fabric of our society. The Plan requires dedication and anti-racism actions from everyone to achieve a racially-just organization and city.

- **Dr. Linda Kongnetiman**, Managing Lead, Anti-Racism Program, City of Calgary
- **Dr. Abisola Oyasiji**, Organizational Lead, Anti-Racism Program, City of Calgary
- **Cindy Fang**, Policy Consultant, Anti-Racism Program, City of Calgary

Salle **Imperial 2** Room

D3 - Workshop - Panel Presentation / Atelier - Présentation en panel

Networking in Rural Alberta to Mobilize Best Practices in Settlement

With Canadian policies encouraging economic immigration to rural communities, these communities and its newcomers face challenges, as there is limited infrastructure for settlement services, limited housing, minimal transportation, etc. AAISA's Support Networks for Rural Newcomers to Alberta project is designed to improve settlement prospects for immigrants to Alberta's rural regions, and increase the capacity of the municipalities in which they settle in.

Interested parties of small municipalities (populations of <10,000) engage in dialogue to assess assets, build capacity, and share best practices. The findings of AAISA's initial surveys and interviews describe and analyze existing service delivery framework in participant communities.

- **Meghan Cunningham**, AAISA, Research and Policy Lead
- **Crystal Guzman**, AAISA, Engagement and Research Lead

Salle **Kensington AB** Room (*Calgary Marriott hotel*)

D4 - Workshop - Panel Presentation / Atelier - Présentation en panel

The role of Settlement Workers in Schools and the integration process of children and youth into schools and the greater community.

This workshop explores the landscape of Settlement Workers in Schools (SWIS) within Winnipeg, and the key role they play in the integration of children and youth in schools and the greater community. The journey of integration can look different and the need to help children and youth address their social and emotional needs plays an important role in helping them succeed. A vital element involved in the journey of integration is the partnerships N.E.E.D.S Inc. has developed with schools and other organizations, and how this ensures success for children and youth in feeling a greater sense of belonging in their new community.

- **Misty Belcourt**, N.E.E.D.S. Inc.
- **Meagan Botelho**, N.E.E.D.S. Inc.

The Stand-Up to Racism Project - Providing a Platform for Racialized Youth in Manitoba

Join this workshop to learn about the "Stand-up to Racism" project in Winnipeg, which provides a platform for newcomer youth to fight systemic racism through workshops and digital technology training. Participants learn how to create impactful posters and videos to share their experiences, explore identity, and challenge false societal assumptions. Their videos have gained recognition from prominent organizations and media outlets, amplifying their voices and encouraging action against racial injustice. By providing a safe space for expression and support, the project empowers youth to develop coping strategies, build leadership skills, and make a greater impact on their community.

- **Chanmi Hwang**, N.E.E.D.S. Inc.
- **Yusur Al-Hassani**, N.E.E.D.S. Inc.

Salle **Neilson 1** Room

D5 - Workshop - Panel Presentation / Atelier - Présentation en panel

Effective intergovernmental cooperation on immigration, integration, and inclusion

Immigration is a life-changing journey that begins with leaving one's home country and an ending marked by integration and inclusion. While the federal and provincial/territorial governments work in partnership and deliver various immigration programs successfully,

intergovernmental cooperation on integration and inclusion may be further explored to allow Canada to hit the mark. Partnerships must be built, and newcomers empowered. Let's explore this journey from a governance angle.

- **Dory Jade**, CAPIC, CEO
- Other Presenters: TBD

Salle Imperial 3 Room

D6 - Workshop - Panel Presentation / Atelier - Présentation en panel

Employment Support and a Sense of Belonging: How Employability Skills Training Can Teach Youth More Skills Than Just "finding a job" .

This presentation will share the history and success of the Youth Employment for Newcomers (YEN) Program, at N.E.E.D.S. Inc. in Winnipeg. Established in 2007, the program provides work experiences, on-the-job support, individual career coaching, employment readiness training, and other supports. The workshop will highlight participant experiences, employment outcomes, and client testimonials. Attention will also be given to a unique research component in collaboration with Social Research and Development Corporation (SRDC), a data-driven approach to program growth and effectiveness.

- **Ryan Croy**, N.E.E.D.S. Inc.
- **Lily Kaufmann**, S.R.D.C

Salle Doll/Herald Room

D7 - Workshop - Panel Presentation / Atelier - Présentation en panel

In A Place I Now Call Home

Immigrant seniors experience discrimination. The recent work In A Place I Now Call Home offers personal and collective narratives of 52 immigrant seniors about their immigration and integration journeys in Canada. The narratives echoed significant and diverse experiences around the challenges of survival, multi-layered discrimination, conflicting identities, and adjustments to the new culture, the host family, and the weather. In an effort to find a "home" and a sense of belonging, they become more resilient. Their intriguing anecdotes offer intellectual, didactic, and informative glimpses of challenges and accomplishments as they traverse the Canadian socio-economic, cultural, and community landscapes.

- **Shweeisa Celis**, Calgary Catholic Immigration Society
 - *Conclusions and Implications*
- **Syeda Sabiha Yesmin**, Calgary Catholic Immigration Society
 - *Findings: Pre Immigration Journeys and the Struggles, Challenges and Resilience of Immigrant Seniors*
- **Ernie Alama**, St. Mary's University
 - *Overview and Research Method*

Salle **Kensington CD** Room (**Calgary Marriott hotel**)

D8 - Workshop - Panel Presentation / Atelier - Présentation en panel

Help shape anti-racist settlement services: We want to hear from you!

Imagine you are delivering settlement services that are anti-racist and anti-oppressive, what would it look like?

Racism and discrimination are evident across various systems and policies including settlement. CARES (Co-designing for Anti-Racism & Equity in Settlement) is a research project designed to co-design services that are free from systemic racism.

CARES will bring together many voices and ideas to build and deliver inclusive services. Join this interactive session and engage in a dialogue and human-centered design thinking to drive transformative conversations to dismantle systemic racism in settlement services. Hear about findings from the project's literature review, surveys, focus groups and interviews with newcomers & SPOs.

- **Susanna Gurr**, SRDC, Facilitating transformative dialogues to shape anti-racist settlement services
- **Julie Rodier**, SRDC, What We Heard – project literature review, survey results and focus groups with Newcomers and Service Providers
- **Kim Lehrer**, SRDC, Facilitating transformative dialogues to shape anti-racist settlement services
- **Sol Park**, SRDC, What We Heard – project literature review, survey results and focus groups with Newcomers and Service Providers

Salle **Acadia B** Room (**Calgary Marriott hotel**)

D9 - Workshop - Panel Presentation / Atelier - Présentation en panel

Settlement, Employment and Provincial Initiatives to Engage, Support and Integrate Internationally Educated Nurses and Healthcare Professionals into the Canadian Healthcare System

Given the complexity of regulatory processes, Internationally Educated Healthcare Professionals (IEHPs) should not wait until landing in Canada to receive assistance meeting their licensure and employment goals. CARE Centre for Internationally Educated Nurses, ACCES Employment and the YMCA of Greater Toronto collaboratively facilitate pre-arrival service delivery environments to accelerate licensure and employment pathways of IEHPs. To fill nursing shortages and meet health needs of residents, Saskatchewan, the Alberta Association of Nurses and others are employing diverse initiatives and financial incentives to recruit, train and retain IENs, including the creation of provincial IEN navigation teams.

- **Cameron Moser**, ACCES Employment, Rethinking Pre-Arrival Employment Services for Internationally Educated Healthcare Professionals

- **Rizza Solis** , Supporting the Unique Pre-Arrival Settlement Needs of Internationally Educated Healthcare Professionals
- **Meghan Wankel**, CARE Centre for Internationally Educated Nurses, Enhancing the Capacity of Pre-Arrival Services to Support Internationally Educated Nurses' Transitions into Practice
- **Dawn Shave**, Alberta Association of Nurses, Alberta Association of Nurses: Internationally Educated Nurse Navigation Supports
- **Liliana Canadic**, Internationally Educated Nurses: Saskatchewan – Health and Human Resources Action Plan

Salle **Walker/Bannerman** Room

D10 - Workshop - Panel Presentation / Atelier - Présentation en panel

Role of Post-Secondary Institutions to Support International Students With or Without Families On and Off Campus: What Do We Have and How Far Can We Go?

International Students are Canada's largest growing body of temporary residents. Their physical and mental health, among other needs, are significantly under-addressed. Among equally important stakeholders, post-secondary institutions are critical in facilitating and onboarding international students' settlement process. One subgroup that is constantly invisible and neglected is the international students who relocate to Canada with their dependent family members. Based on the voices of international students with or without families, our presentation will share concrete recommendations for post-secondary institutions and on/off campus stakeholders to respond to the overall well-being of international students.

- Moderator/Session Chair: **Monica Sesma Vazquez**, University of Calgary
- **Shamsa Mistry**, University of Calgary

Salle **Sunalta AB** Room (*Calgary Marriott hotel*)

D11 | Workshop - Panel Presentation / Atelier - Présentation en panel

Entrepreneurship and newcomers - a review of innovative programs and results

Research shows entrepreneurship is an essential pathway to economic inclusion in Canada with Statistics Canada indicating 21.7% of private sector businesses in Canada were majority-owned by immigrants. Immigrants are also more than twice as likely as their Canadian-born peers to engage in entrepreneurial activity, according to the Business Development Bank of Canada. Research on newcomers highlights complexity and the need for nuanced, innovative programs given both push and pull factors motivating them to choose entrepreneurship and disaggregated data showing highly diverse patterns across ethnic groups. This workshop highlights innovative programs and approaches targeting the needs of newcomer entrepreneurs and their outcomes, underlining entrepreneurship as an important pathway for economic integration of newcomers.

- **Allison Pond**, ACCESS Employment
- **Nadine Spencer**, BACEL
- **Ejibola Adetokunbo-Taiwo**, de Sedulous Women Leaders
- **NeHUB**, Manal
- **Scadding Court**

12:15 pm – 1:30 pm Imperial Ballroom

Lunch / Diner

1:30 pm – 2:45 pm

Block E of concurrent sessions (workshops and roundtables)

Bloc E des séances simultanées (ateliers et tables rondes)

Salle **Kensington AB** Room (**Calgary Marriott hotel**)

E1 - Workshop - Panel Presentation / Atelier - Présentation en panel

Connecting Shelter and Well-Being: Exploring the Intersection of Housing and Health in Nunavut

Join us for a thought-provoking session that addresses the pressing challenges of housing, health, and wellness in Nunavut, a territory grappling with severe housing shortages, housing inadequacy, and unprecedented rates of overcrowding.

Participants will hear compelling presentations from a panel of experts and stakeholders featuring an analysis of health outcomes and housing conditions from the Indigenous Peoples Survey. Attendees will leave with a deeper understanding of the territory's complex challenges and a renewed commitment to developing sustainable housing solutions that lead to improved health outcomes for the Inuit in Nunavut.

This research is part of a larger initiative led by Nunavut Tunngavik Inc. and The Association for Canadian Studies, The Nunavut Inuit Sustainable Housing Index (NISHI).

- **Chima Nsitem**, Peel Children's Aid Society
- **Emmanuel Ansah**, Peel Children's Aid Society
- **Hashim Alhussaini**, Polycultural Immigrant & Community Services
- **Shane Joseph**, Roots Community Services Inc
- **Dr. David Green**, Free For All Foundations
- **Prasad Nair**, CWICE- Peel Children's Aid Society

Salle Imperial 1 Room

E2 - Workshop - Panel Presentation / Atelier - Présentation en panel

Community Connectors: At the Heart of Community Transformation in Settlement, Integration, and Inclusion

- Moderator/Session Chair: Paban Adhikary, ActionDignity
- **Lucenia Ortiz**, Multi-Cultural Health Brokers Coop, Cooperatives as an empowering governance model for cultural brokers
- **Sukhwant Parmar**, ActionDignity, Community connection; building civic infrastructure
- **Rodel Paguirigan**, ActionDignity, Community connection; Collaboration
- **Nga Dao**, ActionDignity, Community connection; grassroots capacity building

Salle Imperial 2 Room

E3 - Workshop - Panel Presentation / Atelier - Présentation en panel

Equity in Worker Centered Approaches and The Union Advantage

Taking the form of a panel discussion with 5 UFCW local union representatives leading innovative programming on the theme: Evolving Canadian Identities, presenters will share strategies employed in ON, AB, MB and nationally by UFCW Canada in defending migrant and immigrant workers rights, & working to counter hate through an equity lens. Sustainable worker protections lead to worker gains beyond the labour movement when done alongside community collaborations. You'll learn about the UFCW-led Migrant worker pilot, the +ve impact of creating worker of colour/newcomer worker committees, prioritizing Indigenous voices in affecting change & taking intersectional approaches to countering anti-LGBTQI+ hate, sexism & ableism in society

- Moderator/Session Chair: Emmanuelle Lopez-Bastos, UFCW Canada
- **Pablo Godoy**, UFCW Canada

Salle Kensington CD Room (*Calgary Marriott hotel*)

E4 - Workshop - Panel Presentation / Atelier - Présentation en panel

The war for international talent continues: A spotlight on the latest data and tools being used by educators, communities, and industry to attract and retain international students and newcomers.

As the war for international talent rages across Canada, major investments are being made to attract and retain international students and newcomers. Increasingly recognized as an economic and social imperative—effectively integrating international talent—remains one of the most thorny challenges facing communities outside of Canada's largest cities. To tackle this challenge, new tools, leveraging new data, are being developed and tested by educators, communities, and industry. Join this session to see the transformative depth of visualized data and learn about its tactical deployment in the war for international talent.

- Moderator/Session Chair: **Austin Hracs**, Vicinity Jobs Inc., *Setting the Stage: Emerging and Traditional Labour Force Data. The Good, the Bad, the Useful.*
- **Strac Ivanov**, Vicinity Jobs Inc., *Setting the Stage: Emerging and Traditional Labour Force Data. The Good, the Bad, the Useful.*
- **Ron Samson**, Toronto Metropolitan University (Formerly Ryerson University), Magnet, *Setting the Stage: Emerging and Traditional Labour Force Data. The Good, the Bad, the Useful., From Coast to Coast to Coast – Tactical data and tactical tools from Magnet*
- **Jason Dennison**, Fleming College, *Setting the Stage: Emerging and Traditional Labour Force Data. The Good, the Bad, the Useful. Mapping Programs to Industry Demand for International Students and Graduates*

Salle **Acadia B** Room (**Calgary Marriott hotel**)

E5 - Workshop - Panel Presentation / Atelier - Présentation en panel

Educational contexts and evolving identities: systemic facilitators and barriers to inclusion of young immigrants

The aim of this workshop is to present the results of several studies conducted with young immigrants in various educational contexts in Quebec. Different dimensions of their identities (culture, language, special needs, and immigration status) are addressed through these researches, which highlight the importance of systemic facilitators and barriers, as well as educational approaches, practices and services in the post migration trajectories of these young immigrants

- Moderator/Session Chair: **Garine Papazian-Zohrabian**, University of Montreal
- **Milica Miljus**, University of Montreal, *Intercultural school climate: a model proposition centered on the experience of children of immigrants*
- **Marie-Pascale Béland**, University of Montreal, *The well-being of first-generation immigrant adolescents in special education classes: the influence of categorization and labeling approach as well as special education services*
- **Gabrielle Montesano**, University of Montreal, *School Inclusion of French-Speaking Elementary Students Who Have Recently Immigrated in Ordinary Classes in Québec.*
- **Garine Papazian-Zohrabian**, University of Montreal, *Post-migration educational trajectories of refugee and asylum seeking youth in Quebec: the results of a mixt study conducted in partnership with 4 school boards*

Salle **Imperial 3** Room

E6 - Workshop - Panel Presentation / Atelier - Présentation en panel

Defining and measuring Inclusion

In promoting representation, participation, and equal access, we are having conversations about integration and inclusivity. Conversations are in response to the impacts of migration with the effects of promoting inclusivity, removing barriers, and allowing for demonstrations of what CAN be done. While diversity is a fact, inclusion is an act; with integration and language being keys, we have the obligation to ensure refugees, newcomer youth and immigrants with barriers have opportunities to Shine On. Attendees will have the opportunity to explore inclusivity practices within YMCA's Newcomer Youth Leadership Program and assistive technologies, etc. used by CLARS to support inclusivity.

- **Mitra Neshat**, YMCA GTA, *Inclusion is a synonym for Opportunity in newcomer integration*
- **Naureen Islam**, YMCA GTA, *Inclusion is a synonym for Opportunity in newcomer integration*
- **Heather Abella**, YMCA GTA, *Inclusion is a synonym for Opportunity in newcomer integration*

Salle **Dall/Harold** Room

E7 - Workshop - Panel Presentation / Atelier - Présentation en panel

Change and Progress - IRCC Settlement Program Outcomes and Innovations

Based on IRCC's robust data collection, measurement and analysis system, which allows for monitoring each point along the settlement continuum, this session will highlight IRCC's recent findings on the impact of COVID on the Settlement Program and newcomer settlement and integration outcomes. This session will also examine innovative insights and evidence to support improved newcomer outcomes that have been garnered from IRCC's Service Delivery Improvement Programming, which is funding for innovation that allows for in-depth investigation into priority areas and program improvement.

- **Jeslyn Thibedeau**, Immigration, Refugees and Citizenship Canada, Settlement and Integration Outcomes - Recent Findings from IRCC
- **Dean Ruffilli**, Immigration, Refugees and Citizenship Canada, Service Delivery Improvement – Innov

Salle **Stephen AB** Room

E8 - Workshop - Panel Presentation / Atelier - Présentation en panel

Evolving Newcomer and Racialized Youth Identities in Canadian Communities, Schools, and Workplaces

Last year, Calgary welcomed 10,000+ newcomer youths. They are entering communities, schools, and workplaces not designed to cater to their identities. This session shares four projects about newcomer youth identities and issues:

- **Where I Belong:** A research project exploring Racialized youth's sense of belonging in public spaces

- Expansion programs to create intentional spaces for newcomer and Racialized youths
- Youth in Transition and Bridging: Programs that help youth find their unique identities within the landscape of Canadian culture.
- Finding Your Voice, Knowing Your Rights: An app with accessible information for newcomer youth to empower them in workplaces.
 - Moderator/Session Chair: Katie Crossman, Bow Valley College, *Finding Your Voice, Knowing Your Rights: An app with accessible information for newcomer youth to empower them to be safe in workplaces*
 - **Haimei Wang**, Bow Valley College, *Where I Belong: A research project exploring Racialized youth's sense of belonging in public spaces*
 - **Helena Shoraj**, Bow Valley College, *Where I Belong: A research project exploring Racialized youth's sense of belonging in public spaces*
 - **Noel Bahliby**, Centre for Newcomers, *Expansion programs to create intentional spaces for newcomer and Racialized youths*
 - **Dara MacKay**, Bow Valley College, *Youth in Transition and Bridging: Programs that help youth find their unique identities within the landscape of Canadian culture.*

Salle **Neilson 1** Room

E9 - Workshop - Panel Presentation / Atelier - Présentation en panel

Service d'aide à l'emploi aux nouveaux arrivants et liaison avec les employeurs

Un service d'aide à l'emploi bilingue pour les nouveaux arrivants facilite la création de liens au sein de la communauté et entre les employeurs, contribuant ainsi à favoriser l'intégration professionnelle des personnes qui s'installent aux TNO (Territoires du Nord-Ouest).

La création de liens entre les nouveaux arrivants, les employeurs et entre les employeurs, favorise le partage de connaissances, de ressources et la création de partenariats.

En favorisant les connexions entre les employeurs, cela contribue à une communauté d'entreprises/organisations unie et fonctionnelle, et ouvre également la voie à l'immigration économique de personnes bilingues pour des entreprises qui étaient réticentes au préalable.

- **François Afane**, CDÉTNO, Une communauté soudée - Une pratique gagnante
- **Ghyslaine Letourneau**, CDÉTNO, Une communauté soudée - Une pratique gagnante

Salle **Walker/Bannerman** Room

E10 - Workshop - Panel Presentation / Atelier - Présentation en panel

Newcomer settlement in the digital age

The pandemic was a catalyst toward a digital transformation of the settlement sector. This session will explore how different newcomers have been impacted by the shift to online, and how the sector has responded. This session will also highlight project findings from

organizations testing new approaches to delivering services remotely through IRCC's Service Delivery Improvements (SDI) funding.

- **Terhas Ghebretecle**, Settlement & Integration Sector, IRCC
 - Digital Transformation of Settlement Sector
- **Deidre Lake**, Alberta International Medical Graduates Association
 - IMG Technological Advancement (Leveraging technology to improve remote services to Internationally Trained Physicians)
- **Jill Edgington**, Calgary Catholic Immigration Society
 - Evaluating Blended (Online and In-Person) Delivery of Crisis Counselling to Vulnerable Newcomers
- **Katerina Palova**, The Immigrant Education Society
 - Remote and Online Services for Professional Immigrants (ROSPI)

Salle **Sunalta AB Room** (**Calgary Marriott hotel**)

E11 - Workshop - Panel Presentation / Atelier - Présentation en panel

Integrated strategies for creating inclusive workplaces for newcomers

This panel will discuss the ways in which organizations have and continue to apply EDI practices to support meaningful newcomer integration. Panelists will explore different initiatives such as the Diversity Assessment Tool, Trauma-Informed Career Pathing, as well as the ways in which lived experience as a newcomer overrides the "Canadian Experience" that many organizations tend to lean on. Discussions on "hiring in their own image" and asking the right questions can help ensure newcomer inclusivity and success within Canada's economy.

- **Mark Patterson, Magnet** : *Awaiting confirmation on dates/times to ensure it does not conflict with his panel*
- **Shannon Pestun, WEKH Calgary**
- **Lee Dale, Say Yeah!** : *Awaiting confirmation on in-person attendance*
- **Lisa Jamieson, LNG Canada** : *Awaiting confirmation on attendance*

2:45 pm – 3:15 pm

Break / Visit the Exhibitors Booths and Poster Presentations

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

3:15 pm – 4:30 pm

Block F of concurrent sessions (workshops and roundtables)

Bloc F des séances simultanées (ateliers et tables rondes)

F1| Workshop - Panel Presentation / Atelier - Présentation en panel

Exploring the role of Cultural Brokers in settlement, integration, and inclusion

Discover how Cultural Brokering enhances connections between Canadian systems and immigrant/refugee communities. Join our interactive workshop showcasing the IRCC-funded Cultural Brokers Network of Canada. Explore how this project empowers Brokers through adaptivity and responsiveness. Engage in small group discussions, sharing insights on our inclusive national/regional events and curriculum development. Be part of shaping the future of cultural bridging and community integration.

- Moderator/Session Chair: **Amy Ferris**, Umbrella Multicultural Cooperative
- Moderator/Session Chair: **Sara Torres**, Laurentian University
- **Traicy Robertson**, Manitoba Possible
- **Pallabi Bhattacharyya**, Laurentian University
- **Jonathan Wade**, Manitoba Possible
- **Samantha Lee**, Manitoba Possible

Salle Imperial 1 Room

F2 - Workshop - Panel Presentation / Atelier - Présentation en panel

Examining the Role of Ethnocultural Leaders in the Immigration Ecosystem

Leaders of ethnocultural communities in Canada are significant players in the immigration ecosystem. They support the most vulnerable community members while establishing vision for their whole communities. Their responsibilities go beyond cultural/social programming to the complex topics of racism, mental health, or systemic gaps. Are they overlooked for their important role in resettlement and integration? This workshop/presentation brings firsthand perspective of community leadership in shaping a sense of belonging and fostering identity within Canada.

- **Marion Christensen**, CCIS, Regional Outreach Program Manager
- **Sabita Basnet**, CCIS, Community Development Worker

Salle Imperial 2 Room

F3 - Workshop - Panel Presentation / Atelier - Présentation en panel

Multiple Approaches to Supporting Newcomer Mothers to Canada Integrate into Communities

Newcomer women, especially with young children in Canada face significant barriers to finding and keeping good jobs, accessing mental health supports, and improving English – all components to successfully integrate into Canadian communities. Recently, many different initiatives have been developed to address these barriers. In this session, we detail the objectives, lessons learned and policy implications to ease the integration of newcomer women into the community from four projects: Coordinated Model of Care (S.U.C.C.E.S.S.), Career

Pathways to Racialized Newcomer Women (CPRNW) pilot (SRDC), Ready English Accessible to Caregivers at Home (REACH) (MOSAIC), and Links to Young Adult Employment (CIWA).

- **Julie Rodier**, Social Research and Demonstration Corporation (SRDC), *Addressing the needs of newcomer mothers to Canada to accessing mental health services and finding employment*
- **Sol Park**, Social Research and Demonstration Corporation (SRDC), Community Development Worker, *Addressing the needs of newcomer mothers to Canada to accessing mental health services and finding employment*
- **Kim Lehrer**, Social Research and Demonstration Corporation (SRDC), Community Development Worker. *Findings from the Ready English Accessible to Caregivers at Home (REACH): Flexible English language program for women caring for young children*
- **Punam Dalal**, Calgary Immigrant Women's Association (CIWA)
- **Neha Mehta**, Calgary Immigrant Women's Association (CIWA)

Salle **Walker/Bannerman** Room

F4 - Workshop - Panel Presentation / Atelier - Présentation en panel

Hiring from underrepresented groups to address the talent shortage of critical sectors

Employers in Canada's health and biosciences and environmental sector continue to struggle finding the talent they need to fill positions vital to their growth, yet they often overlook underrepresented talent groups like Internationally Educated Professionals and newcomers when recruiting. In this session, panellists will discuss the importance of building a diverse and inclusive talent strategy to grow sectors critical to Canada's economy.

- Moderator/Session Chair: **Rob Henderson**, BioTalent Canada
- **Jean Pierre Giroux**, Excellence in Manufacturing Consortium
- **Mark Patterson**, Magnet
- **Kevin Nilsen**, ECO Canada

Salle **Imperial 3** Room

F5 - Workshop - Panel Presentation / Atelier - Présentation en panel

Engaging Indigenous Communities in Welcoming and Supporting Refugees

CCIS' Land of Dreams farm provides a natural setting where newcomers can spend time in nature, grow food in community, and participate in spiritual, social, and mental health-focused activities, led by Indigenous elders. CCIS and an Indigenous Elder will share how this unique project integrates Truth and Reconciliation calls to action by increasing opportunities for newcomer, Canadian-born, and Indigenous communities to form meaningful cross-cultural connections. They will also share how participating in symbolic ceremonies with the Indigenous

community is helping refugees to heal from trauma and build a deeper sense of connection to the place they now call home.

- Moderator/Session Chair: Bindu Narula, CCIS
- **Rod Olsen**, CCIS, *Healing and Regeneration at the Land of Dreams Farm*

*Salle **Nielson 1** Room*

F6 - Roundtable / Table ronde

Programme ASCEND: Intégration culturelle et accès à des emplois valorisants grâce à une formation en compétences interpersonnelles

Pourquoi la formation aux compétences non techniques est-elle importante pour permettre aux immigrants d'accéder aux emplois qu'ils souhaitent ?

Comment pouvons-nous améliorer l'intégration culturelle et créer les conditions permettant aux immigrants d'accéder à des emplois attrayants ?

Quels sont les avantages uniques du programme ASCEND pour combler le déficit de compétences des immigrants ?

Comment la technologie peut-elle être appliquée pour soutenir les stratégies d'immigration et d'employabilité ? Comment promouvoir l'inclusion culturelle et faciliter l'intégration des nouveaux arrivants ?

Comment pouvons-nous faciliter l'intégration culturelle des immigrants grâce à des programmes de formation aux compétences non techniques ?

- Modérateur ou président de séance : Jessica Rogers, Directrice du programme Immigration Économique
- **Thuy-Tien Le**, Agente de liaison des projets spéciaux

*Salle **Kensington AB** Room (Calgary Marriott hotel)*

F7 - Workshop - Panel Presentation / Atelier - Présentation en panel

Indigeneity, Displacement, and Patriarchy

Validating Indigenous Peoples collective experiences with colonial violence, land dispossession, forced displacement, and ongoing exclusion from the nation-building process is fundamental to the idealized Westphalian state such as Canada's constitutional monarchy. In Canada, indigeneity is embedded and localized in section 35 of the colonial settler Constitution Act, 1867-1982. Adopting a complex mixed methodological design, the research draws on decolonisation, intersectionality, critical race, social determinants of health, and (Black African) feminist jurisprudence, this roundtable discussion examines geographical limitations of Aboriginality and the erasure of the multiplicities of displace transnational (African) Indigenous Peoples.

- **Veronica Fynn Bruey**, Athabasca University, Settler (International) Law and Displaced Transnational Indigenous (African) Peoples in Canada

Salle **Doll/Herald** Room

F8 - Roundtable / Table ronde

Understanding SAWIS' holistic settlement service delivery model in EastDanforth, Toronto

This presentation aims to present findings from community consultations held by South Asian Women's and Immigrants' Services (SAWIS), a community-based non-profit organization in the East Danforth neighborhoods of Toronto. Findings revealed a range of issues pertaining to precarious employment, lack of affordable housing and accessible health care most often faced by racialized immigrant women, especially during the pandemic. Roundtable will highlight the pressing need to support equal participation of marginalized communities in policy and decision making. Recommendations will be presented based on SAWIS' holistic service delivery and civic engagement based on the 'intersectionality' framework and the 'mutual aid' model.

- **Sultana Jahangir**, South Asian Women's and Immigrants' Services (SAWIS)
- **Syeda Sabiha Yesmin**, South Asian Women's and Immigrants' Services (SAWIS)

Salle **Kensington CD** Room (*Calgary Marriott hotel*)

F9 - Workshop - Panel Presentation / Atelier - Présentation en panel

Strengthening Identities Through Addressing Incomplete or Partial Citizenship.

A critical aspect of newcomers' identity is citizenship. Newcomers' sense of citizenship is linked to the structured nature of opportunities in Canada. Structured opportunities perpetuate economic and social marginalization, undervalues contributions, rights and participation of racialized groups, and racism and racial discrimination are primary causal agents. Racism and racial discrimination create a sense of partial or incomplete citizenship for some Newcomers. In this workshop, the presenters will address the issues of incomplete citizenship and implications for public policies that aim at strengthening settlement and integration.

- **Francis Boakye**, Action Dignity, Calgary, *Strengthening Identities Through Addressing Incomplete or Partial Citizenship*
- **Ayotunde Kayode**, Centre for Newcomers Society of Calgary, *Promoting Canadian Identities through the lens of Partial Citizenship*

Salle **Stephen AB** Room

F10 - Workshop - Panel Presentation / Atelier - Présentation en panel

Session to be confirmed

Salle **Sunalta AB Room** (**Calgary Marriott hotel**)

F11 - Workshop - Panel Presentation / Atelier - Présentation en panel

Canada in the international context - driving innovation in the newcomer employment system

Canadian employers continue to identify skilled worker shortages as a barrier to business growth, yet highly skilled newcomers remain underemployed. Barriers to full participation are most pronounced within Canada's regulated occupations, such as nursing, engineering and in education. For example, among principal applicants who immigrated to Canada through economic pathways, less than half of those intending to work in nursing are employed in their profession. This session will investigate Canada's performance across a range of professional occupations. It will interrogate Canada's systems and outcomes regarding newcomer integration in regulated occupations relative to international best practices, identifying the innovation and policy imperatives required.

- ***S.U.C.C.E.S.S. British Columbia*** - Awaiting feedback on representative
- ***Ovie Onagbeboma*** - Canadian Black Nurses Alliance (CBNA)
- ***Anita Carroll/ Catherine Wilding*** - ACCESS Employment
- ***Patrick McKenzie*** - Awaiting feedback on attendance

FRIDAY, NOVEMBER 3RD / VENDREDI 3 NOVEMBRE

As of / À partir de 8:00 am In front of the / Devant Imperial Ballroom

Registration / Visit the Exhibitors and Poster Presentations

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

9:00 am - 10:00 am

Plenary Session 3

Immigration, Identities and Citizenship

This year marks the 50th anniversary of the Association for Canadian Studies and to mark the occasion we propose to hold a plenary on what it means to be Canadian. Since the beginning of the century we've seen a decline in rates of citizenship uptake, declining trust in democratic institutions, considerable reflection about the country's past injustices and questions about the extent to which society can be described as equitable and inclusive. Yet a majority of immigrants and non-immigrants surveyed say that they possess a strong sense of attachment to their country.

As we admit record numbers of newcomers, how important is it that we foster a shared sense of 'identity' and what does doing so entail? Should we speak about a shared identity or is it more accurate to talk about national identities? Plenary speakers will address these and related questions.

- **Joe Cornish**, Chancellor, University of Calgary
- **Rebecca Neuwirth**, Executive Director, Define American, New York, USA
- **Anne-Marie Pham**, Ex-Officio Member, CEO, Canadian Centre for Diversity and Inclusion, Calgary, AB
- **Srilata Ravi**, Professor Emeritus, University of Alberta (Campus Saint-Jean)

Session plénière 3

Immigration, identités et citoyenneté

Cette année marque le 50^e anniversaire de l'Association d'études canadiennes et, pour marquer l'occasion, nous proposons d'organiser une séance plénière sur ce que signifie être Canadien. Depuis le début du siècle, nous avons assisté à une baisse des taux d'acquisition de la

citoyenneté, à une diminution de la confiance dans les institutions démocratiques, à une réflexion considérable sur les injustices passées du pays et à des questions sur la mesure dans laquelle le Canada peut être qualifié d'équitable et d'inclusif. Pourtant, la majorité des immigrants et des non-immigrants interrogés déclarent avoir un fort sentiment d'attachement au Canada.

Alors que nous admettons un nombre record de nouveaux arrivants dans le pays, quelle est l'importance de favoriser un sentiment partagé de "canadianité" et qu'est-ce que cela implique ? Devons-nous parler d'identité canadienne ou est-il plus juste de parler d'identités canadiennes ? Les intervenants en séance plénière aborderont ces questions et d'autres encore.

- **Joe Cornish**, Chancellor, University of Calgary
- **Rebecca Neuwirth**, Executive Director, Define American, New York, USA
- **Anne-Marie Pham**, Ex-Officio Member, CEO, Canadian Centre for Diversity and Inclusion, Calgary, AB
- **Srilata Ravi**, Professor Emeritus, University of Alberta (Campus Saint-Jean)

10:30 am – 11:00 am

Break / Visit the Exhibitors Booths and Poster Presentations

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

11:00 am – 12:15 pm

Block G of concurrent sessions (workshops and roundtables)

Bloc G des séances simultanées (ateliers et tables rondes)

Salle Acadia B Room (Calgary Marriott hotel)

G1 - Roundtable / Table ronde

Crucial Conversations: Diversity, Inclusion, and Organizational Effectiveness in the Newcomer Serving Sector

Diversity and inclusion as concepts are top of mind in the immigration and settlement sector, particularly as organizations shift rapidly to applying principles into everyday practice. How do the intersections of race, gender, immigration status, nationality, etc., play a role in newcomers' settlement journey in Canada? How do settlement providers ensure diversity and inclusion in the framework with which they operate, not just within front-facing programs but at the organizational level? This will be a roundtable discussing best practices and strategies to facilitate these sometimes difficult and uncomfortable discussions and implement systemic changes within our organizations.

- **Chloé McBean**, AAISA, Engagement Lead

- **Laura Fryer**, AAISA, Engagement Coordinator
- **Elaine Malinis**, AAISA, Engagement Officer
- **Crystal Guzmán**, AAISA, Engagement and Research Lead
- **Christian Ladores**, AAISA, Research Lead

Salle **Imperial 1** Room

G2 - Workshop - Panel Presentation / Atelier - Présentation en panel

Homeownership For Newcomers Tips and Steps

For many newcomers buying a home in Canada is a dream. Depending on the cultures and traditions in the country they grew up in, home ownership could mean different things to them. Owning a house can be overwhelming without proper guidance. One of the options available for newcomers is to seek assistance from settlement agencies that provide financial literacy program such as TIES to assist with orientation, and guidance. We will discuss the culture and financial challenges plus the steps towards homeownership and the Estate planning.

- **Noha El Tanahi**, The Immigrant Education Society- TIES, Money Smart Program Team Lead
- **Salem Jzaerli**, The Immigrant Education Society- TIES, Financial Literacy Counsellor
- **Osiris Buenfeld**, The Immigrant Education Society- TIES, Financial Literacy Counsellor

Salle **Neilson 1** Room (**Calgary Marriott hotel**)

G3 - Workshop - Panel Presentation / Atelier - Présentation en panel

To Be Confirmed

Salle **Kensington AB** Room (**Calgary Marriott hotel**)

G4 - Workshop - Panel Presentation / Atelier - Présentation en panel

We're only Human! Applying VR and conversation analysis to examine and deconstruct microaggressions and biases

This collaborative project between CCIS, Ambrose University and Dreadwards VR Consulting Inc. presents two innovative approaches to studying biases and microaggressions that perpetuate marginalization and discrimination in the workplace. The first is a conversational/discourse analysis of interactive embodied action between employers and newcomer employees. The second, incorporates cutting-edge virtual reality (VR) technology with gaze tracking engaging participants in an immersive way to recognize that we are all prone to attention biases and discuss potential negative consequences. Integrating these advanced methods will help identify and deconstruct own microaggressions, will foster cultural humility that supports inclusive workplace.

- Moderator/Session Chair: **Sinela Jurkova**, CCIS

- **Dorothy Chacinski**, University of Saskatchewan, *Studying Intercultural Microaggressions: A Discourse Analysis on Embodied Actions Between Newcomers and Canadian Employers*
- **James Cresswell**, Ambrose University, *Studying Intercultural Microaggressions: A Discourse Analysis on Embodied Actions Between Newcomers and Canadian Employers*
- **Louise Edwards**, DredwardsVR Consulting Inc, *We're Only Human: Using gaze-tracking data from virtual reality (VR) simulations to identify visual attentional bias as an entry-point into training discussions on implicit bias.*

Salle **Doll/Harold** Room

G5 - Workshop - Panel Presentation / Atelier - Présentation en panel

Mindfulness Training as a Key to Newcomer Employment Success

In recognition of the key role that mental and emotional wellbeing play in job search and employment success, CCIS has introduced the Mindfulness-Based Employment Supports for Newcomers with Disabilities project. In partnership with the Alberta Mindfulness Association (AMA), CCIS will share how Mindfulness-Based Cognitive Therapy (MBCT) training is helping newcomers with disabilities (including refugees facing mental health issues due to trauma) to foster calm, concentration, and intention in their job searches, and on the job. The workshop will also explore how MBCT can be applied to help newcomers of various skill levels and professional backgrounds achieve employment success.

- **Moderator/Session Chair: Gordana Radan**, CCIS
- **Hasmik Asmaryan**, CCIS, *CCIS' Mindfulness-Based Employment Supports for Newcomers with Disabilities*
- **Le Bo**, AMA, *Mindfulness as an Employment Preparation Tool*

Salle **Kensington** CD Room (**Calgary Marriott hotel**)

G6 - Workshop - Panel Presentation / Atelier - Présentation en panel

Mapping New Career Paths in the Changing Economic Landscape

Technological advancements, digitization, and economic diversification have changed the way we work and the industries we work in. CCIS will share strategies for supporting newcomer professionals as they find their place in the new world of work. Lisa Stephenson and Tamara Gale of Energy Safety Canada will share their research on the evolving energy sector and transitioning newcomer professionals into the new energy landscape. A Government of Alberta representative will speak to the key role newcomers can play in the diversification and evolution of Alberta's economy. Michael Lam will share how S.U.C.C.E.S.S. is supporting newcomer professionals in the BC context.

- Moderator/Session Chair: Gordana Radan, CCIS
- **Hasmik Asmaryan**, CCIS, *Helping Newcomer Professionals Map New Career Paths in Alberta*

- **Michael Lam**, SUCCESS, *Supporting Newcomer Professionals in the British Columbia Context*
- **Lisa Stephenson**, Energy Safety Canada, *Newcomer Professionals and the Evolving Energy Sector*
- **Presenter to be confirmed**, Government of Alberta, *The Role of Newcomers in Alberta's Changing Economy*

Salle **Walker/Bannerman** Room

G7 - Workshop - Panel Presentation / Atelier - Présentation en panel

Preparing High Needs Newcomers for Success with Contextualized Employment Training

Contextualization is the practice of situating learning in the context of real-world tasks and drawing concrete connections between what is learned in training, and what is expected in the workplace. In this presentation, AWES will share key steps in the development of contextualized training materials, and the critical role that employers play in this process. CCIS will share their experience of delivering the contextualized Pathways to Employment program to prepare high-needs newcomers for employment in Alberta's Agri-Food industry. A leading employer partner for the Agri-Food project, will share their perspectives on the positive impacts of contextualized learning on workplace performance.

- Moderator/Session Chair: **Gordana Radan**, CCIS
- **Hasmik Asmaryan**, CCIS, *Helping Newcomer Professionals Map New Career Paths in Alberta*
- **Cindy Messaros**, AWES, *Employer Engagement and the Development of Contextualized Learning Materials*
- **Presenter to be confirmed**, xxx, *An Employer's Perspective on the Impacts of Contextualized Learning on Workplace Performance*

Salle **Imperial 3** Room

G8 - Roundtable / Table ronde

The CSS Intensive Case Management Approach & Solutions to Domestic Violence

This session aims to delve into the prevalent myths and cultural concepts surrounding domestic violence across diverse cultures. The speakers will emphasize the importance of educating Government Assisted Refugees about available support services, the unique challenges faced in accessing these services, and focus on key issues contributing to domestic violence, including socioeconomic status, language barriers, cultural shock, and system navigation. Case managers play a crucial role in the intervention and prevention of domestic violence and offer specialized settlement services. Thus, their unique role will be explored in terms of recognizing, responding to, evaluating, and linking the clients to community resources.

- **Alhan Yazdani**, Calgary Catholic Immigration Society, *Core Factors Contributing to Domestic Violence*

- **Rubina Abid**, Calgary Catholic Immigration Society, *The CSS Intensive Case Management Approach & Solutions: Focused Approaches and Best Practices*.

Salle **Sunalta AB** Room (**Calgary Marriott hotel**)

G9 - Workshop - Panel Presentation / Atelier - Présentation en panel

Using a strengths-based approach to facilitate the integration of Ukrainian refugees in Calgary

Immigrant Services Calgary taps into immigrants' resilience when offering services to unleash their full potential. The Client Services team adopted a strength-based approach for providing high-quality, client-centric services through their settlement, employment, and community connections programs. This workshop will feature presentations on how we applied a strength-based approach to support clients displaced due to the Ukraine Crisis, what strategies and workflows we implemented in our services to address the needs of the Ukrainian refugees while continuing to have them in the driver's seat, and the importance of utilizing the strength of the diaspora in offering settlement support to the community.

- **Wissam Shalaby**, Immigrant Services Calgary
- **Rebeca Andrada**, Immigrant Services Calgary
- **Alka Merlin**, Immigrant Services Calgary
- **Souhila Loucif**, Immigrant Services Calgary

Salle **Stephane AB** Room

G10 - Workshop - Panel Presentation / Atelier - Présentation en panel

Using Skills for Success to support Internationally Educated Professionals in achieving their goals

Skills for Success (SFS) document the skills needed to be successful in the Canadian workplace. CCLB, ISANS and AWES will discuss how they incorporate SFS as they prepare newcomers for employment - ensuring newcomers have the requisite workplace skills and language to be hired or retained and enabling equal and fair access to employment. Topics to be discussed are:

- Research and development of Language for Success digital toolkits (English and French).
- Employment curricula based on workplace competencies and SFS, and corresponding language curricula.
- How to integrate SFS into your everyday ESL class, using authentic materials for different levels
- **Krista Waslsh-Murray**, Centre for Canadian Language Benchmarks / Centre des niveaux de compétence linguistique canadiens, Senior Project Manager
- **Emma Bromley**, Centre for Canadian Language Benchmarks / Centre des niveaux de compétence linguistique canadiens, Project Manager

- **Colette Pépin**, Centre for Canadian Language Benchmarks / Centre des niveaux de compétence linguistique canadiens, Executive Director
- **Mohja Alia**, ISANS, Manager of Employment & Bridging
- **Carol Derby**, ISANS, Manager of Language Services
- **Cindy Messaros**, AWES, Executive Director
- **Tamara Jorgic**, AWES, Director of Projects

G11

Session to be confirmed

12:15 pm – 1:30 pm Imperial Ballroom

Lunch / Diner

1:30 pm - 2:45 pm

Block H of concurrent sessions (workshops and roundtables)

Bloc H des séances simultanées (ateliers et tables rondes)

Salle **Sunalta AB Room** (**Calgary Marriott hotel**)

H1 - Workshop - Panel Presentation / Atelier - Présentation en panel

Utilizing Client Assessment Data to Inform Partner Engagement and Facilitate Collaboration Among Diverse Sectors

Gateway employs the Salesforce online platform to conduct holistic needs assessments. Salesforce has resulted in the collection of client data that highlights trends related to demographics and service needs. This data is utilized to engage diverse partners that can support these trends. The engagement of partners has led to the development of Gateway Network which provides opportunities for partners to collaborate in ways that would have otherwise been impossible. This workshop will include presentations to highlight best practices related to the Gateway Network and identify how data utilization has supported in partner engagement, client centricity, and referrals to specialized services.

- **Tihana Radojcic**, Immigrant Services Calgary
- **Alina Ghita-Visinescu**, Immigrant Services Calgary
- **Souhila Loucif**, Immigrant Services Calgary/ Alina
- **Amy He**, Immigrant Services Calgary

Salle **Kensington** CD Room (**Calgary Marriott hotel**)

H2 - Roundtable / Table ronde

Migrants at the periphery and the role and limitations of support provision

The construction of the Canadian state has always relied on the migration of a racialized labour class to uphold essential industries. Yet despite decades of championing a multicultural vision for Canada, many migrant workers remain at the periphery of society, with limited opportunities to access full rights and protections. With a focus on migrants in agriculture, we will explore the role of service providers, support organizations and civil society in mitigating and navigating this exclusion across Ontario. We ask: can support provision begin to address systemic marginalization of this group, and if so, what policy changes must follow?

- Moderator/Session Chair: **Caxaaj Claudia Susana**, Western University
- **Mayell Stephanie**, University of Toronto
- **George Glynis**, University of Windsor
- **Lozanski Kristin**, University of Windsor

Salle **Imperial 1** Room

H3 - Workshop - Panel Presentation / Atelier - Présentation en panel

Filling Gaps and Creating Equity for Newcomers in Crisis

Calgary's crisis response for newcomers has become a key gap where immediate crisis tends to be left to informal networks. Access to formal supports is barriered for immigrants. Through four collaborative projects, we highlight intervention from different angles: research, capacity-building, and resource development. These projects highlight ways that the community has begun to address crisis, from the development of training to awareness-building among clients, to projects to promote engagement with the Distress Centre. Finally, partners share how this work led to a large project titled "Building Equity for Newcomer Crisis Help", sharing out the research phase of the project and its early design considerations.

- Moderator/Session Chair: **Ronni Abraham**, The Immigrant Education Society
- **Shiraz Bhoja**, The Immigrant Education Society to speak on Research Phase of New Crisis Project (BENCH)
- **Humaira Falak**, Action Dignity, *Building Capacity for Ethnocultural Communities to Work with Crisis*
- **Mike Velthuis-Kroeze**, Distress Centre Calgary, *Building Capacity in Calgary's Crisis Sector*
- **Jill Edgington Kirby**, Calgary Catholic Immigration Society, *Promoting Resource Navigation among Newcomers in Crisis*

Salle **Imperial 2** Room

H4 - Workshop - Panel Presentation / Atelier - Présentation en panel

Enhancing Client Services through Data-Driven Decision-making: Insights from Dynamic Dashboard Development and Implementation

Immigrant Services Calgary's (ISC) Newcomer Knowledge Hub developed and deployed a dynamic dashboard to streamline KPI reporting and facilitate data-driven decision-making leading to improved client. The strategic dashboard centralizes metrics and provides a user-friendly interface for ISC leadership. This workshop will showcase the effectiveness of real-time data consolidation in identifying trends and enabling timely actions. Leveraging ISC's experience in visualizing data trends for service excellence, our dynamic strategic dashboard, which is regularly updated by an administrator, delves into key KPIs that were continuously improved. Best practices for presenting organizational KPIs in a simple yet visually engaging format will be also shared.

- **Vibha Kaushik**, Immigrant Services Calgary
- **Zohaib Ajaz Faridi**, Immigrant Services Calgary
- **Ajwang Warria**, University of Calgary

Salle Neilson 1 Room

H5 - Roundtable / Table ronde

Throughout the Alberta justice system, racialized youth are overrepresented and predominately emerge from newcomer families. Vulnerable and at-risk newcomer youth sit at the intersection of the settlement, education, health, and justice systems. Newcomer youth facing settlement challenges are often overcoming language barriers, culture shock, grief and loss, and a fundamental feeling of strangeness which leave youth vulnerable to negative peer pressure and susceptible to criminal behaviour. Integrated youth services that encompass a holistic service model, coupled with effective sector partnership, have the potential to divert racialized youth from the justice system and promote positive outcomes in newcomer communities.

- **Noël Bahliby**, Centre for Newcomers
- **Simi Adeeko**, Government of Alberta, Public Safety & Emergency Services

Salle Stehpen AB Room

H6 - Workshop - Panel Presentation / Atelier - Présentation en panel

B.C.'s Community Capacity Building Program - A bottom-up approach to the integration of Migrant Workers

B.C.'s Community Capacity Building Project is an initiative funded by Employment and Social Development Canada (ESDC) that enables 27 agencies to implement sustainable and innovative approaches to assist a fast growing and extremely vulnerable immigrant population in Canada: migrant workers with closed worked permits.

Having reached over 120,000 workers -from many nationalities and industries- to date, this bottom-up approach aims to provide wrap around service by integrating workers into local communities; connecting with local, provincial, and foreign governments; and implementing an integrated emergency response.

Our intention is to share the complexities and success of its implementation through 5 different lenses.

- Moderator/Session Chair: **Hugo Velazquez Vazquez**, MOSAIC
- **Mary Akbari**, ISS of BC, *BC's Community Capacity Building Project*
- **Zarghoona Wakil**, Umbrella Multicultural Health Co-op
- **Javier Robles**, KCR Community Resources
- **Sasa Loggin**, Skeena Diversity Society
- **Chris Castro**, Watari Counselling and Support Services

Salle **Kensington AB** Room (**Calgary Marriott hotel**)

H7 - Workshop - Panel Presentation / Atelier - Présentation en panel

Unlocking Immigrant Potential: Mentorship for Informed Decision-Making

This presentation explores the transformative power of mentorship in guiding immigrants towards well-informed decisions during their settlement journey in Canada. Highlighting Canada InfoNet and Project Welcome, JVS Toronto's pre-arrival programs, the session emphasizes the invaluable role of mentorship in connecting immigrating professionals with mentors nationwide. Discover how pre-arrival career counseling and mentorship supports can help address the unique challenges newcomers face. Gain insights into the benefits of mentorship in expanding career opportunities beyond big cities. Through firsthand experiences shared by program partner Calgary Region Immigrant Employment Council, learn how mentorship fosters an empowering environment, contributing to the success of immigrants.

- Moderator/Session Chair: **Sharvari Jois**, JVS Toronto
- **Irene Vaksman**, JVS Toronto, *Customizing Success: Tailoring pre-arrival Career Counselling and Mentorship to Meet the Individual Needs of Newcomers*
- **Sharvari Jois**, JVS Toronto, *Customizing Success: Tailoring pre-arrival Career Counselling and Mentorship to Meet the Individual Needs of Newcomers*
- **Mosope Idowu**, Calgary Region Immigrant Employment Council (CRIEC)
- *Using Mentorship Programs to Address the Unique Challenges Faced by Newcomers*
- **Ligia Chiari**, JVS Toronto, *Exploring career opportunities beyond big cities through mentorship*

Salle **Imperial 3** Room

H8 - Workshop - Panel Presentation / Atelier - Présentation en panel

All my relations, identity, and our shared role for anti-racism

"All of them say the same things... where [do] you belong? You don't belong here. This is not your country." Indigenous, Black, and diverse Racialized people see racism being normalized, which creates fear and perpetuates barriers. In this interactive panel discussion, the panellist will share what identity, systemic change and through dialog will build out the conversation of what it takes, and what we all need to work on together to dismantle systemic racism.

- Opening by **Elder**
- Co-Moderator: **Dejana Knih**, Calgary Local Immigration Partnership Coordinator
- Co-Moderator: **Shirley Chiu**, Strategy Liaison, Anti-Racism Program
- **Gerald Ratt**, University of Calgary - Indigenous Engagement
- **Uma Thakor**, Co-Chair CLIP Immigrant Advisory Table
- **Sally Zhao**, TIES CEO & CLIP Partnership Council Member
- **Emmanuel Owusu**, Anti-Racism Action Committee Co-Chair
- **Rinad Al Adani**, Anti-Racism Action Committee Co-Chair

Salle **Doll/Herald** Room

H9 - Workshop - Panel Presentation / Atelier - Présentation en panel

Fostering Immigrant Employability for Successful Labour Market Integration

What is meaningful employment to an immigrant? How is this measured? In Canada, many immigrants face challenges of accessing meaningful employment and these are cultural, social, and economic issues serving as barriers to their labour market integration.

The peer mentoring for professional's program uses a community-based model in delivering the mentorship program to foster immigrant employability.

This presentation will highlight immigrant issues, perceptions of meaningful employment and challenges while drawing on data that shows the limitations faced by immigrants. Results of immigrants surveyed deducing their lived experiences would also be included and cumulative impact of the program in ten years.

- Moderator/Session Chair: **Ayotunde Kayode**, Centre for Newcomers Society of Calgary
- **Francis Boakye**, Action Dignity, *Promoting Meaningful Employment for Immigrants in Canada*

Salle **Walker/Bannerman** Room

H10 - Roundtable / Table ronde

Employers as community builders: the role of Canadian workplaces in the changing landscape on labour mobility for refugees.

The changing landscape of labour pathways for refugees has brought into focus the critical role and opportunity Canadian employers have in responding to the global refugee crisis. This

roundtable will engage participants in discussion with an employer and program implementers and researchers framed by the WUSC HIRES pilot experience, to explore how employers have worked alongside government resettlement pathways to fill labour market gaps, apply Equity, Diversity and Inclusion in their workforces, embrace foreign talent, while also ensuring return on investment is high.

- Moderator/Session Chair: **Ashley Korn**, WUSC, *Taking stock: what we know about the opportunities and challenges of the changing landscape on labour mobility for refugees*
- **Eliza Seaborn**, WUSC, *Getting HIRES off the ground: challenges and opportunities of engaging employers in refugee labour pathways*
- **Katherine Wihry**, WUSC, *WUSC HIRES research findings: experiences of employers and former refugees*
- **Natalie Corbett**, Accent Inns, *The role of employers: case study of Accent Inns/Hotel Zed*

H11 - Workshop - Panel Presentation / Atelier - Présentation en panel

To be confirmed

2:45 pm – 3:15 pm

Break / Visit the Exhibitors Booths and Poster Presentations

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

3:15 pm – 4:30 pm

Block I of concurrent sessions (workshops and roundtables)

Bloc I des séances simultanées (ateliers et tables rondes)

Salle **Stephen AB** Room

I1 - Workshop - Panel Presentation / Atelier - Présentation en panel

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

This presentation will highlight Equally Safe as a best practice model for coordinated community response to address gender-based, family, and domestic violence. The model launched during the pandemic, and focuses on leveraging resources and subject matter expertise, culturally responsive triage and holistic supports to victims and their perpetrators and the family as a unit.

- **Fatima Narvaez**, Calgary Immigrant Women's Association
- **Glenn Andruschuk**, Calgary Police Service
- **Marissa Inglis**, Unison Alberta

- **Mayra Jarillo Alvarado**, YW Calgary
- **Vicki MacDonald**, Fear Is Not Love

Salle **Imperial 3** Room

I2 - Workshop - Panel Presentation / Atelier - Présentation en panel

Forcibly Displaced Rohingyas and Their Future

Based on primary data, the paper examines the camp-life experiences of Rohingya adolescent girls living in refugee camps in Bangladesh. The study finds the deepening vulnerability of the girls manifested in a deep sense of loss, unsafeness, uncertainty, and acceptance. The paper argues that the intersectionality of age, gender, culture, and encampment accounts for the situations of the Rohingya adolescent girls in the camps.

- **Md. Mahmudur Bhuiyan**, University of Manitoba, *Vulnerability amid Uncertainty: Rohingya Adolescent Girls in Bangladeshi Refugee Camps*

Volunteer Engagement in Settlement Service Delivery

An Abrupt transition from in-person to remote service delivery generated a massive challenge for SPOs in engaging and retaining volunteers in settlement service delivery. The paper will share the findings of a qualitative investigation regarding the volunteer engagement experiences of Manitoban SPOs during the Pandemic. The paper will primarily focus on the lessons learned by SPOs during the Pandemic in volunteer engagement and their future implications in the settlement sector.

- **Apurba Deb**, Government of Manitoba, *Volunteer Engagement in the Remote Delivery of Settlement Services during the Pandemic: Experiences of SPOs in Manitoba*
- **Md. Mahmudur Bhuiyan**, University of Manitoba, *Volunteer Engagement in the Remote Delivery of Settlement Services during the Pandemic: Experiences of SPOs in Manitoba*¹²

Salle **Doll/Harold** Room

I3 - Workshop - Panel Presentation / Atelier - Présentation en panel

Harmonizing Best Practices for Newcomer Women's Economic Integration

One of the core assets of the Canadian workforce is its diversity, as individuals from around the globe contribute a wealth of knowledge and perspectives. Newcomers, however, face a variety of unique challenges when integrating into the work force and if the challenges are not addressed, their settlement journeys are negatively impacted. Bridging this gap and ensuring provision of successful labor market integration strategies is essential.

This session will explore various models/ strategies for successful employment pathways for immigrant women. Discover the progress and impact thus far, as well as key opportunities and potential challenges that lie ahead.

- **Kemi Awodein**, Calgary Immigrant Women's Association
- **Punam Dalal**, Calgary Immigrant Women's Association

- **Saifan Kosheryan**, Calgary Immigrant Women's Association

Salle **Acadia B** Room (**Calgary Marriott hotel**)

14 - Workshop - Panel Presentation / Atelier - Présentation en panel

Distinct, Diverse, & Unique Identities Across 5 years

Peel Region is an immigrant-majority region and home to Canada's largest airport. In 2000, Peel CAS implemented an immigration team. Since then, services have evolved, demographics diversified across Ontario, and vulnerabilities of children and youth emerged. In 2018, Peel CAS and OACAS founded the Child Welfare Immigration Centre of Excellence. Today, nearly 33% of Ontarians were born outside Canada. CWICE has a unique vantage point: operating a province-wide consultation centre, research, and national training program. This presentation will share 5-year baseline data, and provide an opportunity to better examine the distinct, diverse, and unique identities of service users.

- **Liz Okai**, Peel CAS' Child Welfare Immigration Centre of Excellence
- **Nicole Bonnie**, Ontario Association of Children's Aid Societies
- **Kristin Roe**, Ontario Association of Children's Aid Societies
- **Danielle Ungara**, Peel CAS' Child Welfare Immigration Centre of Excellence

Salle **Nielson 1** Room

15 - Workshop - Panel Presentation / Atelier - Présentation en panel

Anti-racism - Evolving Curriculum for Newcomers

COSTI's Education and Family & Mental Health teams will share their experiences developing the IRCC-funded Anti-racism Language Training Curriculum for Newcomers, emphasizing key considerations and steps involved in the development process. The presenters will discuss ways taken to identify newcomers' needs, experiences, and unique perspectives on racism, as well as how information gathered through research and dialogue was used to create objectives and influence material development. The presentation focuses on incorporating culturally responsive teaching methods into the curriculum, which resonate with immigrants' different experiences and enable them to challenge racism.

- **Snezana Gabric**, COSTI
- **Farishta Dinshaw**, COSTI

Salle **Kensington AB** Room (**Calgary Marriott hotel**)

16 - Workshop - Panel Presentation / Atelier - Présentation en panel

Drawing from a national survey study to Support Uyghur Refugees' mental health

This workshop presents 3 interrelated topics to highlight the past and current experiences of newcomers to Canada and the impacts on their social and mental health. Presentations 1 and 2

will focus results of a survey of 2473 immigrants living in Canada exploring the socioeconomic differences between immigrant groups and their experience with interpersonal violence. Presentation 3 will draw on the lessons learned to focus on how to prepare for 10,000 Uyghur refugees admitted to Canada starting in 2024 and enhance mental health support, ensure cultural sensitivity and tailor assistance in addressing the challenges experienced by survivors of genocide. Inevitably, these lessons pave the path forward toward promoting resilience in newcomers

- Moderator/Session Chair: **Setareh Ghahari**, Queen's University
- **Anwar Subhani**, Queen's University, *Resettlement, mental health, and coping: Preparing Canada to welcome Uyghur Refugee*
- **Aarzo Karimi**, University of Calgary, *Resettlement, mental health, and coping: Preparing Canada to welcome Uyghur Refugee*
- **Setareh Ghahari**, Queen's University, *COVID-19 impacted immigrants from the United States similar to other origin countries*
- **Niroshini Mather**, Queen's University, *COVID-19 impacted immigrants from the United States similar to other origin countries*

Salle **Kensington CD** Room (**Calgary Marriott hotel**)

17 - Workshop - Panel Presentation / Atelier - Présentation en panel

Systemic Exclusion of Chinese Canadians, Then and Now

In May 2023, the Government of Canada announced the Exclusion of Chinese Immigrants 100 years ago as an event of national historic significance. Is history being repeated with current Anti-Chinese sentiments as accusations and attacks are made at both Chinese Canadian politicians and community groups as loyalties are questioned?

Panelists will examine the above phenomenon along with other topics - issues of erasure of Canadian Chinatowns-the original settlement of the Chinese Canadian community due to blatant racism as well as the dichotomy of the model minority myth and the persistent underrepresentation of Chinese Canadians in leadership roles and tables.

- **Lloyd Wong**, University of Calgary, *Context: Historical to Contemporary*
- **Teresa Woo-Paw**, ACCT Foundation, *Persistent Underrepresentation in our Systems*
- **Yuen Pau Woo**, Senate of Canada, *Anti-Chinese Sentiment in Canada*
- **Alice Lam**, Good Neighbour Community Market, *Chinatowns as Systemic Exclusion*

Salle **Sunalta AB** Room (**Calgary Marriott hotel**)

18 - Workshop - Panel Presentation / Atelier - Présentation en panel

Losing Your Professional Identity, Passion, and Purpose: Perspectives of International Medical Graduates

The non-recognition of International Medical Graduates' (IMGs') skills, experience, and talents profoundly impacts on their professional and personal lives. Despite their qualifications, many IMGs are unable to secure postgraduate training positions in Canada due to a systemic bottleneck, resulting in a loss of professional identity and possibly psychological concerns. The intersectionality of being a skilled migrant, often from diverse ethnicities and genders, coupled with discrimination in education and professional experience, exacerbates these challenges, potentially leading to imposter syndrome. Additional study and action are needed to minimize the negative consequences on IMGs and maximize their contribution to Canadian society.

- **Deidre Lake**, AIMGA
- **Nashit Chowdhury**, AIMGA
- **Punom Bhattacharyya**, AIMGA

Advancing Community Health and Wellness by Utilizing International Medical Graduates in Canada

International Medical Graduates (IMGs) can have a significant impact on community health and wellness in various roles. At the Alberta International Medical Graduates Association (AIMGA), through our HealthHub for Newcomers, IMGs showcased different ways that they can support diverse and marginalized communities. Since the pandemic, they have been contributing their expertise and knowledge in workshops and seminars, combating misinformation, and sharing insights on health and wellness. Additionally, they engaged in community outreach efforts, collaborating with local organizations to enhance healthcare and vaccine access and promote cultural competency. Leveraging members of AIMGA's HealthHub and working in partnership with other immigrant-serving organizations, we have had a positive impact on addressing the resettlement and healthcare needs of newcomers arriving in Canada.

- **Deidre Lake**, AIMGA
- **Nashit Chowdhury**, AIMGA
- **Drew Bowman**, AIMGA

Salle **Walker/Bannerman** Room

19 - Workshop - Panel Presentation / Atelier - Présentation en panel

Defining, Measuring and Increasing Belonging in Rural Communities

Two Rural Immigration Partnerships attempted to define and measure belonging for newcomers when they realized their communities were rich in many key characteristics of a welcoming community but were still unable to retain newcomers. In this workshop, a LIP and a ZIP will discuss various qualitative and quantitative measures of belonging, as well as frameworks that were explored. They will also describe how 8 different dimensions of belonging were compared across regions together with research partners. Finally, they will provide examples of how rural communities were able to use the research to work towards increased attachment, belonging, and retention.

- **Jennifer Mah**, Medicine Hat Local Immigration Partnership
- **Kelly Keating**, Rocky View and Wheatland Zonal Immigration Partnership
- **Lang McGilp**, Insightrix Research

Salle **Imperial 1** Room

I10 - Workshop - Panel Presentation / Atelier - Présentation en panel

Anti-Racism - Evolving Curriculum for Newcomers

COSTI's Education and Family & Mental Health teams will share their experiences developing the IRCC-funded Anti-racism Language Training Curriculum for Newcomers, emphasizing key considerations and steps involved in the development process. The presenters will discuss ways taken to identify newcomers' needs, experiences, and unique perspectives on racism, as well as how information gathered through research and dialogue was used to create objectives and influence material development.

The presentation focuses on incorporating culturally responsive teaching methods into the curriculum, which resonate with immigrants' different experiences and enable them to challenge racism. It will provide educators with practical tools and skills for addressing racism and discrimination, such as conflict resolution, assertiveness, bystander intervention techniques, and allyship promotion. It will illustrate engagement approaches that encourage open discourse with newcomers, encouraging self-reflection and critical thinking in a safe and welcoming atmosphere.

Lastly, the presenters will share feedback from educators and learners who piloted the project and evaluated the impact of the curriculum on promoting anti-racism attitudes, knowledge, and behaviour change among newcomers.

- **Snezana Gabric**, COSTI
- **Farishta Dinshaw**, COSTI

Salle **Imperial 2** Room

I11 | Workshop - Panel Presentation / Atelier - Présentation en panel

La francophonie canadienne et le thème de l'inclusion...jusqu'où aller?

Pendant longtemps, la francophonie est caractérisée par une grande homogénéité linguistique, religieuse et culturelle, qui se façonne dans le cadre du bilinguisme et de la dualité canadienne des années 1960 (McRoberts 1997). Les données du Recensement de 2021 ont montré clairement un déclin de l'usage du français au Canada, provoquant des réactions au sein de la francophonie canadienne, exprimant surtout le sentiment de fragilité et de perte. Mais, depuis quelques années, une vaste littérature canadienne prend en considération les dynamiques de transformations identitaires : le concept de multiculturalisme n'a jamais été aussi populaire et exprime l'épanouissement identitaire de la nation canadienne.

- Modérateur ou président de séance (le cas échéant): **Ajà Besler**, Direction générale Fondation dialogue
- **Chedly Belkhodja**, School of Community and Public Affairs université Concordia, Professeur titulaire
- **Alphonse Ndem Ahola**, Francophonie Albertaine plurielle, Directeur général
- **Jenny Matingu**, Créations d'emplois et Commerce de l'Ontario, Autrice et Agente de communications pour le ministère du Développement économique
- **Dr. Ravi Srilata**, Institut pour le patrimoine et les recherches transdisciplinaires en francophonies canadiennes et internationales (IMELDA), Campus Saint- Jean, Professeure émérite Université de l'Alberta, Ancienne directrice

POSTER PRESENTATIONS

P1.

The inclusion and integration of Economic Immigrants into Canada's Labour Market

The surge in migration especially the mobility of highly skilled immigrants has clearly challenged and illuminated several looming perspectives pertaining immigrants' journey with strong emphases on their integration into equivalent/skilled employment after migration. Therefore, as the number of HSM/Is worldwide continues to increase and the need for skilled immigrants retention discourse intensifies especially in Canada, it is becoming increasingly important to rethink, re-engage and re-evaluate strategies for advancing integration into the Canadian labour market. Using multiple lenses and a qualitative approach, this research study seeks to obtain a deeper understanding into the complexities of skilled immigrants' inclusion and integration into the Canadian labour market.

- **Princess Okechukwu**, PhD researcher, University of Strathclyde, Glasgow Scotland.

P2.

Journeys to Active Citizenship: what's your journey?

The Journeys to Active Citizenship project is supporting the settlement sector as it fosters active citizenship among immigrants and refugees. Though the project is in its fourth year, we are always looking for more stories to help inform the tools we create. Through an activity, participants stopping by the poster will have the chance to share a story of their journey as an engaged citizen. .

- **Paul Bishop**, North York Community House
- **Farhannah Villanueva**, North York Community House
- **Rustam Zadran**, North York Community House

P3.

Language Requirement Policies and Implications for Newcomers in Canada

This research investigates the effects of language requirement policies and high-stake language testing on test takers in immigration and university admission contexts in Canada. The study

examines the historical patterns and discourses of immigration policies, as well as the experiences of test takers and their perspectives on current policies and testing practices. Semi-structured interviews and creative expression methods will be used to collect data, which will be analyzed to gain a deeper understanding of the impact of these policies on various aspects of test takers' lives, like social integration. The study aims to contribute to the development of policies and practices that serve the needs and experiences of newcomers to Canada.

- **Golnaz Shirzadi**, Faculty of Education, Department, University of Manitoba of CTL, *Navigating Language Requirements and Testing Policies in Canadian Immigration and University Admission: Challenges and Implications for Newcomers*

P4.

L'intégration socio-économique des immigrants dans les régions non métropolitaines

Au Canada, le dépeuplement rural entraîne des recompositions socio-économiques aux territoires ruraux. L'arrivée d'immigrants dans ces régions peut favoriser le développement de nouvelles activités économiques. À partir des données des recensements, nous analysons l'intégration socio-économique des immigrants dans les régions non métropolitaines. Les résultats montrent que l'installation des immigrants dans les zones rurales et les petites villes réduit les inégalités de revenu et la pauvreté au sein de ce groupe. L'analyse souligne le rôle important du capital humain, de l'emploi et d'autres facteurs dans l'augmentation du niveau de revenu des immigrants.

- **Nong ZHU**, Institut National de la Recherche Scientifique

P5.

Developing a Framework for Best Practice in Internationally Educated Health Professional (IEHP) Assessment

Academic institutions have a unique and central role in reducing the barriers faced by Internationally Educated Health Professionals (IEHPs) entering professional healthcare practice in Canada. Advancement for IEHPs can be enhanced through education and clinical program development, assessment, and training opportunities. A diverse IEHP Working Group, comprised of academic representatives across the healthcare colleges in the Rady Faculty of Health Sciences (University of Manitoba), developed a framework for best practice in IEHP

assessment. Key elements of the framework include preparing to apply, applying, assessing for practice-readiness, entering a bridging program, and supporting after licensure.

- **Alanna Baldwin**, University of Manitoba

P6.

Addressing the Barriers to Healthcare Practice in Canada: Development of the Internationally Educated Health Professional (IEHP) Access Hub

Despite the need for a more diverse and robust Canadian healthcare workforce, Internationally Educated Health Professionals (IEHPs) face multiple challenges when transitioning to practice in Canada. The IEHP Access Hub located at the University of Manitoba offers navigational support to streamline and harmonize access to resources, education, and networking to highly skilled immigrants embarking on the complex licensure process. The key features of the IEHP Access Hub are highlighted to show how this novel resource is reducing barriers for new immigrants in their journey toward securing healthcare employment in Canada.

- **Daniel Plourde**, University of Manitoba

P7.

Integration of Refugee Students in the Milwaukee Area

This research project will study the integration of refugee students in the Milwaukee area. It aims to know how effective the refugee programs offered in Milwaukee public schools are regarding cultural relevancy, socioemotional satisfaction, and academic achievement. The goal is to increase the efficiency of these programs and foster better integration, job opportunities, and chances for success.

Research Designed: Mixed-method research, including interviews and surveys, will be conducted to increase the credibility of the results. The interviews will be analyzed qualitatively, and the survey quantitatively. The results will be compared to determine how effectively the refugee students are educated to integrate into American society.

- **Thomas D'Aquin Mbatna Taiwe**, Marquette University

P8.

Accessing Immigration Legal Supports In Northern and Remote Communities

The Newcomer Legal Clinic will be sharing its experience providing free legal advice and supports to temporary foreign workers, people without status, refugees, and immigrants settling in Northwestern Ontario. Northwestern Ontario is a northern and remote area of the country that has been making efforts to attract migrants for work, study, and refugee resettlement. With more migrants choosing to move North, access to justice emerged as an issue that our Clinic aims to support which we will show in our poster presentation.

- **Bridget Postuma**, Newcomer Legal Clinic

P.9

Using cross-sectoral health and immigration data linkage to explore access to health care services in Canada.

The role of data in the development and monitoring of migration outcomes in access to primary care.

Authors: Cecilia Sierra-Heredia, Yasmin Bozorgi, Elmira Tayyar, Hanah Damot, Ruth Carrillo, Sandra Peterson, Stephanie Machado, Shira Goldenberg, Mei-ling Wiedmeyer, Ruth Lavergne.

Abstract: We linked Canadian federal immigration and health data from British Columbia to analyze access to healthcare services during COVID-19. Care should be taken in choosing categories to group people that are relevant to research questions. Linked immigration data directly captures administrative categories that are modifiable and structurally determine health.

- **Cecilia Sierra-Heredia**, Simon Fraser university, *The role of data in the development and monitoring of migration outcomes in access to primary care.*

P.10

Affirming Newcomer Students' Evolving Identities and Experiences for Anti-Racist Literacy Engagement

In this presentation, we report on workshop-based research (Ørngreen & Levinsen, 2017) that adopted four interrelated activities (icebreaker, dual language book reading, identity texts, and walking narrative) to document racialized newcomer students' intersectional identities on the move and how they impact their educational, social, and emotional integration in and beyond the school. The findings show that critically engaged literacy workshops not only created space affirming newcomer students' languages, literacies, and identities, but they also helped them

become reflexive of their racialized experiences in Canadian schools and society at large. Based on the findings, we will propose a framework for anti-racist literacy engagement.

- **Rahat Zaidi**, University of Calgary
- **Pramod Sah**, University of Calgary

P.11

Systemic Discrimination and Systems change

This poster will showcase innovative workplace approaches with an anti-racist, anti-oppressive, diversity, equity, and inclusion lens. It will feature the disaggregated workforce assessment tool to analyze representation, and suggests various strategies for improving inclusion and addressing systemic discrimination. It would recommend joining RDR's Systemic Discrimination Action Table for collaborative solutions.

- **Varsha Naik**, RDR
- **Kritika Chopra**, RDR

P.12

Le CNCLC et le projet TRF

Depuis 2021, le CNCLC a développé des ressources pour les communautés francophones en situation minoritaire au Canada, hors Québec (CFSM). Pendant la première phase du projet, le Centre a consulté des institutions francophones et des centres d'évaluation afin de produire des ressources reflétant la réalité des francophones en CFSM. Dans ce contexte, le Centre a organisé 5 webinaires, 2 séries d'atelier, 2 guides et 1 document de renseignements pour le parcours d'intégration francophone. Dans la deuxième phase du projet entre 2023 et 2025, le Centre poursuit ses efforts pour développer des ressources qui ciblent les enjeux des communautés autochtones.

- **Raoul Daguilh**, CNCLC, *Le CNCLC et le soutien actif aux francophones en situation minoritaire*
- **Mostefa Bellounar**, CNCLC, *Le CNCLC et le soutien actif aux francophones en situation minoritaire*

P.13

Mentorship Program: Supporting IENs to inclusion and transition to workplace

CARE Centre for Internationally Educated Nurses (IENs) provides a unique learning experience for IENs to learn about the nursing profession in Ontario by participating in the Mentoring program. IENs will be paired with expert nurses to learn online (Virtual Mentoring) or in person (Observational Job shadowing). Through exposure to the Canadian healthcare workplace, IENs will gain knowledge of the roles and scope of practice of Canadian nursing while observing the changing environment at workplace. Mentorship prepares the IENs, increases their confidence, and opportunities to network, leading to meaningful employment and contributions to the Canadian healthcare system.

- **Lourdes Vicente**, CARE Centre for Internationally Educated Nurses

P.14

Customized Supports through Innovative Partnerships: A Multidisciplinary Approach to Building Resilient Newcomers

For 40+ years, CIWA has worked collaboratively across sectors to positively impact the lives of newcomers to Canada. Recently, the complex needs of new waves of immigrants have created the impetus for re-examining our service delivery practices and exploring innovative partnerships with new players at the table, in an effort to build inter-sectoral capacity through a multidisciplinary approach to serving vulnerable immigrants. This presentation will showcase our Health Literacy Partnership Project, a two year collaboration with MOSAIC Refugee Health Clinic that focuses on improving health literacy outcomes and reducing the barriers to accessing health services for low literacy adult newcomers.

- **Celestina Akinkunmi**, Calgary Immigrant Women's Association
- **Fatima Narvaez**, Calgary Immigrant Women's Association

P.15

Co-Creating Safer Spaces for LGBTQ+ Newcomers in Calgary

Lesbian, gay, transgender, queer/questioning (LGBTQ+) newcomers escape violence and persecution from their home countries to seek safety abroad. However, notions of safety are not guaranteed as LGBTQ+ newcomers continue to face immense structural barriers, discrimination, and harassment upon arrival. Under the theme of evolving Canadian identities, this study seeks

to understand how practitioners can co-create safer spaces for LGBTQ+ newcomers. Using participatory methods such as photovoice and community mapping, this study will address the following objectives: 1. Identify safe and unsafe spaces 2. Explore how intersectional identities shape experiences of safety and 3. Inform policies, practices, and programs

- **Thomas Tri**, University of Calgary

P.16

Ally: A Transformative Tool for International Medical Graduates Navigating the Canadian Healthcare Landscape

The Alberta International Medical Graduates Association (AIMGA) created Ally, a pioneering career decision-making tool. Ally covers over 150 potential alternative careers where International Medical Graduates (IMGs) can utilize their skills and experiences before becoming a licensed physician in Canada. This online tool suggests the best fitted careers based on the IMG's unique skillsets, experiences, and personal preferences, and provides resources to prepare for those careers, including connecting with potential mentors. Ally empowers IMGs to contribute to community health and aids them in regaining their professional identity and familiarizing themselves with the Canadian healthcare system to ultimately achieve their career goals.

- **Deidre Lake**, AIMGA
- **Nashit Chowdhury**, AIMGA
- **Shivangi (Shay) Sharma**, Bluejarvis Technologies Inc

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Forced Migration-Induced Diminished Social Networks and Support, and its Impact on the Emotional Wellbeing of Older Refugees in Western Countries: A Scoping Review

Our research adopted Arksey and O'Malley's framework to explore how forced migration has diminished older refugees' social networks and support and its impact on their emotional well-being. Our findings revealed that forced migration reduced the quantity of social networks and the quality of social support older refugees received, leading to social isolation, increased

migration-related grief, and mental health challenges. With this, we hope to inform future research on the social support needs of older refugees and raise awareness of the need for humanitarian support intervention to cushion the impact of the migration-induced loss of support.

- **Prince Ekoh**, University of Calgary