

# **THE 7TH METROPOLIS IDENTITIES SUMMIT**

RENEWING CANADA - MIGRATION, INTERSECTIONS AND EVOLVING  
IDENTITIES

&

## **THE 2ND METROPOLIS SOCIAL DETERMINANTS OF HEALTH CONFERENCE**

EMERGING PRACTICES TO ADDRESS HEALTH ACCESS AND PROMOTE HEALTH  
AWARENESS

Sheraton Wall Centre - Vancouver, BC

PRELIMINARY PROGRAM

October 30-31, 2024

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# **LE 7<sup>e</sup> SOMMET METROPOLIS SUR LES IDENTITÉS**

REPENSER LE CANADA : MIGRATION, INTERSECTIONS ET IDENTITÉS EN  
ÉVOLUTION

ET

## **LA 2ÈME CONFÉRENCE DE LA METROPOLIS SUR LES DÉTERMINANTS SOCIAUX DE LA SANTÉ**

PRATIQUES ÉMERGENTES EN MATIÈRE D'ACCÈS À LA SANTÉ ET DE  
SENSIBILISATION À LA SANTÉ

Sheraton Wall Centre - Vancouver, BC

PROGRAMME PRÉLIMINAIRE

Octobre 30-31, 2024

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.

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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.

Please note that the Metropolis Social Determinants of Health (MSDH) conference sessions are part of the Metropolis Identities program. Delegates interested in attending sessions on either topic are welcome to join both. **Sessions related to MSDH are highlighted in red.**

Note that a number of sessions on Day 2 (October 31) of the conference focus specifically on enhancing knowledge about Canadian identities and support efforts at combating racism and discrimination. The mentioned sessions **are highlighted purple in the program**. Some of the sessions have been made possible through the assistance of the department of Canadian Heritage and the Canada History Fund.

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Veillez noter que les sessions de la conférence sur les déterminants sociaux de la santé de Metropolis (MSDH) font partie du programme Identité de Metropolis. Les délégués souhaitant assister à des sessions sur l'un ou l'autre sujet sont invités à s'inscrire aux deux. Les sessions relatives aux **déterminants sociaux de la santé sont surlignées en rouge.**

Il convient de noter qu'un certain nombre de séances du deuxième jour (31 octobre) de la conférence sont spécifiquement consacrées à l'amélioration des connaissances sur les identités canadiennes et au soutien des efforts déployés pour lutter contre le racisme et la discrimination. Les sessions mentionnées **sont surlignées en violet dans le programme**. Certaines de ces sessions ont été rendues possibles grâce à l'aide du ministère du Patrimoine canadien et du Fonds canadien de l'histoire.

# WEDNESDAY, OCTOBER 30TH/ MERCREDI 30 OCTOBRE

## Registration / Inscriptions

**As of / À partir de 7:30 am** North Tower, Lower lobby Level / Tour Nord, niveau inférieur du hall

## Visit the Exhibitors and Poster Presentations / Visite des Kiosques des exposants et des affiches

**8:45 am - 9:00 am | Grand Ballroom** North Tower, 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage

## Welcome & Opening Remarks / Remarques Préliminaires

- **Neelam Sahota** CEO of DIVERSECity, Conference co-chair
- **Jennifer Freeman**, CEO of PeaceGeeks, Conference co-chair

**9:00 am - 10:15 am | Grand Ballroom** North Tower, 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage

## Plenary Session 1

### Global Political Change and its Impact on Migration

This year we're witnessing major changes in political leadership in immigrant receiving countries with elections in the UK, France and Mexico amongst others. On November 5 the United States will hold elections that risk having a considerable impact on the future of migration across the Americas. The panellists will discuss what the changes imply for immigration policies and multinational cooperation on migration.

- **Session Chair TBC**
- **Professor Elke Winter**, University of Ottawa
- **Professor Thomas Soehl**, Canada Research Chair in International Migration, McGill University
- **Min Zhou**, Ph.D., Distinguished Professor of Sociology & Asian American Studies, Walter and Shirley Wang Endowed Chair in US-China Relations & Communications Director, UCLA Asia Pacific Center, University of California, Los Angeles (UCLA)
- **Carlo Dade**, Director, Trade and Trade Infrastructure, Canada West Foundation

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## Séance plénière 1

### Les changements politiques mondiaux et leur impact sur les migrations

Cette année, nous assistons à des changements majeurs dans la direction politique des pays d'accueil des immigrants, avec des élections au Royaume-Uni, en France et au Mexique, entre autres. Le 5 novembre, les États-Unis organiseront des élections qui risquent d'avoir un impact considérable sur l'avenir des migrations dans les Amériques. Les panélistes discuteront de ce que ces changements impliquent pour les politiques d'immigration et la coopération multinationale en matière de migration.

- **Président de séance** à confirmer
- **Professeure Elke Winter**, Université d'Ottawa
- **Professeur Thomas Soehl**, Chaire de recherche du Canada sur les migrations internationales, Université McGill
- **Min Zhou, Ph.D.**, professeure émérite de sociologie et d'études asiatiques américaines, titulaire de la chaire Walter et Shirley Wang sur les relations entre les États-Unis et la Chine et directeur de la communication, UCLA Asia Pacific Center, Université de Californie, Los Angeles (UCLA)
- **Carlo Dade**, Director, Trade and Trade Infrastructure, Canada West Foundation

**10:15 am – 10:45 am | Grand Ballroom** North Tower, 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage

Break / Visit the Exhibitors Booths and Poster Presentations

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

**10:45 am – 11:45 am concurrent sessions**

#### **Block A**

**A1 | Workshop - Panel Presentation / Atelier - Présentation d'un panel**

**Junior Ballroom D** North Tower, 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage

**Our Journey towards Becoming an Anti-Racist, Inclusive and Equitable Service**

The session will take participants through the collective anti-racism journey of three organizations from Calgary and rural Alberta presenting their innovative approaches for dismantling racism. Incorporating lived experiences & intersectional perspective, Calgary Catholic Immigration Society implemented an action-oriented community-based anti-racism education model. Calgary Police Services will discuss the importance of collaborating with the community in driving organizational commitments to anti-racism, equity and inclusion, creating Strategic Roadmap. Rural Development Network will share the READI project designed to equip employers with the tools, resources, and training to support newcomer employees, combating workplace discrimination

- **Sinela Jurkova**, Calgary Catholic Immigration Society (CCIS), “Toward Community-Based Anti-racism Education Through Participatory Action”
- **Cynthia Okafor**, Calgary Police Services, “Our Journey towards Becoming an Anti-Racist, Inclusive and Equitable Police Service”
- **Avril Martin**, Calgary Police Services, “Our Journey towards Becoming an Anti-Racist, Inclusive and Equitable Police Service”
- **Soheila Homayed**, Rural Development Network, “ The Rural Employers’ Awareness on Diversity and Inclusion (READI) Project - Supporting employers across rural communities”

**A2 | Workshop - Panel Presentation / Atelier - Présentation d’un panel**

**Junior Ballroom AB** North Tower, 3rd floor/ 3ème étage

### **Empowering BC Employers: Utilizing the Employer Insights into Newcomer Occupations Index to Bridge Labor Market Gaps**

In this presentation, we will introduce the Employer Insights into Newcomer Occupations Index (EINOI), a powerful tool designed to assist employers in understanding and addressing labor market gaps in British Columbia. Through collaborative efforts including surveys, interviews, and open forums, we're actively seeking input from local employers to refine and enhance the tool's effectiveness. Our focus extends to key variables such as labor force participation, occupations and skill levels, wages, and language use in the workplace. With the EINOI, our aim is clear: to bridge skill disparities, promote inclusivity, and foster equitable opportunities for newcomers throughout BC's diverse labour landscape. Join us as we explore how EINOI can empower employers to make well-informed decisions in recruitment and workforce planning.

- **Majd Hawily**, Research and Evaluation Analyst, Association for Canadian Studies and Metropolis Institute
- **Paul Holley**, Research and Evaluation Director, Association for Canadian Studies and Metropolis Institute

**A3** | *Workshop - Panel Presentation / Atelier - Présentation d'un panel*

**Junior Ballroom C** *North Tower, 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage*

*Session to be confirmed*

**A4** | *Workshop - Panel Presentation / Atelier - Présentation d'un panel*

**Parksville** *North Tower, 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage*

- **Session information to be posted shortly**

**A5** | *Workshop - Panel Presentation / Atelier - Présentation d'un panel*

**Port McNeil** *North Tower, 4<sup>th</sup> floor/4<sup>ème</sup> étage*

**Supporting health intersectional and inequality analysis at Statistics Canada: The plan, the data and the products**

Statistic Canada's Disaggregated Data Action Plan (DDAP) is providing more representative data collection and enhanced statistics on diverse populations. This session will present DDAP developments on data, standards and intersectional research on the social determinants of health, including suicide rates and avoidable hospitalization among racialized groups and immigrants.

- **Nicole Aitken**, Health Statistic Branch, Statistics Canada

**A6** | *Workshop - Panel Presentation / Atelier - Présentation d'un panel*

**Port Alberni** *North Tower 4<sup>th</sup> floor/ 4<sup>ème</sup> étage*

**Using Disaggregated Data to Address the Systemic Discrimination Experienced by International Trained Medical Graduates**

This workshop is to present the data collected to identify the systemic barriers faced by IMGs, build a better understanding of the demographic characteristics of the various International Medical Graduate (IMG) groups, enhance understanding of the different outcomes for each IMG group and how these different outcomes connect to the racial/ethnic identity, country of origin, sex, age and place of education of each group of IMGs, and to recommend system and policy changes.

- Moderator: Sherman Chan, MOSAIC
- **Sandy Berman**, Co-chair, ADDD, *Research and policy perspective*
- **Zarghoona Wakil**, Executive Director, Umbrella Health Co-op, *IMG with lived experience perspective*
- **Karin Humphries**, Associate Professor, Emeritus, UBC, *Data design and analyst perspective*

**A7 | Workshop - Panel Presentation / Atelier - Présentation d'un panel**

**Pavilion Ballroom AB** South Tower, 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage

**Developing an EIDAD Framework and Harmonia Committee**

Polycultural will present the process of developing an EIDAD Framework, aiming to cultivate equity, inclusion, appreciation, and belonging for all clients, staff, volunteers, and partners, while enhancing experiences for historically marginalized groups. The presentation outlines project stages: establishing a Harmonia Committee, conducting research including a Diversity Survey, holding focus groups with various client demographics and leadership, interviewing individuals with disabilities, and reviewing organizational policies. The final result is the development of the EIDAD Framework and an action plan as well as the scorecard to communicate equity assessment results to stakeholders

- **Marwan Ismail**, Polycultural Immigrant and Community Services
- **Nadia Sokhan**, Polycultural Immigrant and Community Services

**A8 | Workshop - Panel Presentation / Atelier - Présentation d'un panel**

**Pavilion Ballroom C** South Tower, 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage

**Breaking Barriers: Transforming Credential Recognition for Internationally Educated Health Professionals ( IEHP)**

Canada faces an impending healthcare workforce shortage—projected at 117,000 by 2030. IEHPs play a vital role, yet foreign-trained nurses stagnate at 9%, while IEHP doctors comprise 26% of physicians. National Newcomer Navigation Network (N4) leveraged its unique community of practice structure to convene the diversity of



stakeholders to identify and address concrete barriers to IEHP optimal employment. Actionable, concrete recommendations were identified and actioned through education, tools, and advocacy efforts. Attendees will gain an understanding of the barriers, tools and resources available to address these labor market inequities, including a training program, visual pathways, employer toolkit, and provincial promising practices.

- **Sahar Zohni**, National Newcomer Navigation Network ( N4)

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

**Pavilion Ballroom D** South Tower, 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage

**Building Better Futures: Introducing the Nunavut Inuit Sustainable Housing Index**

*Description to be confirmed*

- **Sarah Kooi**, Association for Canadian Studies and Metropolis Institute
- **TBC**, Nunavut Tunngavik Incorporated

**A10** | *Workshop - Panel Presentation / Atelier - Présentation d'un panel*

**Finback** Residential Tower, 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage

**Sharing Research and Resources from the Enhancing National Sector Gender-Based Analysis Plus Capacity Project**

The Enhancing National Sector Gender-Based Analysis Plus (GBA Plus) Capacity project convenes a bilingual staff team from seven Umbrella organizations across the country. This project aims to enhance the newcomer serving sector's capacity to mainstream GBA Plus within programs, policies and procedures. Through a research process and extensive piloting phase with Service Provider Organizations (SPOs) across the country, the project has produced sector specific guidance designed to support SPOs in meeting the specific needs and priorities of diverse newcomer populations. At this session, project staff will share findings from the final research report as well as tools and resources from the sector specific bilingual resource guide.

- **Ebony Rosa**, AMSSA
- **Leesha Kanbour**, AMSSA

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

*Orca Residential Tower 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage*

**uMetropolis: Elevate Your Expertise with Practical Online Learning**

Join us for an engaging session to explore uMetropolis, the go-to online learning platform designed to meet the evolving needs of professionals in the immigration and settlement sector. Discover how our accessible, self-paced e-learning modules, developed by over 50 experts from the Metropolis network, equip learners with practical skills to tackle real-world challenges. Experience live demonstrations of our courses, hear testimonials from learners, and learn how uMetropolis's certification programs provide the expertise, skills, and recognition needed to advance your career. Don't miss this opportunity to see firsthand how uMetropolis can empower you and your organization to thrive.

- **Christopher Surtees**, E-Learning and Web Director, Metropolis Institute
- **Huyen Nguyen**, Junior Instructional Designer, Metropolis Institute
- **Jack Jedwab**, President of ACS and CEO of METropolis Institute

**A12 | Workshop - Panel Presentation / Atelier - Présentation d'un panel**

*Granville South Tower, 4<sup>th</sup> floor/ 4<sup>ème</sup> étage*

- **Session information to be posted shortly**

**A13 | Workshop - Panel Presentation / Atelier - Présentation d'un panel**

*Galiano South Tower, 4<sup>th</sup> floor 4<sup>ème</sup> étage*

**Anti-Racism at the Intersection of Intergroup Relations and Identities: A Toolkit Resource for Institutionalizing Equitable Integration**

Canada's migration policies have contributed to increasing ethnic/cultural/other forms of diversity. The need for effective tools that will help institutions and workplaces address the emerging and evolving intersections of identity and inequities has become apparent. Across many institutional and organizational social settings, the role and responsibility of leaders and individuals in combatting racism, discrimination and prejudice, and promoting respectful intercultural dialogue has never been more vital. Multidisciplinary NorQuest College leaders will be sharing and discussing a jointly developed

interdisciplinary toolkit for advancing antiracism and inclusion with practical resources and how-to guides for improving equitable integration.

- Session Chair/Moderator: Benjamin Denga, NorQuest College
- **Dr Maroro Zinyemba**, NorQuest College
- **Rebecca Bock-Freeman**, NorQuest College
- **Dawn Dawn**, NorQuest College

**11:45 am – 12:00 noon**    **Grand Ballroom**    North Tower, 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage

Break / Visit the Exhibitors Booths and Poster Presentations  
Pause / Visite des Kiosques des exposants et des affiches

**12:00 noon – 1:00 pm**

Block B of concurrent sessions (workshops and roundtables)  
Bloc B des séances simultanées (ateliers et tables rondes)

**B1** | *Workshop - Panel Presentation / Atelier - Présentation d'un panel*

**Junior Ballroom D**    North Tower, 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage

**Barriers to employment: Experiences of Internationally Educated Nurses (IENs) in Canada**

Canada continues to face nursing workforce shortage. In the growing demand for nurses, Internationally Educated Nurses (IENs) play a significant role in not only filling those gaps but also meeting the needs of the diverse populations. Despite the need, IENs face significant barriers and challenges to find employment and integrate into the Canadian workforce. Based on a review of literature, interviews, and focus group discussions with IENs, this workshop will present lived experiences of IENs in navigating nursing pathways in Canada. We will also present key approaches to overcome IENs' barriers to employment and credential recognition in Canada

- **Jamila Makii**, Calgary Region Immigrant Employment Council (CRIEC)
- **Sameer Nizamuddin**, Calgary Region Immigrant Employment Council (CRIEC)

**B2** | *Roundtable / Table ronde*

**Junior Ballroom AB** North Tower, 3rd floor/ 3ème étage

### **Navigating Credential Recognition: Empowering Newcomers through AI**

Let's explore how AI revolutionizes the Canadian Immigration and Settlement sector! We'll explore how AI drives innovation, addresses challenges, and seizes opportunities. Discover implications of ethically developed AI and its role in reducing service barriers while providing newcomers with accurate, timely information and guidance routed in empathy. We'll highlight Social Enterprise Canada's AI platform, TheSmartPath.AI, which creates personalized action plans for foreign credential recognition, Immigrant Networks' AI-driven platform for networking and mentorship, and trauma informed AI advisors from Duologue Systems. Join us to learn and collaborate in this dynamic roundtable discussion on AI's impact on our collective services future

- Session Chair/Moderator: **Darcy MacCallum**, Social Enterprise for Canada
- **Roy Agiang**, Social Enterprise for Canada
- **Nick Noorani**, Immigrant networks
- **Shay Shama**, Blue Jarvis

**B3** | *Workshop - Panel Presentation / Atelier - Présentation d'un panel*

**Junior Ballroom C** North Tower, 3<sup>rd</sup> floor/ 3ème étage

### **Promoting Inclusivity: Advancing Anti-Racist and Anti-Oppressive Settlement Services**

Systemic racism and oppression in settlement services undermine their effectiveness to help newcomers successfully settle in Canada. Addressing these issues through proactive measures is crucial. Learn about efforts from two projects: 1) CARES, a research & co-design initiative, brought together lived experience and professional experience to identify actionable changes. Learn about the various ways newcomers encounter racism and discrimination within settlement services and insights from the co-design workshops to envision oppression-free services. 2) The Anti-Oppression Capacity Building Project provided training to SPOs to enhance the delivery of inclusive settlement services, aiming to create a more equitable environment for newcomers.

- Session Chair/Moderator: **Susanna Gurr**, Social Research and Demonstration Corporation
- **Julie Rodier**, Social Research and Demonstration Corporation, "CARES: Advancing Anti-Oppressive and Anti-Racist Settlement Services"
- **Abigail Cameron**, S.U.C.C.E.S.S., "Implementing the Anti-Oppression Capacity Building Project"

- **Xiaoyang Luo**, Social Research and Demonstration Corporation, “Anti-Oppression Capacity Building Project: Evaluation results”

#### **B4 | Workshop - Panel Presentation / Atelier - Présentation d'un panel**

*Parksville North Tower, 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage*

#### **Renforcer la capacité des organisations à mesurer les résultats et à innover**

La mesure des résultats est de plus en plus importante dans l'innovation des services d'établissement pour les francophones en situation minoritaire. Joignez-vous à nous pour entendre parler des succès et des défis liés au renforcement organisationnel de la capacité en évaluation. Découvrez comment votre organisation peut enrichir ses programmes d'établissement grâce à la recherche et à l'évaluation. Une discussion portera sur les besoins de votre organisation en matière de mesure des résultats et sur les défis auxquels vous êtes confrontés.

- **Julie Rodier**, La Société de recherche sociale appliquée (SRSA)
- **Marthe Foka**, La Société de recherche sociale appliquée (SRSA)
- **Kim Lehrer**, La Société de recherche sociale appliquée (SRSA)

#### **B5 | Workshop - Panel Presentation / Atelier - Présentation d'un panel**

*Port McNeil North Tower, 4<sup>th</sup> floor/4<sup>ème</sup> étage*

#### **Experiences of accessing services among women impacted by forced migration: A cross-sectoral community-academic partnership project**

Many women living within intersections including migration, gender, race, and class are disproportionately affected by chronic health impacts while simultaneously facing limited social support, gender-based violence, and poverty. Addressing this health equity challenge through a community-academic partnership consisting of health and settlement organization leaders, we describe a research project grounded in inclusively engaging with the realities of women impacted by migration. Integrated knowledge mobilization (iKM) activities that were jointly generated will also be described and how they inform mapping our next steps within the nexus of health and settlement.

- **Moderator/Chair: Shahin Kassam**, University of British Columbia

- **Diana Ospina**, DIVERSEcity Community Resources Society, *Connecting women impacted by forced migration to Canadian services: Initial findings and take aways targeting settlement programming*
- **Shahin Kassam**, UBC School of Nursing, *Connecting women impacted by forced migration to Canadian services: Initial findings and take aways targeting settlement programming, Meaningful mobilization towards building capacity among health and settlement providers and the women they serve*
- **Marc Larrivée**, Impact North Shore, *Women impacted by forced migration and their experiences of connecting to settlement services: recommendations for programming drawn from data analysis*
- **Jenny Lam**, Options BC, *Women impacted by forced migration and their experiences of connecting to settlement services: recommendations for programming drawn from data analysis*
- **Ranjit Lehal**, New Canadian Clinic, Fraser Health, *Meaningful mobilization towards building capacity among health and settlement providers and the women they serve*
- **Adrienne Bale**, MOSAIC BC, *Meaningful mobilization towards building capacity among health and settlement providers and the women they serve*
- **Khim Tan**, Chimo Community Services, *Meaningful mobilization towards building capacity among health and settlement providers and the women they serve*

**B6 | Workshop - Panel Presentation / Atelier - Présentation d'un panel**

*Port Alberni North Tower 4<sup>th</sup> floor/ 4<sup>ème</sup> étage*

### **Strategic Priority Collaboration with Anglophone and Francophone Sectors in Vancouver**

The Vancouver Local Immigration Partnership is strategically collaborating, across sectors, to influence systemic change and well-being of newcomers to Canada. VLIP alongside with the Francophone and Anglophone sectors are fostering cross-cultural partnerships and collaborative efforts to enhance service delivery, promote inclusivity, and create a strong community environment. An Inclusive stakeholder engagement strategy presentation provides an overview of the role of VLIP and Francophone sector partners in addressing and bridging the cross-sectoral gaps to strengthen settlement services in BC

- **Koyali Burman**, Vancouver Local Immigration Partnership, “VLIP’s Inclusive Strategic Stakeholder Engagement Strategy with the Anglophone and Francophone Sectors”

- **Raya Avazova**, Le Relais Francophone de la Colombie-Britannique, « Building Bridges between Anglophone and Francophone Sectors in Vancouver. »
- **Tien, Thuy Le**, Société de développement économique de la Colombie-Britannique (SDECB), « Unlocking Opportunities Through Francophone-Anglophone Collaboration in BC »

**B7 | Workshop - Panel Presentation / Atelier - Présentation d'un panel**

**Pavilion Ballroom AB** South Tower, 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage

### **Addressing Challenges and Opportunities for Newcomers with Disabilities: A Comprehensive Approach**

This workshop delves into the complexities faced by newcomers with disabilities in Alberta, emphasizing collaborative efforts among coworkers, agencies, and community groups. It outlines strategies to support neuro-diverse individuals with physical disabilities and cognitive delays, covering intake, assessment, and personalized program planning. Additionally, it addresses the challenges of adult learners with undiagnosed learning disabilities. Attendees will understand the need for environmental adaptation and enhanced collaboration to empower newcomers with disabilities across Canada.

- **Fiona Lowes**, Calgary Immigrant Women's Association (CIWA), "Strategies for Addressing Undiagnosed Learning Disabilities Among Adult Literacy Learner"
- **Ben Patmore**, Calgary Catholic Immigration Society (CCIS), "Navigating Systemic Barriers: Supporting Individuals with Disabilities in the Settlement Framework"
- **Danielle Barnes**, Norquest College, "Inclusive Classroom Strategies: Supporting Students with Physical Disabilities and Cognitive Delays"

**B8 | Workshop - Panel Presentation / Atelier - Présentation d'un panel**

**Pavilion Ballroom C** South Tower, 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage

### **Immigrant Youth in Canada: Understanding Experiences from Various Vantage Points**

This workshop focuses on the experiences of newcomer youth in Canada. The first presentation will address youth-parent relationships, describing how second generation South Asian Canadians make meaning of their experiences, including the many social locations and contexts that inform their perspectives. The second presentation will

discuss how queer newcomer youth understand the concept of sexual orientation, within the context of immigration and school integration. The third presentation will explore newcomer youths' experiences of school integration within the French public system. The fourth presentation will present stories and artifacts from newcomer high school students who participated in an arts-based engagement ethnography.

- **Linnea Kalchos**, University of British Columbia, "Stories of School Integration Told by Newcomer Students"
- **Veronica Shim**, "Stories of School Integration Told by Newcomer Students"
- **Tonje Molyneux**, University of British Columbia, " School Integration of Francophone Newcomer Youth"
- **Aisha Ghani**, University of British Columbia, "Conceptualizations of Sexual Orientation among Queer Newcomer Youth"
- **Julia Toews**, University of British Columbia, Youth-Parent Relationships in South Asian Canadians"

**B9** | *Workshop - Panel Presentation / Atelier - Présentation d'un panel*

*Pavilion Ballroom D South Tower, 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage*

### **Vicarious Trauma & Resilience Program: How May We Serve?**

The Vicarious Trauma Program has been providing workshops and consultation to the settlement sector for 6 years. Our training is offered in-person and virtually and works to stay in-tune with current needs. We'd like to share a conversation at this roundtable that will help us continue to develop relevant training (under the umbrella of trauma, trauma-informed, vicarious trauma, wellness, etc.) and support that is helpful to provide consistent support to your team from frontline to leadership.

- **Kari McCluskey**, Aurora Family Therapy Centre
- **Abdikheir Ahmed**, Aurora Family Therapy Centre

**B10** | *Workshop - Panel Presentation / Atelier - Présentation d'un panel*

*Finback Residential Tower, 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage*

### **Implementing and Assessing the Impact of the Dismantling Anti-Black Racism Strategy in York Region Schools**

This presentation provides an overview of the Dismantling Anti-Black Racism Strategy (DABRS) within the York Region District School Board, highlighting its progress and impact on promoting equity in education. The first talk details the DABRS initiative and



its implementation across the district. The second talk focuses on a racial literacy project for grade 5 teachers, showcasing tools like the traffic light tool. The final talk presents the results of the racial literacy training, demonstrating its effectiveness in significantly raising teachers' racial competency and knowledge.

- Session Chair/Moderator: Lois Agard, Centre For Leadership and Learning at YRDSB
- **Erhan Sinay**, Centre for Leadership and Learning at YRDSB, “ Advancing Equity: Progress and Impact of the Dismantling Anti-Black Racism Strategy in York Region Schools
- **Natalie Mascoll**, York Region District School Board, “Empowering Educators: Implementing Racial Literacy Projects and Tools in Grade 5 Classrooms”
- **Redab Al-Janaideh**, Centre for Leadership and Learning at YRDSB, “Raising Racial Competency: Evaluating the Effectiveness of Racial Literacy Training in Education”

**B11** | *Workshop - Panel Presentation / Atelier - Présentation d'un panel*

*Orca Residential Tower 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage*

### **Predictors of Canadian Immigrants' Mental Health Status**

Drawing from the dual-continua model, which assumes that mental illness and well-being are two interrelated, but separate dimensions of mental health, the present study analyzed a combination of psychological distress and well-being measures from the 2021 Canadian Community Health Survey (CCHS) and conducted a confirmatory factor analysis (CFA) to identify the factors most associated with Canadian immigrants' mental health status. Regression analyses were then used to estimate the effects of socio-demographic variables on mental health measures. Study results will be incorporated into the Canadian Index for Measuring Integration and Inclusion (CIMII) to enhance the ongoing assessment of the existing socio-economic and health disparities between immigrants and the Canadian-born population.

- **Paul Holley**, Metropolis Institute
- **Ravindra Shrestha**, Metropolis Institute
- **Michele Vitale**, Metropolis Institute
- **Edward Ng**, Health Analysis Division, Analytical Studies and Modelling Branch, Statistics Canada, *The pandemic impact on the Asian-White differentials in positive mental health by immigration status in Canada, 2019 to 2022*

**B12** | *Workshop - Panel Presentation / Atelier - Présentation d'un panel*

*Granville South Tower, 4<sup>rd</sup> floor/ 4<sup>ème</sup> étage*

### **Utilizing the Supporting Successful Transplantation (SST) Tool to Collaboratively Identify Intersecting Identities, Structural Barriers, and Strengths in the Delivery of Mental Health Services to Immigrants**

With more immigrants coming to Canada, mental health providers are supporting increasingly diverse clients. The Supporting Successful Transplantation Tool offers a potential solution to explore intersectional aspects of newcomer identities; to identify their diverse challenges, including shared issues like racism and discrimination, as well as their unique strengths, and resources

- **Peter Kellett**, University of Lethbridge, “The Role of Intersectionality in Immigrant Mental Health”
- **Toupey Luft**, University of Lethbridge, “Introducing the Supporting Successful Transplantation (SST) Tool”
- **Kathleen Bragas**, “Calgary Catholic Immigration Society (CCIS), “Using the Supporting Successful Transplantation (SST) Tool in Frontline Immigrant and Refugee Mental Health Practice: A Provider Perspective

**B13** | *Workshop - Panel Presentation / Atelier - Présentation d'un panel*

*Galiano South Tower, 4<sup>rd</sup> floor 4<sup>ème</sup> étage*

### **Enhancing Skilled Immigrant Retention in Remote Occupations Through Integrated Health Services**

Retaining skilled immigrants in remote occupations is essential for economic growth. This workshop explores integrating physiotherapy and psychological services to address musculoskeletal issues and mental health challenges exacerbated by COVID-19. Research shows these integrated services improve health outcomes and retention rates. A strategic healthcare plan that includes community-based support and culturally sensitive interventions can ensure skilled immigrants are healthier, more engaged, and more likely to remain in their roles long-term.

- **Ayshan Mammadzada**, Ottawa Neighborhood Scientific Research Solutions, Gender, Occupations, and Place: Their Roles in Health Behaviors Among Skilled Immigrants
- **Sevinj Mammadova**, University Canada West,
- **Sevda Hasanli**, University of Ottawa

**1:00 pm - 2:15 pm**                      **Grand Ballroom**    North Tower, 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage  
Lunch / Diner

Special presentation during lunch

***Social impact and corporate partnership in achieving settlement and integration needs for refugees and newcomers in Canada***

- **Najib Raie**, Vice President, Primacorp Venture

**2:30 pm – 3:30 pm**

Block C of concurrent sessions (workshops and roundtables)

Bloc C des séances simultanées (ateliers et tables rondes)

**C1 | Workshop - Panel Presentation / Atelier - Présentation d'un panel**

***Junior Ballroom D***    North Tower, 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage

**The Humanitarian Pathway for the Americas: A Pre-Arrival Services Response**

This presentation, Facilitated by S.U.C.C.E.S.S. Pre-Arrival Services will detail the IRCC-funded Humanitarian Pathways for the Americas (HPA) Initiative. This initiative addresses irregular migration from the Western Hemisphere and the specific settlement challenges of newcomers from Colombia, Venezuela, and Haiti. We will discuss the strategies and collaborations that play a vital role in providing a flexible client centered approach to services in their first language. We will share insights, best practices, and experiences that highlight the initiative's efforts to create optimal settlement conditions for this specific client group.

- **Mark Batt**, S.U.C.C.E.S.S

**C2 | Workshop - Panel Presentation / Atelier - Présentation d'un panel**

***Junior Ballroom AB***    North Tower, 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage

**Promoting Integrated and Equitable Supports for Immigrants and Refugees:  
Defining a Best-in-Class Health Care Experience**

Amidst current trends with record numbers of immigrants and refugees to Canada, newcomers, particularly those with intersecting marginalized identities, face challenges navigating the settlement pathway and healthcare services. This roundtable is a structured informal dialogue on the components of a 'best-in-class' experience that promotes integrated health and social supports for Canadian newcomers. The conversation aims to bridge the gap between theory and practice to inform the development of a toolkit for responsive and equitable settlement supports. Discussants will share what we have learned from convening dialogues on migration transitions and the opportunities that technology presents for enabling trusted healthcare linkages.

- **Ibukun Abejirinde**, Trillium Health Partners, *Co-Designing Equitable and Integrated Supports for Newcomers and Refugees in Canada*
- **Nancy Clark**, University of Victoria, *Intersectionality and the Gendered Impacts of Resettlement and Migration*
- **Isabelle Choon-Kon-Yune**, Women's College Hospital, *From Arrival to Integration: The Opportunity for Digital Navigators in Newcomer and Refugee Settlement*
- **Dorota Guzek**, University of Victoria, *Digital Mental Health and Belonging among Refugee Youth*

**C3 | Workshop - Panel Presentation / Atelier - Présentation d'un panel**

**Junior Ballroom C** North Tower, 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage

### **Work, well-being, and citizenship**

Focussing on intersectional Identities, the presenters examine voices of migrants in relation to the symbolic and material significance of work. Populations/topics include: immigrant women entrepreneurs, Syrian refugee men, and Canadian discourses of "worth" in relation to migrant economic success. The panel offers practical suggestions for community practitioners and policy makers.

- Session Chair/Moderator: **Gada Mahrouse**, Simone de Beauvoit Institute, Concordia University
- **Nancy Clark**, Faculty of Social Sciences, University of Victoria, "Syrian refugee men's mental health and participation in employment projects"
- **Diana Delgado**, Employment & Immigrant Services, Options Community Services Society (OCS), "Practical challenges to employment: Insights from the newcomer employment readiness programs in British Columbia"

- **Carolina Gallo Garcia**, Banting Postdoctoral Fellow, Simone de Beauvoir Institute, Concordia University, “Navigating Integration: What Challenges and Strategies for Migrant Women Entrepreneurs in Québec?”
- **Gada Mahrouse**, Simone de Beauvoir Institute, Concordia University, “The hidden impacts of stories about successful and inspiring refugees”

#### **C4 | Workshop - Panel Presentation / Atelier - Présentation d'un panel**

*Parksville North Tower, 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage*

##### **Le succès du programme des TÉE en Ontario après 15 ans d'implantation**

Le programme des TÉE vise à faciliter l'intégration des nouvelles arrivantes et nouveaux arrivants dans le milieu scolaire et au sein de la société canadienne. Après 15 ans d'engagement dans le programme des TÉE, la coordination provinciale en Ontario présente son parcours ainsi que les réussites ayant permis de passer de 2 à 10 régions impliquées

- **Yollande Dweme M. Pitta**, COPA National
- **Rama Diallo**, COPA National

#### **C5 | Workshop - Panel Presentation / Atelier - Présentation d'un panel**

*Port McNeil North Tower, 4<sup>th</sup> floor/4<sup>ème</sup> étage*

##### **Leveraging Data and Institutional Ethnography for Effective Newcomer Support**

Gateway supports newcomers in Calgary by offering personalized plans. The Newcomer Knowledge Hub tracks client progress to identify system gaps and improve programming. This workshop includes presentations on Gateway's impact on client outcomes using quarterly follow-up survey data; the Gateway Power BI dashboard 2.0 that visualizes operational data and provides real-time insights to streamline decision-making, improve resource allocation, performance monitoring, and strategic planning to ensure agility and competitiveness while meeting stakeholder needs; and the preliminary results of an institutional ethnography study examining how Gateway Welcome Center processes and Gateway Planners use unrecognized emotional and cultural work to resist

- **Vibha Kaushik**, Immigrant Services Calgary
- **Zohaib Ajaz Fairidi**, Immigrant Services calgary
- **Jeff Halvorsen**, University of Calgary
- **Megan Gill**, Immigrant Services calgary

- **Ajwang Warria**, University of Calgary

**C6 | Workshop - Panel Presentation / Atelier - Présentation d'un panel**

**Port Alberni** North Tower 4<sup>th</sup> floor/ 4<sup>ème</sup> étage

### **Building Bridges: Innovative Strategies for Newcomers in the Workforce**

Join us for a dynamic session that addresses barriers for newcomers in the workforce. Explore how NorQuest utilizes Work-Integrated Learning, Community-Service Learning, and Digital Badging to empower students to thrive in a competitive job market. Enjoy a showcase of innovative strategies to address skill gaps, underemployment, and evolving workplace needs. Our session delves into practical approaches, best practices, fostering collaboration, and leveraging technology to bridge education and employment. Don't miss out on this opportunity to learn and contribute to newcomer success!

- **Alison Reaves**, NorQuest College
- **Sarah Erickson**, NorQuest College

**C7 | Workshop - Panel Presentation / Atelier - Présentation d'un panel**

**Pavilion Ballroom AB** South Tower, 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage

### **Experiences of navigating public spaces: Perspectives from immigrant and refugee families with neurodivergent children and service providers**

Parks, recreational, daycare and places of prayer are often spaces that immigrant and refugee families use to promote their health and well-being. In our study, we used a community-based participatory research approach to conduct interviews with 9 immigrant/refugee parents/caregivers with neurodivergent children and 17 service providers to learn how immigrant and refugee families navigate different public spaces. Study findings demonstrate that while immigrant and refugee families do encounter relational, environmental and systemic challenges, their personal and community assets helped them be proactive when navigating different physical spaces. Our findings emphasize the need for transformative educational and urban design initiatives.

- **Andrea Macleod**, University of Alberta
- **Roslynn Zulla**, University of Calgary

## **C8 | Workshop - Panel Presentation / Atelier - Présentation d'un panel**

**Pavilion Ballroom C** South Tower, 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage

### **Collaborative Approaches for Boosting Newcomer Employment**

Timely employment support increases newcomers' chances of securing meaningful employment. Members of Calgary Newcomers Collaborative (CNC), including Centre for Newcomers (CFN), Calgary Immigrant Women's Association (CIWA), Immigrant Services Calgary (ISC), and The Immigrant Education Society (TIES) collaborated to address newcomers' skills gaps, underemployment, and lack of professional networks. This workshop highlights activities designed to assist newcomer job seekers, such as job fairs, employment workshops, and collaboration with over 50 employers to connect over 1,700 newcomers with employment opportunities. Specialized services tailored to newcomer demographics, highlighting the strength of our support network will also be explored.

- **Meenakshi Lamba**, Immigrant Service Calgary
- **Mayssoun Hniedi**, The Immigrant Educational Society
- **Punam Dalal**, Calgary Immigrant Women's Association
- **Pablo Franco**, Centre for Newcomers

## **C9 | Workshop - Panel Presentation / Atelier - Présentation d'un panel**

**Pavilion Ballroom D** South Tower, 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage

### **Refugee Health at Surrey New Canadian Clinic**

Refugees encounter unique challenges when seeking healthcare. The Surrey New Canadian Clinic (SNCC) offers transitional primary care to refugees from approximately 60 different countries in Surrey, BC. The clinic addresses social determinants of health by utilizing an interdisciplinary team that prioritizes patient-centered care, trauma informed practice, cultural humility, and health literacy. The team collaborates with various community, private, and government organizations to address system navigation issues and challenges related to income and food security, housing, specialist care, and psychosocial needs. The panel will discuss the clinic's effective strategies, identify systemic factors affecting refugees' health and well-being, and seek recommendations to enhance care and tackle systemic barriers.

- **Raj Khadka**, Surrey New Canadian Clinic
- **Farima Karimi**, Surrey New Canadian Clinic
- **Lynn Farrales**, Surrey New Canadian Clinic

- **Tory Kim**, Surrey New Canadian Clinic
- **Pavvin Hayer**, Surrey New Canadian Clinic

**C10** | *Workshop - Panel Presentation / Atelier - Présentation d'un panel*

*Finback Residential Tower, 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage*

**Navigating the Housing Crisis: Advocating to Secure Accessible Housing for Vulnerable GARs**

This workshop will examine the current housing crisis in Canada, highlighting its impact on disadvantaged populations, including disabled and senior government-assisted refugees in the National GAR Case Management- Client Support Services Program. The goal is to educate participants through supportive case studies, promote advocacy and propose solutions to ensure accessible and supervised housing for these groups with complex needs.

- Session Chair/Moderator: **Nadia Talpur**, YMCA Greater Toronto Area
- **Ben Patmore**, Calgary Catholic Immigration Society
- **Reema Malhotra Bhole**, Calgary Catholic Immigration Society.

**C11** | *Workshop - Panel Presentation / Atelier - Présentation d'un panel*

*Orca Residential Tower 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage*

**Housing and Mental Health in Nunavut: Unpacking the Impact of Living Arrangements on Inuit Well-being**

*Description to be confirmed*

- **Michele Vitale**, Senior Research Analyst, Association for Canadian Studies and Metropolis Institute
- **Rachel Michael**, Research Advisor, Housing and Homelessness Nunavut Tunngavik Incorporated

**C12** | *Workshop - Panel Presentation / Atelier - Présentation d'un panel*



*Granville South Tower, 4<sup>rd</sup> floor/ 4<sup>ème</sup> étage*

### **Enhancing Harm Reduction Strategies in Shelters: A Comprehensive Training Program for Violence Against Women Network Members and Food Service Workers**

The Substance Use and Addiction Program (SUAP) at Nellie's proposes an initiative to strengthen the network of Gender-Based Violence (GBV) shelters in Toronto by enhancing their capacity to implement harm reduction strategies. This project aims to increase knowledge and practical skills among shelter frontline staff, ensuring they are equipped to support individuals dealing with substance use and addiction. The initiative includes a comprehensive needs assessment, development of best practices, and standardized training programs for shelter and food service workers, fostering safer and more supportive environments for all residents.

- **Toni-Ann Allen**, Nellies
- **Susan Poaps**, Nellies

**C13 | Workshop - Panel Presentation / Atelier - Présentation d'un panel**

*Galiano South Tower, 4<sup>rd</sup> floor 4<sup>ème</sup> étage*

### **Equitable and Inclusive practices for engaging newcomers and refugees in designing pathways to healthcare and social services.**

Community-based participatory research has become a reference model for inclusive practices that engage newcomers and refugees in solutions related to their health and wellbeing. While various frameworks exist, how engagement is initiated and translated to impact requires a deeper commitment to social justice and empowerment-driven approaches. This panel presents best practices, opportunities and lessons learned in meaningfully engaging newcomers and refugees to ensure services are responsive to their needs and center their priorities. Presenters will share perspectives from their work, followed by discussions to identify mechanisms needed to build a community of practice and support newcomer-led health research.

- **Jesus “Tony” Villarreal Herrera**, Independent, Community Peer Researcher, *Nothing for us without us: A viewpoint on empowering through engagement*
- **Jessical Kwik**, Peel Newcomer Strategy Group, United Way Greater Toronto, *Centering people with lived experience in defining regional strategies for access to health: a journey in progress*

- **Kyla Lee**, University of Toronto, *Co-creation and Knowledge dissemination through comics: Working with Community Peer Researchers to tell a story on Virtual Health*
- **Ibukun Abejirinde**, Trillium Health Partners, *A paradigm shift in newcomer and refugee health- who is the expert in the room?*
- **Nancy Clark**, University of Victoria, *A gendered perspective on engaging people with lived experience: Lessons from working with Syrian Refugee men*

**3:30 am – 4:00 pm**                    **Grand Ballroom**    North Tower, 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage  
 Break / Visit the Exhibitors Booths and Poster Presentations  
 Pause / Visite des Kiosques des exposants et des Présentations d'affiches

**4:00 pm – 5:00 pm**  
 Block D of concurrent sessions (workshops and roundtables)  
 Bloc D des séances simultanées (ateliers et tables rondes)

**D1 | Workshop - Panel Presentation / Atelier - Présentation d'un panel**

**Junior Ballroom D**    North Tower, 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage

**Citizenship and belonging: A research and service provider perspective**

Beyond legal status, citizenship is also the expression of a collective identity based on a shared sense of belonging to a national community. However, government-sponsored narratives of citizenship often differ from lived experience, which can obscure inequities. This workshop presents preliminary findings from three studies examining questions about such tensions. First, is multi-step immigration a contributing factor in the observed decline in Canada's naturalization rate? Second, how are equity-denied groups represented in Canada's citizenship guides over time? Finally, how is citizenship-related programming envisioned, delivered, and negotiated by the settlement sector in relation to a changing Canadian citizenship context?

- Session Chair/Moderator: **David Lee**, Director of Employment, Language, and Social Enterprise, MOSAIC
- **Adrienne Bale**, Senior Manager, Settlement & Integration, MOSAIC
- **Marcela Fuller**, Manager, Adult Learning and Newcomer Services, YMCA BC

- **Lisa Brunner**, Postdoctoral Research Fellow, Centre for Migration Studies, University of British Columbia
- **Sandra Schinneri**, Postdoctoral Research Fellow, Centre for Migration Studies, University of British Columbia
- **Anjana Donakonda**, Master's Student, Public Policy and Global Affairs, University of British Columbia

**D2 | Workshop - Panel Presentation / Atelier - Présentation d'un panel**

**Junior Ballroom AB** North Tower, 3rd floor/ 3ème étage

### **Holistic Integration and Mental Health Support for Immigrant Families: Addressing Social Determinants of Health**

This workshop brings together experts from the Calgary Immigrant Women's Association, Immigrant Services Calgary, and the University of Calgary to explore innovative approaches to supporting immigrant families. Presentations will cover comprehensive, strengths-based integration frameworks and a situational analysis of mental health challenges among immigrant families, focusing on the social determinants of health. Attendees will gain insights into culturally responsive practices, technology-driven solutions, and strategies to address mental health inequities, all aimed at fostering holistic integration and well-being for immigrant families.

- Moderator/Chair: **Shamsa Mistry**, Calgary Immigrant Women's Association
- **Veronica Aliu**, Calgary Immigrant Women's Association, *Empowering Immigrant Families: A Culturally Responsive Approach to Addressing Social Determinants of Health (SDH)*
- **Shamsa Mistry**, Calgary Immigrant Women's Association, *Empowering Immigrant Families: A Culturally Responsive Approach to Addressing Social Determinants of Health (SDH)*
- **Vibha Kaushik**, Immigrant Services Calgary, *Innovative and Strengths-Based Framework for the Integration of Newcomer Families in Calgary*
- **Wissam Shalaby**, Immigrant Services Calgary, *Innovative and Strengths-Based Framework for the Integration of Newcomer Families in Calgary*
- **Monica Sesma-Vazquez**, University of Calgary, *Situational Analysis on Immigrant Families' Mental Health: Exploring Social Determinants of Health and Addressing Mental Health Inequities*

### **D3 | Workshop - Panel Presentation / Atelier - Présentation d'un panel**

**Junior Ballroom C** North Tower, 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage

#### **Settlement and Spaces of Belonging**

This session presents three projects that explore how spaces of belonging are experienced and cultivated by immigrants and Racialized Canadians. Attendees will hear about Racialized youth's experiences of belonging in urban public spaces, how Muslim women in higher education navigate spatial belonging, and how the importance of storytelling and creative space provides informal learning opportunities and identity formation.

- **Katie Crossman**, Bow Valley College
- **Shanga Karim**, University of Fraser Valley
- **Amea Wilbur**, University of Fraser Valley
- **Tannaz Zargarian**, University of Fraser Valley

### **D4 | Workshop - Panel Presentation / Atelier - Présentation d'un panel**

**Parksville** North Tower, 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage

#### **Strengthening Organizational Capacity to Measure Outcomes and to Innovate**

Measuring outcomes is increasingly important in settlement services innovation. Join us to hear about the successes and challenges of building organizational evaluation capacity for pilot projects. Learn how your organization can enrich settlement programs through research and evaluation. We are also planning to support the settlement sector in strengthening capacity for evaluation, and we would like to hear more about your organization's needs in measuring outcomes and the challenges you face.

- **Kim Lehrer**, Social Research and Demonstration Corporation
- **Julie Rodier**, Social Research and Demonstration Corporation

### **D5 | Workshop - Panel Presentation / Atelier - Présentation d'un panel**

**Port McNeil** North Tower, 4<sup>th</sup> floor/4<sup>ème</sup> étage

**Pathways to Community: (Im)migrants and organizations shaping their experience in Canada**

This bilingual panel session examines the interactions between newcomers and organizations facilitating their integration. Daniyal Rahim analyzes the complexities of foreign credential recognition programs and policies in Canada and Australia, highlighting stakeholder roles and power dynamics. Jasmine Bégin Marchand examines the role of Francophone organizations in Francophone (im)migration in the Greater Toronto Area, discussing organizations' sometimes competing priorities and their potential for increased collaboration. Meanwhile, Suzanne Huot, Anne-Cécile Delaisse, and Astou Thiam present findings from their SSHRC-funded research on francophone immigration and community cohesion in Vancouver's Francophone minorities.

- **Jasmine Begin Marchand**, Ontario Institute for Studies in Education (OISE), University of Toronto
- **Daniyal Rahim**, Ontario Institute for Studies in Education (OISE), University of Toronto
- **Suzanne Huot**, University of British Columbia
- **Anne-Cécile Delaisse**, University of British Columbia
- **Astou Thiam**, University of British Columbia

**D6 | Workshop - Panel Presentation / Atelier - Présentation d'un panel**

**Port Alberni** North Tower 4<sup>th</sup> floor/ 4<sup>ème</sup> étage

### **Investing in new staff: Settlement professional foundations through micro-credential training**

Rapid hiring of resettlement and settlement staff with language-specific skills helped meet the needs of mass arrivals of refugees. However, staff were not trained in social service delivery and required foundational training support to fill skill gaps. Training development began around a micro-credential that continues to benefit cohorts of new staff in resettlement and settlement. Learn about the developmental milestones for staff and how a micro-credential training can support staff retention among diverse organizations. Hear the perspectives of organizers, delivery partners and organizational clients on curriculum, strategies for integrating learning in the workplace and new directions ahead.

- **Jessica Kwik**, Peel Newcomer Strategy Group @ United Way Greater Toronto
- **Nadia Sohkan**, Polycultural Immigrant and Community Services
- **Matt Rempel**, Sheridan College
- **Priyanka Sheth**, Dixie Bloor Neighbourhood Centre

**D7 | Workshop - Panel Presentation / Atelier - Présentation d'un panel**

**Pavilion Ballroom AB** South Tower, 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage

**Dissecting and Measuring Corporate Diversity in Canada**

The business case for inclusion and leveraging underutilized immigrant and refugee talent pools to address skills gaps to drive Canada's economy has been well-documented. However, measuring diversity and inclusion in the workplace, for immigrants and refugees, remains an elusive effort. This panel will present results from research that explored tools and systems to measure advancement, career growth, pay gap, and inclusion in company culture, among other, for immigrants and refugees, particularly from BIPOC, Asian, and other racialized backgrounds. Some of the project participating employers will also share their expertise and examples of tools used to measure inclusion and belonging.

- Session Chair/Moderator: **Beth Clarke**, World Education Services
- **Daniel Cervan-Gil**, World Education Services
- **Feng Zhan**, University of Western Ontario
- **Jenny R Sidhoo**, KPMG Canada

**D8 | Workshop - Panel Presentation / Atelier - Présentation d'un panel**

**Pavilion Ballroom C** South Tower, 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage

**Settlement Workers in Schools (SWIS Program): NAARS a Pathway to Connection**

This workshop will present N.E.E.D.S. Inc.'s SWIS program and our experience in facilitating comprehensive needs assessments (NAARS) with newcomer children and youth. Through a client-centered, trauma-informed, and strengths-based approach, SWIS help clients identify their needs and strengths, and collaborate on settlement goals. This helps inform the work SWIS do with families to better connect and integrate clients to their new communities. The process helps to maximize clients' access to education and social connections, which promotes overall mental well being. The workshop will explore best practices, documentation and information sharing with schools and service providers that help reduce barriers faced by newcomer children and youth.

- **Meaghan Botelho**, Newcomers Employment and Education Development Services (N.E.E.D.S.) Inc.

- **Melissa Funk**, Newcomers Employment and Education Development Services (N.E.E.D.S.) Inc.

## **D9 | Workshop - Panel Presentation / Atelier - Présentation d'un panel**

**Pavilion Ballroom D** South Tower, 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage

### **Fostering Global Skills and Community Ties: Insights from Southern Alberta's NSERC Project**

Join us for a glimpse into Southern Alberta's transformative NSERC-funded initiative, a \$300,000 project fostering transcultural communication. In a region with a diverse student body from 163 countries, our project equips graduates and faculty with essential global skills. Through workshops and Open Educational Resources (OER), we provide immediate support and lay the groundwork for long-term community benefits. Our objectives include socio-economic engagement, improved communication, and nationwide resource development. In this session, we'll share insights from workshops and industry collaborations, invite participants to explore our training materials, and seek input for future endeavors. Join us in shaping transcultural communication.

- Session Chair/Moderator: **Dania El Chaar**, Southern Alberta Institute of Technology
- **Joseph Macdonald**, Southern Alberta Institute of Technology
- **Sinela Jurkova**, Calgary Catholic Immigration Society
- **Wissam Shalaby**, Immigrant Services Calgary

## **D10 | Roundtable / Table ronde**

**Finback** Residential Tower, 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage

### **Reducing Socioeconomic Barriers for Racialized Immigrant Women through Research and Advocacy for System Change**

PIRS offers trauma-informed innovative programs to foster equity, socioeconomic integration and civic engagement among multi-barriered racialized immigrant women. Recognizing the importance of upstream work, PIRS engages with other stakeholders and community organizations to pursue system change projects aimed at removing structural barriers. The workshop will showcase three system change research and advocacy projects conducted in collaboration with the Migrant Workers Center and City in Color. All the projects focus on removing racialized immigrant women's access

barriers to meaningful employment with equitable remuneration, safer workplaces free of discrimination and harassment, and affordable quality child care services in BC.

- Moderator/Session chair: **Geraldine Pratt**, UBC/Migrant Workers Centre
- **Sanzida Habib**, PIRS, *Barriers and Pathways to Early Childhood Educator (ECE) Credentials: Experiences of Racialized Women in BC*
- **Rahil Adeli**, City in Color, *Safer Workplaces: Addressing Racialized Immigrant Women's Experiences of Discrimination*
- **Anastasia Gaisenok**, PIRS, *Building a Childcare System that Works for Immigrant and Refugee Women*

#### **D11 | Roundtable / Table ronde**

*Orca Residential Tower 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage*

#### **Improving social determinants of health for newcomers through intersectoral collaboration**

Health of newcomers has been shown to decline with time spent in Canada, as newcomers experience health inequities. The root causes of this phenomenon are complex; solutions require cross-sectoral collaboration. This session will report on how the National Newcomer Navigation Network addressed three key issues to improve social determinants of health and advance equitable care for newcomers. These issues are: access to professional interpretation in healthcare, denial of access to school for refugee children in temporary housing, and access to timely and accurate information for Afghan and Ukraine arrivals. Attendees will learn how to turn side-of-desk efforts into targeted, evidence-based tools.

- **Christine Kouri**, National Newcomer Navigation Network (N4)

#### **D12 | Workshop - Panel Presentation / Atelier - Présentation d'un panel**

*Granville South Tower, 4<sup>th</sup> floor/ 4<sup>ème</sup> étage*

#### **Canada's Quality of Life Framework and insights on youth and young adult wellbeing**

The Quality of Life Framework for Canada was developed to measure what matters most to Canadians, to help drive evidence-based budgeting and decision-making at the federal level. This workshop will showcase the Framework and how it is used to evaluate the social, economic, and environmental factors that impact wellbeing across the lifespan. Additionally, based on the latest Quality of Life data, a snapshot of how



Canadians are doing will be shared, alongside insights on emerging social issues related to youth and young adult wellbeing post-pandemic, including insights on youth not in employment, education, or training (NEET). To complement these insights, other presenters will share findings from the Canadian Happiness Report, and key evidence that supports wellbeing and fairness for all generations, with an emphasis on youth and young adults.

- **Serena O'Brien**
- **Shannon Brennan**
- **Craig Joyce**

**D13 | Workshop - Panel Presentation / Atelier - Présentation d'un panel**

**Galiano** South Tower, 4<sup>rd</sup> floor 4<sup>ème</sup> étage

### **Citizenship as a Verb with Pluralistic Aims**

This roundtable explores exemplary practices in citizen mobilisation, engagement and empowerment. Defining pluralism as 'effective engagement with the other' demands trial-and-error initiatives with racialized and non-racialized individuals that challenge, adapt and/or buck current systems, aren't afraid to 'fail-forward', celebrate minor successes, and re-surface, only to try again. Beguiling interdisciplinary perspectives and diverse ways of being and doing, these local community-driven instances share successes and failures of dialogue, argumentation and experience.

- Moderator/modérateur: **Farah-naaz Habib**, SoCDev - Socially inclusive efforts in community – participatory research and development
- **Nasim Kherani**, Canadian Council of Muslim Women
- **Rahim Sajjan**, TedX Calgary/Former Chair 2030 Alberta World Expo Bid
- **Bukola Ojemakinde**, Ladies in the Family Foundation
- **Farhad Mortazee**, Farmor Architecture/Graduate Student & Sessional Instructor, University of Calgary

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**Special Networking event | Wine & Cheese hosted by the Newcomer Knowledge Hub**

**5: 00 - 6:30 pm**

**Registration required**

**Pre-register at <https://forms.office.com/r/fWLaJVukSj>**

**Same-day register at the Newcomer Knowledge Hub (K-Hub) exhibitor table**

**Pavilion Ballroom AB South Tower, 3rd floor/ 3ème étage**

The Newcomer Knowledge Hub (K-Hub) is an initiative by Immigrant Services Calgary in partnership with the University of Calgary's Faculty of Social Work. As a knowledge mobilization project, we aim to bridge the gap between research and practice in the Southern Alberta settlement sector through effective knowledge translation and dissemination.

# THURSDAY, OCTOBER 31TH/ JEUDI 31 OCTOBRE

**Registration / Visit the Exhibitors and Poster Presentations**  
**Inscriptions / Visite des Kiosques des exposants et des affiches**

**As of / À partir de 7:30 am** North Tower, Lower lobby Level / Tour Nord, niveau inférieur du hall

**8:45 am - 9:00 am | Grand Ballroom** North Tower, 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage

**Welcome & Opening Remarks / Remarques Préliminaires**

- **JackJedwab**, President of ACS and CRO Metropolis Institute / Président et PDG, ACS-Institut Metropolis

**9:00 am - 10:15 am | Grand Ballroom** North Tower, 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage

**Plenary Session 2**

## **Restoring Trust and Rebuilding Relationships in Uncertain Times**

Canada is encountering and experiencing social uncertainty, structural change, and institutional challenges. A healthcare system whose weaknesses were exacerbated by the pandemic, rising costs of living and insufficient housing supply are central preoccupations. Canadians are concerned over strained relations between communities and a rise in hate, in particular, its expression and proliferation on social media.

Following presentations by Statistics Canada and the Association for Canadian Studies documenting the pressure points, societal issues and changes that Canada is facing, plenary speakers will focus on how best to strengthen relationship building between Canadians.

- **Gayatri Jayaraman**, Director General, Justice, Diversity and Population Statistics Branch, Statistics Canada
- **Data Presentation by the Association for Canadian Studies / Metropolis Institute**
- **Professor Barbara Perry, Director**, Centre on Hate, Bias and Extremism, Ontario Tech University / UNESCO Research Chair in the study of hate
- **Professor Rachida Azdouz**, psychologue, autrice et chercheure au Laboratoire de recherche en relations interculturelles(LABRRI, université de Montréal

- **Artur Wilczynski**, Senior fellow /special advisor on anti-Semitism, University of Ottawa
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## Séance plénière 2

### Rétablir la confiance et reconstruire les relations en période d'incertitude

Le Canada est confronté à des incertitudes sociales, à des changements structurels et à des défis institutionnels. Un système de santé dont les faiblesses ont été exacerbées par la pandémie, l'augmentation du coût de la vie et l'insuffisance de l'offre de logements sont au cœur des préoccupations. Les Canadiens sont préoccupés par les relations tendues entre les communautés et la montée de la haine, en particulier son expression et sa prolifération sur les médias sociaux.

Après les présentations de Statistique Canada et de l'Association d'études canadiennes sur les points de pression, les questions sociétales et les changements auxquels le Canada est confronté, les intervenants en séance plénière se pencheront sur la meilleure façon de renforcer les relations entre les Canadiens.

- **Gayatri Jayaraman**, Directrice générale, Direction générale de la justice, de la diversité et de la statistique démographique, Statistique Canada
- **Présentation de données par l'Association d'études canadiennes / Institut Metropolis**
- **Professeuse Barbara Perry**, directrice du Centre sur la haine, les préjugés et l'extrémisme, Université technique de l'Ontario / Chaire de recherche de l'UNESCO sur l'étude de la haine
- **Professeuse Rachida Azdouz**, psychologue, autrice et chercheure au Laboratoire de recherche en relations interculturelles (LABRRI, université de Montréal)
- **Artur Wilczynski**, Senior fellow / conseiller spécial sur l'antisémitisme, Université d'Ottawa

**10:15 am – 10: 45 am | Grand Ballroom** North Tower, 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage

Break / Visit the Exhibitors Booths and Poster Presentations

Pause / Visite des Kiosques des exposants et des affiches

**10:45 am - 11:45 am**

Block E of concurrent sessions (workshops and roundtables)

Bloc E des séances simultanées (ateliers et tables rondes)

**E1** | *Roundtable / Table ronde*

**Junior Ballroom D** *North Tower, 3rd floor/ 3ème étage*

### **Canada's Migrant Care Worker Programs: Persistent Precarity, Ongoing Racism, Barriers to Permanency, and What's Next**

Canada has long drawn on migrant racialized women to engage in low-paying care work in Canadian households. While permanent status for some care workers was hard won through decades of activism, worker precarity and exploitation persist, especially under Canada's recent home care worker programs. Convened by the Vancouver Committee for Domestic Workers' and Caregivers' Rights, our team engaged in quantitative and qualitative analysis to understand the IRCC's poor PR processing for migrant care workers and care workers' experiences of precarious life and labour in Canada. In this roundtable, we will invite open discussion on our findings, recommendations, and the future of migrant care worker programs and justice in Canada.

- Session Chair/Moderator: Rincy Calamba, Simon Fraser University
- **Genen Bagon**, Vancouver Committee for Domestic Workers' and Caregivers' Rights, "Migration Care Worker Precarity Project — Care Worker Organizing and Activism"
- **Rincy Calamba**, Simon Fraser University, "Migration Care Worker Precarity Project — Care Workers' Experiences"
- **Alicia Massie**, SEIU Local 2 / Simon Fraser University, "Migration Care Worker Precarity Project — Political Economic Analyses and Political Advocacy"
- **Anita Minh**, UBC, "Migration Care Worker Precarity Project — Worker Exploitation and Access to Supports"
- **Alice Mûrage**, Simon Fraser University, "Migration Care Worker Precarity Project — Histories of Exclusion and Status for All"
- **Noemi Rosario Martinez**, Simon Fraser University, "Migration Care Worker Precarity Project — Quantitative Research and Data Gaps"
- **Jennifer Shaw**, Thompson Rivers University, "Migration Care Worker Precarity Project — Project Overview, Context, and Key Recommendations"

## **E2 | Workshop - Panel Presentation / Atelier - Présentation d'un panel**

**Junior Ballroom AB** North Tower, 3rd floor/ 3ème étage

### **Unlocking Success: Leveraging the Canadian Index for Measuring Integration and Inclusion (CIMII) in Settlement Services**

Join us for an insightful workshop on leveraging the Canadian Index for Measuring Integration and Inclusion (CIMII) to enhance research capacity within the settlement sector. Through interactive demonstrations, we'll guide you step-by-step on harnessing the power of this online tool to identify local, provincial, and national needs related to economic integration, social inclusion, civic participation, and healthcare access. Furthermore, this session will offer an exclusive sneak peek into the CIMII's e-learning course, facilitated in collaboration with UMetropolis. Don't miss this opportunity to elevate your skills and expertise in supporting immigrant communities in Canada.

- **Paul Holley**, ACS-Metropolis Institute
- **Ravindra Shrestha**, ACS-Metropolis Institute
- **Michele Vitale**, ACS-Metropolis Institute
- **Christopher Surtees**, ACS-Metropolis Institute

## **E3 | Workshop - Panel Presentation / Atelier - Présentation d'un panel**

**Junior Ballroom C** North Tower, 3<sup>rd</sup> floor/ 3ème étage

### **Pathways, Processes, and Systemic Barriers to Housing Exclusion: Consequences for Refugees and Initiatives Toward Change**

This panel examines housing challenges faced by refugee populations in Metro Vancouver through various case studies and research methods. It aims to understand the pathways, processes, and systemic barriers that lead to housing exclusions, alongside their social, physical and mental health impacts. The presentations will propose solutions, highlight successful housing initiatives, and advocate for policy changes to enhance housing stability, affordability, and adequacy for refugees.

- **Rahil Adeli**, City in Colour Cooperative
- **Fiorella Pinillos**, City in Colour Cooperative
- **Mei Fang**, SFU
- **Aude-Claire Fourot**, SFU
- **Peggy Lau**, S.U.C.C.E.S.S.

#### **E4 | Workshop - Panel Presentation / Atelier - Présentation d'un panel**

**Parksville** North Tower, 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage

### **Community Perspectives on Reducing Barriers to Crisis Lines & Other Mental Health Supports**

Chimo and community partners are working to reduce barriers for under-represented groups in accessing crisis lines and other mental health supports. We will present recent findings from a public survey and focus groups conducted in 6 languages on barriers to crisis lines. Our partners in community health will share practices around cultural brokers and equity enhancement in crisis lines from a provincial perspective. We invite all participants to share experiences and knowledge of barriers to mental health supports at the intersections of language, culture, gender and disabilities, and discuss collective strategies for breaking down stigma, misinformation and other barriers to accessing mental health services.

- **Moderator/Chair: Marialejandra Reyes**, Expansion Works
- **Moderator/Chair: Andrea Solnes**, Flow Society
- **Marialejandra Reyes**, Expansion Works, Chimo Crisis Line Community Engagement
- **Alberto Almeida**, Provincial Health Services Authority, Dialogue with 2SLGBTQIA+ and IBPOC Community Members
- **Zarghoona Wakil**, Umbrella Multicultural Health Co-op, Cultural Brokers- Equity in Health Services
- **Monica Yagi**, MOSAIC, Providing Primary Care to Individuals With Complex Mental Health

#### **E5 | Workshop - Panel Presentation / Atelier - Présentation d'un panel**

**Port McNeil** North Tower, 4<sup>th</sup> floor/4<sup>ème</sup> étage

### **Does volunteer social support really improve refugee integration? Lessons from adapting and evaluating the Welcome Group Program**

Volunteer social support for refugee integration sounds like a good idea, but does it really work? This workshop explores this question through the perspective of Together Project's Welcome Group Program, which it brought to Surrey, B.C. in partnership with DIVERSEcity, as part of a three-year long IRCC-funded evaluation of how volunteers could improve newcomer integration outcomes through meaningful social support. Learn about how volunteer social support can make settlement services more effective and efficient, how the role of volunteers as community brokers can be defined and

leveraged by local service providers, and how interventions like the Welcome Group Program can be adapted to local contexts to maximize impact.

- **Andrew Luszyk**, Together Project - MakeWay
- **Kathryn Sim**, DIVERSEcity Community Resources Society
- **Ahmed Barbour**, Together Project - MakeWay

## **E6 | Workshop - Panel Presentation / Atelier - Présentation d'un panel**

**Port Alberni** North Tower 4<sup>th</sup> floor/ 4<sup>ème</sup> étage

### **Re-contextualizing migrant career identities across generations**

Research suggests that migrants attempting to enter their host country labour market often face work identity and inclusion challenges. In response, migrants engage in a variety of coping strategies that have consequences for their sense of self and overall integration. This session adopts three lenses to explore the associated impact on their social and professional identities: downward career mobility and occupational status loss, the exploration of career alternatives, and relevant identity perspectives in networking behaviour. A fourth intersectional lens is adopted to examine the gendered and racialized experience of second-generation migrant children entering the labour market.

- **Viktoryia Voloshyna**, Thompson Rivers University, Kamloops, Canada
- **Bonita Dias**, York University, Toronto
- **Soodabeth Mansoori**, York University, Toronto
- **Valerie Preston**, York University, Toronto

## **E7 | Workshop - Panel Presentation / Atelier - Présentation d'un panel**

**Pavilion Ballroom AB** South Tower, 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage

### **Using evidence for newcomer service improvement and navigating funder-driven evaluation**

Blueprint and Immigration Employment Council of BC (IEC-BC) will be discussing the evaluation and continuous improvement of Facilitating Access to Skilled Talent (FAST) – an online skills assessment and development platform supporting skilled newcomers in closing skills and accreditation gaps. As the evidence partner, Blueprint will share how we collaborate with IEC-BC to evaluate FAST, some high-level findings. We will also discuss experiences, challenges and ideas in building data capacity and mobilizing



evidence for continuous improvement, program iteration and related advocacy in a non-profit and funding-driven context. There will be a workshop activity for attendees to learn/practice evidence-thinking and sense-making skills.

- **Patrick MacKenzie**, IEC-BC
- **Joshua Loo**, Blueprint ADE
- **Jess Mckewon**, Blueprint ADE

**E8 | Workshop - Panel Presentation / Atelier - Présentation d'un panel**

**Pavilion Ballroom C** South Tower, 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage

### **Visibility & Networking: Strategies for the Inclusion of Canada's Racialized Immigrant Women in the Labour Market**

While the number of highly skilled racialized immigrant women in Canada has steadily increased, they continue to experience under-employment, deskilling, and intersecting forms of discrimination. At the same time, highly skilled racialized immigrant women are building networks and making significant contributions to the settlement sector itself. Hosted by a research team from the University of Waterloo, this workshop presents research findings from an IRCC-funded project on Canada's Racialized Immigrant Women and the Labour Market. Presenters from academia, civil society, and government examine racialized immigrant women's experiences, strategies, and contributions toward reducing their systemic disadvantage and devaluation.

- **Melissa Finn**, University of Waterloo
- **Allison Petroziello**, University of Waterloo
- **Carla Morales**, Immigrant Services Society of BC
- **CPRNW project team**, Social Research and Demonstration Corporation
- **Teresa Stevens**, Career counsellor, Calgary

**E9 | Roundtable / Table ronde**

**Pavilion Ballroom D** South Tower, 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage

### **The complexities of Francophone immigration in Canada**

Round table discussion on "Understanding complex identities and promoting inclusion", with the intended outcome of improving public knowledge about the immigration and diversity of Francophones to Canada.. The Francophone diaspora covers many different region of the world; however in Canada we see Francophone immigrants as all

having the same settlement and linguistic needs. Using data from immigration, settlement, training sources and studies participants will share different opinions on whether Canada can talk about "Francophone" immigration or whether its diversity should be recognized.

- Session Chair/Moderator: Raoul Daguilh, CCLB
- **Yves Saint-Germaine**, Directeur, Stratégies et Plans | Director, Strategies and Plans Immigration francophone | Francophone Immigration  
Immigration, Réfugiés et Citoyenneté Canada / Gouvernement du Canada  
Immigration, Refugees and Citizenship Canada / Government of Canada

### **E10 | Workshop - Panel Presentation / Atelier - Présentation d'un panel**

*Finback Residential Tower, 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage*

#### **Living arrangements and challenges among aging South Asian families in Canada**

Canada's population is aging and becoming more diverse; for the first time in Canadian history, there are more seniors than children and approximately thirty percent of Canada's seniors are foreign-born, many of whom were born in South Asian countries. This research focuses on the experiences of South Asian migrant families as they navigate aging within the context of migration. Using in-depth interviews with the South Asian migrant community in Canada (seniors and their second-generation children), this research explores the ways migrant families negotiate aging and care-giving within the context of migration, with a specific focus on the living arrangements and housing challenges of aging South Asian families in Canada.

- **Kara Sommerville**, University of Saskatchewan

#### **“Either you make it together, or you fall apart”: Re-Establishing the Meaning of Family through the Experiences of Latin American and Caribbean Youth**

This presentation will discuss findings from the Rights for Children and Youth Partnership (RCYP) Project, which seeks to explore the factors that protect and hinder children and youth's rights in Central America, the Caribbean, and among their diasporas in Canada. This presentation uses Family Critical Race Theory to understand the intersecting barriers Latin American and Black Caribbean immigrant youth face in the migration and adaptation process in Ontario. We examine the experiences of immigrant racialized youth and the meaning that family holds in their worldview, underscoring the social, cultural, and emotional challenges that influence their evolving identity and understanding of “home”.

- **Laura Perez Gonzalez**, Toronto Metropolitan University
- **Henry Parada**, Toronto Metropolitan University

**E11** | *Workshop - Panel Presentation / Atelier - Présentation d'un panel*

*Orca Residential Tower 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage*

### **Holocaust Memory and Learning: Meeting Contemporary and Future Challenges**

This workshop will reflect on the growing challenge of preserving the memory of the Holocaust and transmitting its lessons to future generations as we approach the 80th anniversary of the liberation of the Auschwitz death camp. While the Holocaust has the distinction of being one of the best documented mass atrocities in human history, the passage of time deprives us of the living evidence provided by survivors and eyewitnesses. There is increasing manipulation of historic information, especially on digital platforms that has facilitated and amplified narratives that excuse, minimize, misrepresent or outright deny the Holocaust. Surveys in Canada and the United States point to a rise in the share of the population that believe the Holocaust is exaggerated and this is especially the case amongst youth in the two countries. Efforts to contextualize the Holocaust that diminish its historic significance represent yet another growing challenge for educators.

- **Jack Jedwab**, President and CEO, ACS-Metropolis Institute
- **Professor Anna Shernshis**, Director of the Anne Tanenbaum Centre for Jewish Studies, J. Richard and Dorothy Shiff Chair of Jewish Studies; Fellow, John Guggenheim Memorial Foundationm University of Toronto
- **Artur Wilczynski**, Senior fellow /special advisor on anti-Semitism, University of Ottawa
- *TBC*

**E12** | *Workshop - Panel Presentation / Atelier - Présentation d'un panel*

*Granville South Tower, 4<sup>rd</sup> floor/ 4<sup>ème</sup> étage*

### **Cultural Brokers national survey: assessing the role and impact of these settlement/community workers in facilitating access to health and social services.**

This research investigates the role of settlement/community workers who engage in cultural brokering practice assisting newcomers to Canada with access to various services during their settlement and integration journey. Our Cultural Brokers survey

assesses the role and impact of these settlement/community workers in facilitating access to health and social services. A random sampling recruitment method ensures representation across Canadian provinces. This presentation will discuss: prevalence of cultural brokering practices across Canada; different roles of settlement/community workers serving immigrant and newcomer families in Canada; and, impact of settlement/community workers with cultural brokering roles on the access these families.

- **Sara Torres**, Laurentian University, *Implications of survey findings for policies and programs.*
- **Sally Ogoe**, Laurentian University, *Survey research with immigrant and newcomer families*

### **E13 | Workshop - Panel Presentation / Atelier - Présentation d'un panel**

**Galiano** South Tower, 4<sup>rd</sup> floor 4<sup>ème</sup> étage

#### **Tamil older adults' access to diabetes-related healthcare: Health care providers' perspectives**

We explored barriers and facilitators affecting South Asian-Tamil older adults' access to diabetes-related healthcare in the Greater Toronto Area using interpretive descriptive methodology. Semi-structured interviews with 9 diabetes health providers (HP), recruited through purposive and snowball sampling, were conducted. Organized using Levesque et al.'s access to health care framework (2013), data revealed perceived inconsistency in T2DM management and referrals by HP, limited culturally relevant and Tamil services, limited technological accommodations by HP, and barriers such as limited access to information, fear of medication, delaying care, and financial barriers among Tamil older adults. This study supports improving HPs' awareness, interpretation services, and financial support to enhance approachability, appropriateness, and affordability.

- **Thanusha Kathiravel**, Queen's University
- **Setareh Ghahari**, Queen's University
- **Batoul Awada**

**11:45 am – 12:00 pm**      **Grand Ballroom**      North Tower, 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage

Break / Visit the Exhibitors Booths and Poster Presentations

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

**12:00 pm – 1:00 pm**

Block F of concurrent sessions (workshops and roundtables)

Bloc F des séances simultanées (ateliers et tables rondes)

**F1 | *Workshop - Panel Presentation / Atelier - Présentation d'un panel***

***Junior Ballroom D North Tower, 3rd floor/ 3ème étage***

### **Creating Successful Conditions for Newcomer Integration**

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 several priority areas for creating successful conditions for newcomer integration. First this session will unpack newcomer awareness of settlement services – where there are gaps and what can be done. Next this session will leverage insights from direct and indirect service providers to share promising practices and lessons learned about delivering services to newcomers. Finally this session will have an interactive element that seeks participants' knowledge and experiences around newcomer settlement and integration.

- **Jeslyn Thibedeau**, Immigration Refugees and Citizenship Canada
- **Meghan Foran**, Immigration Refugees and Citizenship Canada

**F2 | *Workshop - Panel Presentation / Atelier - Présentation d'un panel***

***Junior Ballroom AB North Tower, 3rd floor/ 3ème étage***

### **Immigrant Entrepreneurship: Navigating multilevel challenges and opportunities**

Immigrant entrepreneurs contribute to innovation, global market entry, and economic growth, accounting for 33% of Canadian business owners. Despite their significant impact, their diverse experience is overlooked. This session explores the multifaceted nature of immigrant entrepreneurship and the supports needed for them to succeed in a new digital economy. Using an ecosystem model to look at factors at macro, meso, and micro levels, the workshop shifts from the traditional monolithic perspectives in literature

- **Sharon Broughton**, Diversity Institute
- **Guang Ying Mo**, Diversity Institute
- **Ejibola Adetokunbo-Taiwo**, Simply Ejibola Inc

### **F3 | Workshop - Panel Presentation / Atelier - Présentation d'un panel**

**Junior Ballroom C** North Tower, 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage

#### **Reducing mental health inequities by incorporating language interpretation services**

Language interpretation services are underutilized in healthcare, including mental health care. Immigrants and refugees experience significant mental health challenges due to pre-migration traumas and post-migration stressors. Inadequate language interpretation is a systemic inequity that leads to poorer mental health outcomes. This Roundtable addresses this structural barrier by sharing the Vancouver Island Counselling Centre for Immigrants and Refugees' model for interpretation and a roadmap for implementing these services in other settings. We will also facilitate a discussion about unique issues in mental health interpretation (e.g., continuity of interpreter), issues related to cultural brokering, interpreter training and supervision

- **Catherine Costigan**, University of Victoria
- **Azin Nasser**, Vancouver Island Counselling Centre for Immigrants and Refugees
- **Jessica Li**, University of Victoria
- **Abeer Smadi**, Vancouver Island Counselling Centre for Immigrants and Refugees

### **F4 | Workshop - Panel Presentation / Atelier - Présentation d'un panel**

**Parksville** North Tower, 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage

#### **Immigrants and House Prices: Myths and realities**

This workshop sheds light on housing issues related to immigrants. The first paper provides a theoretical discussion on house price underscores the complexity of the causes behind the rising housing prices in Canada. Public debates often attribute housing affordability issues to immigrant-driven demands, neglecting the broader economic contribution of immigrant entrepreneurship. It emphasizes the necessity for effective policies in balancing housing needs with the positive impact of immigration. The second paper uses national data to investigate international students' housing issues.

- **Wendy Cuckier**, Diversity Institute
- **Feng Hou**, Statistics Canada

#### **F5 | Workshop - Panel Presentation / Atelier - Présentation d'un panel**

**Port McNeil** North Tower, 4<sup>th</sup> floor/4<sup>ème</sup> étage

#### **Addressing Systemic Racism in BC Government Programs, Policies and Services.**

Province of British Columbia is committed to creating a safe, welcoming and equitable place for everyone regardless of race, ethnicity, heritage, or country of origin. These presentations will highlight how the Province is addressing systemic racism. Catalyzed by the Anti-Racism Data Act, in 2023 the BC government launched a demographic survey to support research on systemic racism and began research in the areas of education, health, and diversity in the Public Service. This presentation will share key findings and discuss the role data can play to advance racial equity. Out of the evident impacts of hate experienced during the COVID 19 pandemic people in BC wanted to address racism in the Province the Anti-Racism Act

- **Mariam Okwengu**, Government of British Columbia - Ministry of the Attorney General
- **Milan Singh**, Government of British Columbia - Ministry of the Attorney General
- **Tatiana Kim**, Government of British Columbia - Ministry of the Attorney General

#### **F6 | Roundtable / Table ronde**

**Port Alberni** North Tower 4<sup>th</sup> floor/ 4<sup>ème</sup> étage

#### **Volunteers - an essential resource in crisis response and successful newcomer integration**

This session will explore the pivotal role of volunteerism in reducing barriers and promoting successful integration for newcomers. With the recent arrival of CUAET clients and Afghan refugees, JIAS exponentially expanded its volunteer base to provide better wraparound services for clients and support our crisis response initiative. This required a rethinking of our volunteer support infrastructure, communications, training, and engagement. The presentation will highlight the data-informed changes made, their

impact on clients, volunteers, and staff and lessons learned that can be applied to other organizations, including how volunteerism can strengthen intergroup relations.

- **Dana Fischman**, JIAS Toronto
- **Jodi Block**, JIAS Toronto
- **Malka Elkin**, JIAS Toronto

#### **F7 | Roundtable / Table ronde**

**Pavilion Ballroom AB** South Tower, 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage

#### **Gateways and Gatekeepers: Postsecondary Institutions' role in migrant students' access to services**

Often a main point of contact for migrant students to access information, postsecondary institutions act as a gateway to key services, programs and resources within and without their organization. However, they are also gatekeepers facilitating, granting or denying access to such information, services or resources. This bilingual multisector roundtable aims to examine these roles and explore how they affect migrant student's access to services, and discuss how institutions can examine their own practices to better support migrant students in accessing services, resources and information to shape their future.

- Session Chair/Moderator: **Jasmine Begin Marchand**,
- **Sébastien Laperrier**, Collège La Cité
- **Bushra Shahrin**, University of Toronto

#### **F8 | Workshop - Panel Presentation / Atelier - Présentation d'un panel**

**Pavilion Ballroom C** South Tower, 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage

#### **Identifying and documenting barriers to service delivery: approaches and lessons from the City of Calgary.**

To build equitable and inclusive cities, it is important for city managers to proactively identify and understand the barriers that different segments of its population experience while accessing programs and services. In this workshop, we will highlight the City of Calgary's approach to documenting social and economic inequities and how this supports equitable and effective service and program delivery. Through evidence based and data driven approaches, we will demonstrate how cities can effectively identify, document and address rising social inequities.



- **Jaspreet Sandhu**, Team Lead, Equity Program, City of Calgary
- **Nindy Brar**, Team Lead, Demographics & Evaluation, City of Calgary
- **John Boakye-Danquah**, Research Social Planner, City of Calgary and Adjunct Professor, University of Saskatchewan

**F9 | Workshop - Panel Presentation / Atelier - Présentation d'un panel**

*Pavilion Ballroom D South Tower, 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage*

**Anti-Racism at intersection of Intergroup Relations and Identities: A Toolkit Resource for Institutionalizing Equitable Integration**

Canada's migration policies have contributed to increasing ethnic/cultural/other forms of diversity. The need for effective tools that will help institutions and workplaces address the emerging and evolving intersections of identity and inequities has become apparent. Across many institutional and organisational social settings, the role and responsibility of leaders and individuals in combating racism, discrimination and prejudice, and promoting respectful intercultural dialogue has never been more vital. Multidisciplinary NorQuest College leaders will be sharing and discussing a jointly developed interdisciplinary toolkit for advancing antiracism and inclusion with practical resources and how-to guides for improving equitable integration

- **Dr. Benjamin Denga**, NorQuest College
- **Dr Marco Zinyemba**, NorQuest College
- **Rebecca Bock-Freeman**, NorQuest College
- **Dawn Witherspoon**, NorQuest College

**F10 | Workshop - Panel Presentation / Atelier - Présentation d'un panel**

*Finback Residential Tower, 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage*

**“Anti-Asian racism and the pandemic in Canada: the experience of international students”**

Findings from a recently completed SSHRC-funded national project reveal that Asian international students face challenges at the intersection of academics, lack of healthcare, precarious housing, and other social infrastructure failures, in addition to being victimized by various forms of racism and that these problems were exacerbated by the pandemic.

- **Yazhi Luo**, University of Manitoba

- **Lori Wilkinson**, University of Manitoba

### **F11 | Workshop - Panel Presentation / Atelier - Présentation d'un panel**

*Orca Residential Tower 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage*

#### **Diasporas, Migration & Identities: Evolving Diaspora Engagement in Migrant Sending and Receiving Countries**

The process of migration can have an important impact on both destination and source countries. Among diaspora groups, distinct historic experiences and narratives have contributed to important variations in ongoing relationships with countries of origin and patterns of identity formation in countries of adoption. Over recent decades, changing migration patterns, globalization and technological advances have both facilitated and made more complex, these multifaceted relationships. In destination countries, responses to migration trends have generated both challenges and opportunities. This workshop will provide an opportunity to reflect on how evolving diaspora engagement affects policies and practices in migrant sending and migrant receiving countries.

- **Min Zhou**, Ph.D., Distinguished Professor of Sociology & Asian American Studies, Walter and Shirley Wang Endowed Chair in US-China Relations & Communications Director, Asia Pacific Center, University of California, Los Angeles (UCLA)
- **Additional Panellist to be confirmed**

### **F12 | Workshop - Panel Presentation / Atelier - Présentation d'un panel**

*Granville South Tower, 4<sup>rd</sup> floor/ 4<sup>ème</sup> étage*

#### **Enhancing Harm Reduction Support through Training and Capacity Building**

The Substance Use and Addiction Program at Nellie's proposes a comprehensive training initiative to enhance harm reduction strategies within Toronto's network of gender-based violence (GBV) shelters. This project aims to equip shelter staff with the necessary knowledge and tools to support individuals dealing with substance use and addiction, fostering safer environments. Objectives include increasing harm reduction knowledge, building implementation capacity, and standardizing training for shelter staff and food service workers. This initiative will ensure consistent, effective harm reduction practices across all GBV facilities, ultimately supporting women affected by violence and substance use issues.

- **Toni-Ann Allen**, Nellie's
- **Susan Poap**, Nellie's"

**F13** | *Workshop - Panel Presentation / Atelier - Présentation d'un panel*

**Galiano** South Tower, 4<sup>rd</sup> floor 4<sup>ème</sup> étage

### **The Impact of COVID-19 and Black youth: Post-pandemic Strategies and Recommendations**

Research has shown that the Covid-19 pandemic disproportionately impacted the Black community. This presentation will focus on the mental health and well-being of Black youth including those from the Afro-Caribbean culture during the pandemic. It will focus on post-pandemic solutions to address the challenges Black youth have and continue to face within the mental health and education systems

- **Fiona Edwards**-Akunesiobike, MacEwan University
- **Hellen Gateri**, MacEwan University
- **Donna Richards**, Trent University

**1:00 pm - 2:15 pm**    **Grand Ballroom**    North Tower, 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage  
Lunch / Diner

**2:30 pm – 3:30 pm**

Block C of concurrent sessions (workshops and roundtables)

Bloc C des séances simultanées (ateliers et tables rondes)

**G1** | *Workshop - Panel Presentation / Atelier - Présentation d'un panel*

**Junior Ballroom D** North Tower, 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage

### **Strengthening Capacity and Empowering Refugees: Skills for Change's Approach**

This workshop focuses on Skills for Change's (SfC) comprehensive efforts to strengthen organizational capacity to support the complex needs of refugees. We highlight our multifaceted initiatives, including language training, mental health support, housing assistance, and tailored employment services. The workshop will also address the impact of emergency funding for asylum claimants, which has enabled the

establishment of a crisis response team, marketplace events, and settlement and employment workshops. Particular attention will be given to the challenges faced by Sub-Saharan African refugees, who have encountered systemic racism. Our approach fosters community engagement, resilience, and supports the diverse needs of refugees

- **Surranna Sandy**, Skills for Change
- **Nidhi Khanna**, Skills for Change
- **Sampada Kukade**, Skills for Change
- **Heather McLean**, Skills for Change

**G2** | *Workshop - Panel Presentation / Atelier - Présentation d'un panel*

**Junior Ballroom AB** North Tower, 3rd floor/ 3ème étage

### **The Rights for Children and Youth Partnership (RCYP) Project**

This presentation delves into findings from the Rights for Children and Youth Partnership (RCYP) Project, focusing on the phenomenon of arraigo (rootedness or sense of rootedness) among Guatemalan youth migrating to Canada and the United States. It investigates the impact of mobility and migration on youth's sense of belonging, utilizing Descriptive Phenomenology to illustrate the complexity and essence that define arraigo. Emphasizing the social and emotional challenges inherent in migration, we explore the diverse ways in which Guatemalan youth migrants navigate and articulate their connections to place, community, and culture while negotiating their identity and belonging in their new environments

- **Maria Cappelletti**, Toronto Metropolitan University, "Dead or alive, but I will return:" The Politics of Belonging and Arraigo in Young Guatemalan Migrants
- **Henry Parada**, Toronto Metropolitan University, "Dead or alive, but I will return:" The Politics of Belonging and Arraigo in Young Guatemalan Migrants

**G3** | *Roundtable / Table ronde*

**Junior Ballroom C** North Tower, 3<sup>rd</sup> floor/ 3ème étage

### **Canada and the Syrian Crisis: Policy Responses and Public Narratives**

Canada's 2015 Syrian refugee resettlement response was the fastest and second largest in the country's history. Journalists for Human Rights (JHR) is conducting a research study with members of Syria's ethnically diverse population in Canada to determine how this response was experienced by refugees and host communities alike.

The study's findings will contribute to our understanding of how immigration policies impact vulnerable populations and how refugees and migration are addressed by the media in Canada.

- Session Chair/Moderator: **Mona Awwad**, Independent consultant
- **Zein Almoghraby**, Journalists for Human Rights
- **Jordan MacInnis**, Journalists for Human Rights

#### **G4 | Roundtable / Table ronde**

**Parksville** North Tower, 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage

#### **Building better relationships in research with our communities**

There is a growth of partnerships in research involving immigrant and refugee families with neurodivergent children and organizations supporting them. However, guidance is rarely given to researchers on how to build research relationships with communities who often have intersecting identities (e.g., speakers of minoritized languages, those who are racialized and who are neurodivergent). In this roundtable, we present a guide for researchers on how to build meaningful research relationships with a variety of stakeholders. We will focus on relationship-building in key research phases, present and reflect on examples of meaningful research processes and products employed by our community-university partnership.

- **Roslynn Zulla**, University of Calgary
- **Andrea Macleod**, University of Alberta
- **Robel Araya**, University of Calgary
- **Samina Sana**, University of Alberta
- **Kimberly Mayer**, Newcomer Center
- **Rispah Trembley**, Newcomer Center
- **Yvonne Chiu**, Multicultural Health Brokers Co-Operative
- **Leah Johnson**, Catholic Social Services
- **Lucero Vargas**, Multilingual Abilities
- **Tsedale Aregawi**, Multicultural Health Brokers Co-Operative
- **Attiya Syeda**, Multicultural Health Brokers Co-Operative
- **Julie Zhu**, Multicultural Health Brokers Co-Operative
- **Abdulah Ahmed**, Newcomer Center

**G5 | Workshop - Panel Presentation / Atelier - Présentation d'un panel**

**Port McNeil** North Tower, 4<sup>th</sup> floor/4<sup>ème</sup> étage

**Session to be confirmed**

**G6 | Roundtable / Table ronde**

**Port Alberni** North Tower 4<sup>th</sup> floor/ 4<sup>ème</sup> étage

**What it means to be a Young Muslim in Canada: Multiple, hybrid and racialized identities of Canadian Muslim Youth in the Negotiation of Belonging and Citizenship**

Canadian Muslim Youth (CMY) encounter significant obstacles as they strive to forge meaningful and stable identities amidst ongoing conflicts in the Muslim world and tensions within the Canadian societal framework. These complexities often leave Muslim youth feeling unsupported and misunderstood, complicating their identity formation journey. Through interviews and focus groups with CMY across Canada, this research explored the complex identities of CMY, focusing on integration, belonging, and identity negotiations. This roundtable will discuss findings and evidence-based recommendations from Muslim youth and community elders to foster positive development and an inclusive environment that acknowledges the complex identities of CMY.

- **Aamir Jamal**, University of Calgary Faculty of Social Work, *What it means to be a Young Muslim In Canada: Challenges and Experiences*
- **Sarah Abouali**, University of Calgary Faculty of Social Work, *Islamophobia and its impact on identity formation and mental health among Canadian Muslim youth*
- **Danial Jamal**, University of Calgary Faculty of Social Work, *Faith as a Fortress: Islamic Spirituality and Mental Well-Being Within Canadian Muslim Youth*
- **Abdul Al-Shawwa**, University of Calgary Faculty of Social Work, *Muslim Youth Identity: Sharing Knowledge and Building Capacities*

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

***Pavilion Ballroom AB*** South Tower, 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage

### **Intersectionality in Settlement Program Outcomes Analysis**

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 how IRCC considers complex newcomer identities in its programming and operational decisions. The session will provide an overview on the relevant data IRCC collects that allows for an intersectional and GBA+ lens. To further illustrate these approaches, this session will also spotlight key examples.

- **Meghan Foran**, Immigration Refugees and Citizenship Canada
- **Jeslyn Thibedeau**, Immigration Refugees and Citizenship Canada

**G8 | Workshop - Panel Presentation / Atelier - Présentation d'un panel**

***Pavilion Ballroom C*** South Tower, 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage

### **Bridging the Gap: Enhancing Employment Opportunities for Newcomers**

This session explores strategies to reduce economic disadvantage and improve employment outcomes for newcomers, focusing on tailored services, collaboration, and overcoming barriers. The session highlights the importance of strategic partnership and features customized programs for Newcomers at Calgary Catholic Immigration Society (CCIS), S.U.C.C.E.S.S BC, and Careers in Energy at Energy Safety Canada.

- Moderator/chair: **Hasmik Asmaryan**, CCIS, *Customized and Comprehensive Employment Programs for Newcomers*
- **Michael Lam**, Program Director, Career and Youth Services, S.U.C.C.E.S.S BC, *Evolving FCR Services to Address Needs of Skilled Newcomers in a Changing Labour Market*
- **Kelly Johnson**, Program Manager, Careers in Energy at Energy Safety Canada, *A Case Study: Careers in Energy's Work to Support Newcomers in the Energy Industry*
- **Lisa Stephenson**, Director, Careers in Energy at Energy Safety Canada, *Workplace Safety in Energy and the Immigrant Worker*

**G9 | Workshop - Panel Presentation / Atelier - Présentation d'un panel**

***Pavilion Ballroom D*** South Tower, 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage

- **Session information to be posted shortly**

**G10** | *Workshop - Panel Presentation / Atelier - Présentation d'un panel*

*Finback Residential Tower, 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage*

### **Adopting Innovative Technologies to Break Barriers and Integrate Disadvantaged Populations into Meaningful Employment**

Integrating disadvantaged populations into the workforce requires an evolved approach that leverages AI. Panelists will discuss using real-time NOC-specific labour market data to guide newcomers on settlement and career choices. This data can be integrated with AI-powered career services to dynamically map out career pathways that meet employer needs. Additionally, the discussion will review how AI tools are customized to assist those with diverse needs or limited digital literacy, supporting pre-employment and job search. These platforms connect job seekers with employers committed to hiring newcomers, ensuring the right talent finds the right opportunities for better outcomes.

- **Darcy MacCallum**, SEC, *SmartPathAI*
- **Heather McLean**, Skills for Change, *Digital Literacy*
- **Justin Kohlman**, Devant

**G11** | *Workshop - Panel Presentation / Atelier - Présentation d'un panel*

*Orca Residential Tower 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage*

### **Wellness via Sport & Physical Activity to foster Community Connections for Newcomers.**

Two projects that identified the top barriers to sport and physical activity for Newcomers to Canada who live in Greater Victoria and Burnaby. Based on the findings of a Needs Assessment, activities co-designed with local Newcomer agencies to improve social connection opportunities for Newcomers through sport and physical activity programming, resulting in an increased sense of belonging, community engagement, and optimized health and wellness.

- **Kabir Hosein**, Sport for Life



- **Dr. Jean Buckler**, University of Victoria

## **G12 | Workshop - Panel Presentation / Atelier - Présentation d'un panel**

**Granville** South Tower, 4<sup>rd</sup> floor/ 4<sup>ème</sup> étage

### **A Diasporic Identity in the Making: a Case of Hongkonger Canadian**

Immigrants from Hong Kong, which have been a major component of the Canadian diversity mosaic, have always been classified or self-identified as Chinese in Canada. However, in 2021 census, 81,680 people chose to identify themselves as Hong Kongers as their ethnicity. Among them, 59,255 were first-generation immigrants, 20,710 second-generation, and 1,715 third-generation. In this workshop, the presenters will trace the formation of this new identity and share findings of four empirical studies on the identity issues particularly among recent immigrants from Hong Kong.

- Session Chair/Moderator: **Miu Chung Yan**, University of British Columbia
- **Barbara Lee**, University of British Columbia, "*Ethnic Identity of recently arrived Hong Kong immigrants: Lessons learned from findings of two surveys*"
- **Capri Y.P.Kong**, University of British Columbia, "*Global citizens or Hongkongers: Diasporic future of children from Hong Kong immigrants*"
- **Renita Y.L. Wong**, York University, "#IAmHongKonger": Remembering and preserving "Hong Kong" in Canadian"
- **Kennedy C.P. Wong**, University of Southern California, "*Building Home, Making Hong Konger Canadians? Transforming Diasporic Commitments into Domestic Civic Actions*"
- **Fankie Cabahug**, University of British Columbia, "*Ethnic Identity of recently arrived Hong Kong immigrants: Lessons learned from findings of two surveys*"

## **G13 | Workshop - Panel Presentation / Atelier - Présentation d'un panel**

**Galiano** South Tower, 4<sup>rd</sup> floor 4<sup>ème</sup> étage

### **AI can be leveraged for more successful diversity and inclusion in recruitment and retention? Fact or Fiction**

Hiring, recruitment and retention is in an interesting place, where potential candidates are now being sourced, contacted, analyzed and sometimes even interviewed using artificial intelligence. What are the pros and cons of employers using AI for hiring and potential impact on the integration and inclusion of newcomers in the labour market.

The panel will share their thoughts and perspectives to set the stage. The moderator will then facilitate an interactive discussion with participants sharing their own insights and experiences

- Session Chair/Moderator: Sheryl Lee, LIFT Impact Partners
- **Patrick Mackenzie**, IECBC
- **Shannon Kot**, Deloitte Inc.

**3:30 am – 4:00 pm Grand Ballroom** North Tower, 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage

Break / Visit the Exhibitors Booths and Poster Presentations

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

**4:00 pm – 5:00 pm**

Block H of concurrent sessions (workshops and roundtables)

Bloc H des séances simultanées (ateliers et tables rondes)

**H1 | Workshop - Panel Presentation / Atelier - Présentation d'un panel**

**Junior Ballroom D** North Tower, 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage

### **Building A Future for Newcomer Youth: A Collaborative Approach**

Informed by a shared vision of reduced barriers facing young adult clients, LENS & the NSCC School of Access Language and Education have created tools and programs to help young clients better access EAL and educational programming in our community. We will share tools and programs designed to increase meaningful participation in services for youth, while also addressing systemic barriers. In addition to our programs, we'll share findings of recent research conducted by Mount St. Vincent University on the ISANS Youth EAL program and how social and emotional factors shape youth's language experiences and new initiatives of our local school board.

- **Erin Mcdonald**, LENS
- **Sara Devanney**, NSCC School of Access
- **Nick Veinot**, NSCC School of Access

**H2 | Workshop - Panel Presentation / Atelier - Présentation d'un panel**

**Junior Ballroom AB** North Tower, 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage

## **Journeys to Active Citizenship: Fostering Intercultural Unity through Civic Engagement**

The Journeys to Active Citizenship project promotes intergroup harmony among newcomers by fostering active citizenship through participatory learning. Focused on forms of active citizenship accessible to non-citizens, the program equips newcomers with the knowledge and tools for them to contribute meaningfully to their communities. Through activities like civic education, community involvement, and dialogue, participants break down cultural and social barriers, building trust and cooperation across diverse backgrounds. By engaging in role-playing, community mapping, and discussions, newcomers become empowered to navigate their new society, strengthening social cohesion and contributing to a more inclusive and harmonious community.

- **Paul Bishop**, North York Community House

**H3 | Workshop - Panel Presentation / Atelier - Présentation d'un panel**

**Junior Ballroom C** North Tower, 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage

### **Addressing Barriers to participating in Federal Elections**

For new Canadians over the age of 18, becoming a citizen means gaining the right to vote in a federal election. However, several barriers to participation in federal elections affect the number of new Canadians who vote, work, or run in an election. The goal of our presentation will be to share the ways in which our program, Inspire Democracy, works to address and reduce these barriers for new Canadians and to share the tools and resources that are available to help electors participate more equally. Our discussion will involve a voting simulation that demystifies the voting process for first-time voters and highlights the safeguards that are in place to ensure the integrity of the democratic process while sharing participant experiences.

- **Brynn Stephanson**, Elections Canada

**H4 | Workshop - Panel Presentation / Atelier - Présentation d'un panel**

**Parksville** North Tower, 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage

**Session to be confirmed**

## **H5 | Workshop - Panel Presentation / Atelier - Présentation d'un panel**

*Port McNeil North Tower, 4<sup>th</sup> floor/4<sup>ème</sup> étage*

### **CRIEC's Theory of Change Model**

The CRIEC Theory of Change model is specifically designed to support our clients, who are Internationally Trained Professionals, on their journey to gaining meaningful employment in their field in Canada. During the presentation we will discuss the strategies that have been employed and the key outcomes that have resulted.

- **Mosope Idowu**, Calgary Region Immigrant Employment Council (CRIEC)
- **Rosanna Manaloto-Arshi**, Calgary Region Immigrant Employment Council (CRIEC)

## **H6 | Roundtable / Table ronde**

*Port Alberni North Tower 4<sup>th</sup> floor/ 4<sup>ème</sup> étage*

### **Community-driven approaches to addressing Mental health and wellness**

The workshop explores the challenges diverse cultural groups face in mainstream mental health support, particularly the lack of culturally appropriate services. The session will highlight community-driven strategies that effectively promote mental health and wellness through community engagement. By showcasing examples of culturally relevant protective factors and wellness supports, presenters will lead a café-style conversation, encouraging participants to share insights and experiences. The goal is to foster collaboration and explore actionable steps to enhance mental health services within client respective communities.

- **Aureus Desmond**, Action for Healthy Communities
- **Javid Hayat**, Action for Healthy Communities

## **H7 | Roundtable / Table ronde**

*Pavilion Ballroom AB South Tower, 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage*

### **North American Index for Measuring Integration and Inclusion**

*Description to be confirmed*

- **Paul Holley**, Metropolis Institute

- **Ravindra Shrestha**, Metropolis Institute

## **H8**

*Pavilion Ballroom C South Tower, 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage*

*Session to be confirmed*

## **H9 | Workshop - Panel Presentation / Atelier - Présentation d'un panel**

*Pavilion Ballroom D South Tower, 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage*

### **“Don’t put my child in a cell for forty days”: a mixed assessment of temporary housing and well-being for newly arrived refugees**

Between 2014 and 2023, Canada has welcomed 425,000 refugees. Given the emergence of sudden and violent events, more people find themselves in need of permanent resettlement. In fact, the UNHCR (2024) reports that in 2024, over 117 million people are in refugee-like situations, a world record. At times, a larger than expected number of refugees arrive to Canada in a short period of time and because of the long-term chronic shortage of affordable housing, settlement service providers have no choice but to temporarily use hotels for the newly arrived newcomers. This presentation examines how the Canadian housing shortages and affordability-crisis affect the mental health of newly arrived refugees.

- **Lori Wilkinson**, University of Manitoba
- **Yazhi Luo**, University of Manitoba
- **Rosty Othman**
  
- **Johnny Liu**
- **Abdul-Bari**
- **Abdul-Karim**
- **Kezia Wong**

## **H10**

*Finback Residential Tower, 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage*

*Session to be confirmed*

## **H11**

**Orca** Residential Tower 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage

*Session to be confirmed*

## **H12**

**Granville** South Tower, 4<sup>rd</sup> floor/ 4<sup>ème</sup> étage

*Session to be confirmed*

## **H13**

**Galiano** South Tower, 4<sup>rd</sup> floor 4<sup>ème</sup> étage

*Session to be confirmed*

## **POSTERS**      **Grand Ballroom**    North Tower, 3<sup>rd</sup> floor/ 3<sup>ème</sup> étage

### **P1. Promoting Acadian Inclusion Through Cultural Tourism**

This poster will inform the audience on the role of cultural tourism in promoting inclusion throughout the Acadian diaspora. In particular, we focus on the World Acadian Congress and the manner in which it promotes/includes (or fails to promote/include) Acadian communities that are not defined as predominantly French-speaking. Data is

taken from an ongoing project that will include surveys, interviews, media, and promotional materials collected during the 2024 World Acadian Congress.

- **Christina Keppie**, Center for Canadian-American Studies, Western Washington University

## **P2. Nurturing Sustainable Communities: Empowering Youth for Climate Action and Change**

This poster will showcase Skills for Change's Youth Climate Action Initiative, which empowers GTA youth to address climate change and create sustainable communities. Through community climate action projects, participants lead initiatives including outdoor clubs and community engagement efforts. The poster will highlight outcomes, impact, and participant insights, inspiring attendees to empower youth and foster sustainable change in their own communities.

- **Sampada Kukade**, Skills for Change

## **P3 - Early Learning and Child Care for Newcomer Families and Children: A Pan-Canadian Jurisdictional Scan**

To enable the participation of immigrant parents in settlement programs, many settlement agencies offer childcare services through an organization called CMAS. While CMAS plays a critical role in the transition of immigrant families and children in Canada, there is limited literature that has described how childcare is being delivered. This research employed an environmental scan of settlement agencies and invited key informants to participate in interviews and surveys. After the initial environmental scan, settlement agencies across Canada were contacted by email to complete a survey or participate in a 45-60-minute interview through MS Teams

- **Nahal Fakhari**, Mount Saint Vincent University

## **P4 - Faith as Fortress: Islamic spirituality and mental wellbeing within Canadian Muslim Youth**

An equitable society requires recognizing diverse identities and fostering inclusivity. This study examines the challenges Canadian Muslim youth (CMY) face in accessing culturally relevant mental health services, highlighting Islamic spirituality's vital role in their well-being. Amid Western sociocultural complexities, Islamic spirituality is a crucial

coping mechanism. Key recommendations include endorsing Islamic counseling and proactive community engagement to eliminate structural discrimination. The paper outlines Islamic spirituality's core principles and their practical implications for social workers, mental health practitioners, and policymakers. It also explores how spiritual connections help diasporas foster global understanding

- **Sabeena Tariq** University of Calgary
- **Danial Jamal**, University of Calgary

#### **P5 - Systemic Barriers Framework for Housing**

This mixed methods research project maps the intersection of barriers, populations, and systems to identify systemic barriers in Canada's housing system. Using a literature review, engagements with service providers working across various dwelling types (including absence of shelter) and the exploration of a variety of data, this research maps systemic barriers to accessing and maintaining affordable, secure, adequate, and stable housing

- **Seamus Benwell**, Canada Mortgage and Housing Corp

#### **P6 - Perinatal health of ethnic minority women in Canada**

Canada's multiethnic landscape, characterized by a significant population of immigrants and refugees, profoundly impacts the country's healthcare system, especially during the perinatal period. Factors such as socioeconomic status, cultural practices, access to healthcare, and discrimination significantly influence perinatal outcomes. This review, covering 45 studies from various Canadian regions, highlights the unique vulnerabilities faced by ethnic minority women, including higher risks of gestational diabetes, adverse birth outcomes, and increased mental health issues. The literature emphasizes the need for culturally sensitive healthcare practices and community support systems.

- **Oluwakemi Amodu**, University of Alberta

#### **P7 - Communication Between School and Newcomer Parents with Preschool Children: Reducing Barriers and Improving Practices**

For newcomer families immigrating with children, school is often the first institution they meet in the host society. In Quebec, communication between school and families is considered essential to support children's school life, which can be an issue for



newcomer parents. In this study, five focused groups were conducted with different school staff members working at the preschool level. Our results highlight some

- **Josée Charette** University of Quebec in Montreal(UQAM)

#### **P8 - Transformation in Changing Context: WorkBC Model Analysis and Advocacy**

WorkBC employment services is a complex phenomenon involving identities, migration, contextual circumstances and intercultural dialogue. This research employs PESTEL framework scanning the external political, economic, social, technological, environmental, legal landscape and disadvantage, applies Journey Mapping and SOAR analysis examining the current WorkBC model internal Strengths and Opportunities for enhancement and development in the changing contexts, and creating a vision of future Aspirations and Results that would bring for positive changes to WorkBC model. It documents new context of geographies, modes, identities, diversities and levels of migration, and advocating effective strategies in services model transformation, engagement and inclusion.

- **Julia Nie**, WorkBC Centre Vancouver North East (MOSAIC)

#### **P9 - Mothering in Exile**

A narrative inquiry methodology has been used to gain insight into how Ukrainian mothers who came to Canada with the CUAET visa program make sense of their ruptured life stories and how they work to maintain their identities and lives in temporary conditions. Mothers engaged in conversations focused on their experiences as displaced mothers of school-aged children. In partnership with Slinko, Artist In Residence, a video recording is also being created. This poster presents the threads that resonate across the mothers' narrative accounts and the relevance of these threads to the temporary visa status of protected residents who are neither refugees nor permanent residents. The resonant threads include darkness, distancing, gaps, interruptions as the mothers experience displacement, recomposing lives, and shifting of dreams.

Co-Investigators: *Larysa Hayduk, Director, Ukrainian Resource & Development Centre, MacEwan University, Olabisi Oyalema, Faculty of Nursing, MacEwan University*

*Artist: Slinko*

- **Elizabeth Burgess-Pinto**, Faculty of Nursing, MacEwan University

### **P10 - Culturally Relevant Food Offerings and Mental Health: A Narrative Inquiry into the Experiences of Refugees and Immigrants in Canada**

This narrative inquiry attended the telling, retelling, and reliving experiences of refugee and immigrant families on culturally relevant food offering and its impacts on their mental health. Data includes field notes, transcripts of monthly conversations in a year with 3 families, and their artefacts. Findings show culturally relevant foods are not only refugees and immigrants' survival but also their sense of belonging, identity, and dignity; connect families, teachers, social workers, and communities to best support refugee and immigrant children; and, value as intergenerational wisdom and medicine for their mental health. Finally, more resources on culturally relevant food offerings should be provided to refugees and immigrants.

- **Thi Thuy Hang Tran**, University of Regina

### **P11 - Social Capital, Delivery Modality, and Sociodemographics: Exploring Factors Associated with Sense of Belonging among Newcomers in LINC**

Using recent survey data from newcomer language learners in the LINC program at NorQuest College, this study examines factors associated with sense of belonging among newcomers in Canada, including sense of belonging in Canada, province of residence, community, and the LINC program. The analysis examines the role of service delivery modality and various identity markers (e.g., gender, age, and visible minority status), socioeconomic status (education, employment, and income), and other sociodemographic factors, including time since arrival in Canada, and discusses implications for settlement programming and service provision that aims to enhance newcomers' subjective well-being.

- **Mesay Tegegne**, NorQuest College

### **P12 - Profiles of solidarity and collective action from immigrants to Indigenous peoples in Canada**

Our research aimed to investigate factors influencing intergroup solidarity and support between immigrants and Indigenous peoples. From January to May 2024, we surveyed 285 immigrants and refugees across Canada on their: 1) Identification with a group victimized by race/ethnicity, 2) Knowledge of Indigenous cultures and colonization, and 3) Beliefs on societal fairness and hierarchies. Four distinct groups with varying levels of

victimization, knowledge, and societal beliefs emerged from the data. These groups differed in their backgrounds, as well as their solidarity and policy support for Indigenous peoples and issues. This study can inform policies and programs enhancing immigrant-Indigenous relations and, ultimately, reconciliation.

- **Jessica Yijia Li**, University of Victoria

### **P13 - Artistic and Socially Inclusive Processes facilitate Knowledge Exchange**

Research dissemination processes can be socially-inclusive, dynamic and entertaining, reach participants on affective and cognitive dimensions, and occur within a complex schema of interactions. Theatrical sketches shared initial insights reflecting deep concerns of racialized and non-racialized immigrants and invited 'real-time' reflection leading to constructive knowledge transfer and reciprocal dialogue with parents, staff and non-profit community service providers at a school community event. This poster affirms that effective dissemination and knowledge exchange occurs when the content and process are customized to context, thereby stimulating dialogue, enquiry and heightened curiosity and understandings across participating groups.

- **Farahnaz Habib**, SoCDev – Equitable and participatory processes in community-based research, *A Socially Inclusive, Arts-based Research Dissemination Effort in Multicultural Contexts*

### **P14 - Perceptions and practices of employment counselors regarding discrimination experienced by immigrants.**

Discrimination experienced by immigrants is a challenge for employment counsellors working for immigrants' social and professional integration.

This poster highlights the results of a study based on semi-directed interviews, role-playing and in situ observation of employment counsellors working with immigrants in 24 organizations in Quebec. This study aims to understand counsellors' perceptions and practices regarding discrimination. The analysis revealed a diversity of positions and modes of action, reflecting both cognitive biases and reference frameworks regarding the discrimination experienced by the immigrants.

This research raises the question of best practices in the fight against discrimination and racism.

- **Monica Schlobach**, IRIP II - Collège de Maisonneuve

### **P15 - Institutionalizing Immigrant and Refugee Supports: Addressing Social and Academic Barriers to Enhance Integration and Success in Post-Secondary Institutions**

Immigrant and refugee students in Canadian schools and post-secondary institutions face significant barriers including language, cultural differences, structural discrimination, and financial issues. Addressing these challenges require a comprehensive support system that integrates social and academic assistance to foster success. Creating inclusive learning environments with mental health support is crucial. Additionally, improving the understanding and awareness of non-migrant Canadians about diversity and migration can help to strengthen intergroup relations. This paper identifies the specific barriers faced by immigrant and refugee students and discusses strategies to mitigate.

- **David Mabior Atem**, The University of Winnipeg
- **Rahul Kanwal**, The University of Winnipeg

### **P16 - Breaking Down Barriers for Newcomer/International Students: Advancing Internationalization Equity in Curriculum and Student-Facing Services**

This poster/paper presents new research findings from a project conducted to identify and address equity barriers, and reduce disadvantage for international or newcomer students within two spheres of student experiences: (a) curriculum/classroom and (b) student-facing services. The mixed research team consisting of both college faculty/staff and student researchers apply an equity, diversity, inclusion and decolonization (EDID) lens to frame the research, analyze results and report on preliminary findings and insights at one of the largest community colleges in Western Canada. Transferable aspects of this research and its implications for mobility justice and equity in the post-secondary landscape are also discussed.

- **Dr Benjamin Denga**, NorQuest College
- **Rebecca Bock-Freeman**, NorQuest College
- **Nicole Stewart**, NorQuest College
- **Reva George**, NorQuest College
- **Neetika Airi**, NorQuest College
- **Ama Dogbefou**, NorQuest College

### **P17 - Informal Caregiving Among Racialized Groups with Heart Failure: A Scoping Review**

HF disproportionately burdens patients who identify as members of racialized identities. The purpose of this review is to map the existing body of literature in the field of informal caregiving in racialized groups for HF patients. 446 studies were identified and screened by title and abstract. Of these studies, 74 met the inclusion criteria for full-text review, and 24 were included. The following themes were identified: The Importance of Social Support for Informal Caregivers of racialized patients; Barriers to HF care; Navigating the Healthcare System; Caregivers' Perception of a Life Interrupted; Caregiver Burden; The Role of Religion and Spirituality, Culture, and Ethnicity in Patients and Caregivers Navigating HF; Financial concerns.

- **Saleema Allana**, University of Western Ontario

### **P18 - Technology Integration in Settlement Services for Newcomers to Canada**

This presentation will include a literature-based summary of the different kinds of technology that is being used in the immigrant settlement sector, along with the examples from the settlement agencies across Canada. It will also bring up the potential of AI integration in this sector to reduce barriers and disadvantage.

- **Saleema Allana**, University of Western Ontario

### **P19 - Relations among acculturation, well-being and language loss in young adult South Asian immigrants**

Culture plays a crucial role in adjustment, but immigrants can experience loss of identity. Language plays a key role in connecting one to their heritage culture. The present study explores acculturation and the impact of heritage language loss on well-being in young adults from the South Asian community across genders. Preliminary results show a negative correlation between well-being and acculturation ( $r=-.266$ ), and a positive correlation between well-being and acculturation ( $r=.276$ ). The correlation between well-being and heritage language skill approached significance ( $r=.051$ ). Understanding gender disparities and how loss of culture affects well-being within the South Asian community can facilitate service delivery.

- **Amreen Sangha**, Wilfrid Laurier University

### **P20 - Activating Citizen Engagement in a Working-Class, Immigrant**

Through the use of archival documents, this poster presentation will showcase the activities of the Toronto Portuguese Committee of the East Timor Alert Network (1992 – 2000), illustrate how this group mobilized the community around a global human rights issue, fostered intergroup relations and challenged the de-politicized identities of Portuguese-Canadians.

- **Fernando Nunes**, Mount Saint Vincent University

### **P21 - Co-creation and Knowledge Dissemination Through Comics: Working with Newcomers To Tell Stories About Virtual Care**

Newcomers' experiences of virtual care (i.e. clinical encounters by video or telephone) are influenced by their settlement journey, gender, employment, and social systems. Intersecting identities influence if and how virtual care translates into compassionate healthcare. A group of researchers and Community Peer Researchers (CPRs) with lived experience came together to co-develop a comic that captures nuanced experiences of two personas with virtual care. Through the project, group dynamics and learnings evolved to reflect authenticity, respect, relevance, and accountability, highlighting the value of co-creation with persons with lived experience, and co-construction of roles in translating empowering narratives for migrant health.

- **Kyla Lee**, University of Toronto

### **P22 - Intersectionality of gender, immigration, and culture on acceptability of pedometer-based walking intervention**

Menopause in the context of immigration can pose several challenges to immigrant women. South Asians represent the largest group of immigrants in Canada. Pedometer-based walking is the most effective intervention to improve symptoms of menopause, however, it is unclear if this intervention is acceptable to South Asian women. Previous research suggests low levels of adherence to exercise and high baseline risk factors for diabetes and cardiovascular disease in South Asian women. This study found the pedometer-based 10000-step daily walking intervention to be acceptable to South Asian women. However, several determinants of health, including

gender roles, immigration settlement, and cultural norms, influenced physical activity participation.

- **Hasina Amanzai**, Toronto Metropolitan University, *Mixed-method study examining acceptability of pedometer-based walking in South Asian menopausal women*

### **P23 - Exploring the preventable lifestyle risk factors of newcomers in Montreal, Quebec**

Newcomers are highly susceptible to chronic illnesses, such as cardiovascular disease, metabolic disorders, mental health conditions, and certain cancers. This community-based participatory research used concurrent mixed-methods to identify preventable lifestyle risk factors among newcomers living in Montreal, Quebec and understand the barriers and facilitators affecting their modification. Preliminary findings point to barriers such as limited physical activity, high cost of nutritious ingredients, time constraints, and various mental health stressors. Conversely, support from family and friends, community-driven social events, and learning about affordable, nutritious ingredient alternatives emerge as facilitators.

- **Anissa Jeeroburkhan**, The Refugee Centre

### **P24 - Social determinants**

This study examined how employment serves as a crucial social determinant of well-being among highly qualified recent immigrants in Canada, particularly when engaged in precarious work. Interviews with 42 recent immigrants in two Canadian cities found that despite their high qualifications, many faced underemployment, contributing significantly to their psychological stress. Key themes include challenging workplace conditions, the influence of immigrant status on perceptions and experiences, and coping mechanisms employed. Recommendations included increasing employer awareness, revising policies for safer, culturally inclusive work environments, and offering specific occupational and mental health training and services.

- **Daniel W. L. Lai**, Hong Kong Baptist University
- **Janki Shankar**, University of Calgary
- **Shawn Joseph**, University of Calgary
- **Rhea Narayanan**, Horace Greeley High School
- **Zabin Suleman**, University of Calgary
- **Ashraf Ali**, MacEwan University

