Metropolis
Canada

28TH METROPOLIS CANADA CONFERENCE

Changing course? Establishing consensus on Canada's immigration future

28E CONGRÈS METROPOLIS CANADA

Changement de cap ? Établir un consensus sur l'avenir de l'immigration au Canada



Program | Programme

HALIFAX CONVENTION CENTRE

Halifax, Nova Scotia | Nouvelle Écosse

11-13/03/2026

@metropolisinst

ACS / AEC - Metropolis Institute / Institut Metropolis

www.metropolisconference.ca

JIAS | JEWISH IMMIGRANT AID SERVICES

Join us in celebrating the legacy of Pier 21 and Canada's rich history of immigration. Explore the museum's main exhibit and then enjoy live music, finger foods, and networking.

Wednesday, March 11
5:00 pm - 7:00 pm



Immigrants arriving at Pier 21. Photo credit: Ontario Jewish Archives, Blankenstein Heritage Centre

From 1928 to 1971, Pier 21 served as Canada's primary gateway for nearly one million immigrants. During this time, JIAS volunteers were here welcoming Jewish refugees.

We are grateful to ACS Metropolis Canada for the opportunity to return to this place.

Register at:
metropolisconference.ca

JIAS

JIAS | JEWISH IMMIGRANT AID SERVICES

JIAS is in an agile and trusted agency in an evolving settlement ecosystem. We are eager to partner with you to build capacity across the sector.







3 reasons to partner with JIAS:

- Over a century of innovative, impactful, client-centered service delivery
- We have expertise in project management, program design & evaluation
- We build bridges between organizations and communities

Get in touch with us:
partnerships@jiastoronto.org | jiastoronto.org

JIAS

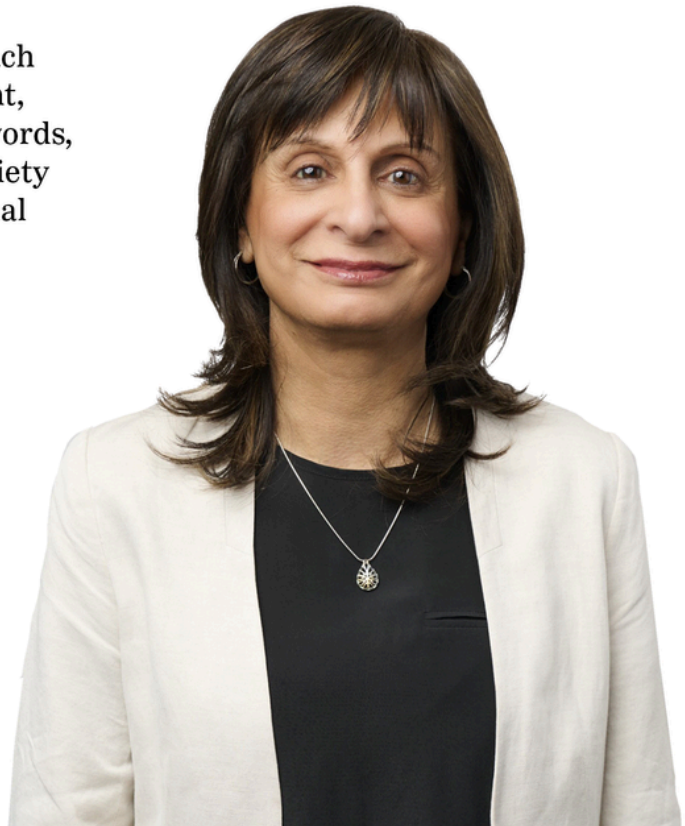

WES
World Education Services
Since 1974, WES has helped immigrants, refugees, and international students thrive—supporting their educational, economic, and social inclusion.
We deliver credential evaluations, policy expertise, program design, and philanthropy to open doors and spark meaningful change.
Learn more.
wes.org

Immigration Is Nation-Building.

“What sometimes gets lost in the public conversation is that immigrants contribute every day—they care for our families, start businesses, serve the public, build our infrastructure, drive scientific discovery and innovation, and keep essential services running. Those are not abstract benefits; they touch every Canadian household.

Another piece that is often overlooked is that immigration is not only an economic lever. It’s socially and demographically transformative. If we treat it only as a quick fix for labour shortages, we miss its broader nation-building purpose.

We need to move from a siloed, short-term approach to one that brings together all levels of government, regulators, employers, and civil society. In other words, we need a whole-of-government and whole-of-society approach that makes immigration a shared national development project.”



Shamira Madhany

Managing Director, Canada
and Deputy Executive Director
World Education Services

wes.org

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Tech setup
Configuration technologique

eventmobi

EventMobi is the conference app where you can find session details, learn more about partners, recieve live event updates, and connect with other delegates through features like direct messaging.

Follow the steps below to download and access the app, so you can navigate the conference with ease and make the most of your networking opportunities:

1. Scan these QR codes or search for 'Event App by EventMobi' in the Apple App Store or Google Play Store
2. Enter the event code: **Metropoliscanada2026** and select the blue **+** sign



3. When the event appears, click 'Launch App' and in the login screen, enter the email address you used to register for this conference



4. If you have used the app before: Enter your password
   If this is your first time using the app: Create a new password
   If you cannot remember your password, click "Forgot Password" or "Login using one-time code instead" , which will email you a code which you can enter to access the app without a password



Wi-Fi

Network : Halifax Convention Centre
Code: Metropolis2026

Google Play Store

App Store for iPhone

Wordly

Wordly is a live AI translation and captioning app, which you can use to follow the opening addresses and plenary sessions in over 60 languages.

Follow these steps to read or listen to these featured sessions in the language of your choice:

1. Scan this QR code
2. Select which language you would like to get captions and translations in
3. Captions will start automatically. Put in headphones and then use the 'unmute' button ( ) to hear the live audio translation

eventmobi

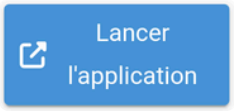
EventMobi est l'application du congrès qui vous permet de trouver des informations détaillées sur les sessions, d'en savoir plus sur nos partenaires, de recevoir des mises à jour en direct sur l'événement et d'entrer en contact avec d'autres délégués grâce à des fonctionnalités telles que la messagerie directe.

Suivez les étapes ci-dessous pour télécharger et accéder à l'application, afin de pouvoir naviguer facilement dans le congrès et profiter au maximum de vos opportunités de réseautage :

1. Scannez les codes QR ci-contres ou recherchez « Event App by EventMobi » dans l'App Store d'Apple ou le Google Play Store.
2. Entez le code: **Metropoliscanada2026**
   et sélectionnez le symbole **+** bleu



3. Lorsque l'événement apparaît, cliquez sur « Lancer l'application » et, dans l'écran de connexion, entrez l'adresse e-mail que vous avez utilisée pour vous inscrire à ce congrès



4. Si vous avez déjà utilisé l'application : entrez votre mot de passe. Si vous utilisez l'application pour la première fois : créez un nouveau mot de passe.
   Si vous ne vous souvenez pas de votre mot de passe, cliquez sur « Forgot Password » ou « Login using one-time code instead» . Vous recevrez alors par e-mail un code que vous pourrez saisir pour accéder à l'application sans mot de passe.



Wi-Fi

Réseau : Halifax Convention Centre
Code: Metropolis2026

Google Play Store

App Store for iPhone

Wordly

Wordly est une application de traduction et de sous-titrage en direct par IA, que vous pouvez utiliser pour suivre les allocutions d'ouverture et les séances plénières dans plus de 60 langues.

Suivez ces étapes pour lire ou écouter ces séances principales dans la langue de votre choix :

1. Scannez le code QR ci-contre
2. Sélectionnez la langue dans laquelle vous souhaitez les sous-titres et les traductions
3. Les sous-titres démarreront automatiquement. Mettez des écouteurs, puis utilisez le bouton « activer le son » (🔊) pour entendre la traduction audio en direct

Building our future together



At ISANS, we are dedicated to empowering immigrants and refugees in Nova Scotia, a place where they can truly belong and grow.

Learn more about our program and services

www.isans.ca

isans | Immigrant Services Association of Nova Scotia

CCIS

Our Community. Our Future

Providing newcomers with the tools for success!



CCIS is a non-profit, non-denominational agency committed to making immigration a positive experience for newcomers and the community. Our multidisciplinary team of 500+ staff & 2,000+ volunteers, speaking over 70 languages, assists newcomers through their resettlement and integration process. We offer over 95 programs & services out of 26 locations throughout Calgary & Southern Alberta.

www.ccisab.ca

Calgary Catholic Immigration Society

@ccisab @bcisab
@fcisab @rvisab @wcisab

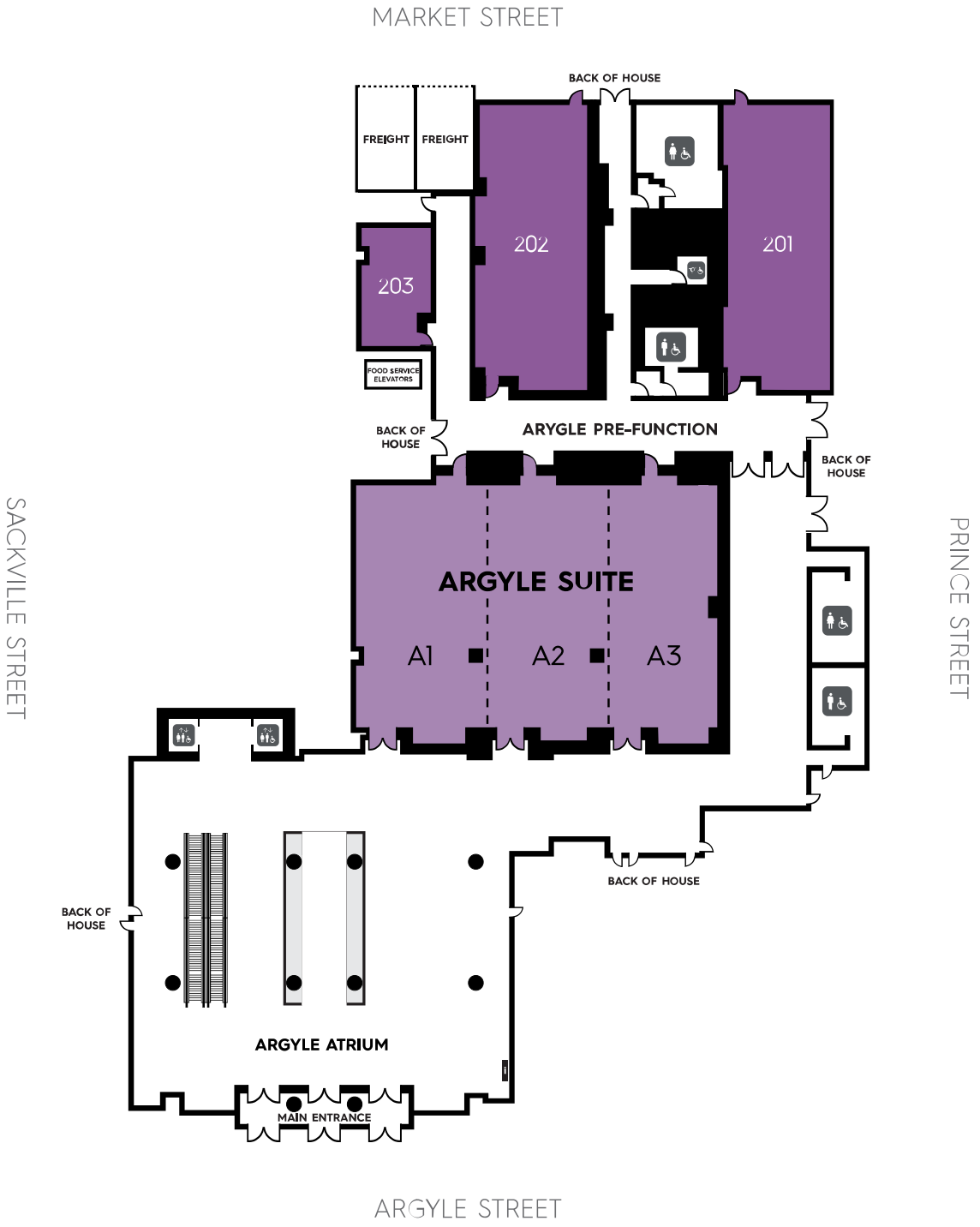
@ccis_ab

@CCISAB

Ballroom level
Étage Ballroom



Argyle level
Étage Argyle



Summit level
Étage Summit

MARKET STREET



SACKVILLE STREET

PRINCE STREET

ARGYLE STREET

Multilingual Info Bank

Refugee 613's Multilingual InfoBank is a collection of free information resources to help make it easier for newcomers tonavigatelife inCanada.

The database contains fact sheets, videos, infographics and more from Canadian and international sources in a variety of languages spoken in newcomer communities. It's easy to navigate and searchable by language, topic, and format.
Topics include health, education, government benefits, and information on day-to-day activities such as **staying warm in winter** and **staying safe around open waters in summer,** and everything else in between.
If you're supporting newcomers who are looking for specific settlement information or you're a newcomer yourself, this is your place to start your search for information!

You can also contribute resources to our growing database if they meet one or more of the following criteria:

- **relevant and useful for newcomers**
- **written in plain language**
- **available in more than one language**
- **offered in text, infographic, video or audio format**
- **created using credible and trustworthy sources (we'll double-check!)**



Funded by: Immigration, Refugees and Citizenship Canada
Financé par : Immigration, Réfugiés et Citoyenneté Canada

Visit **bit.ly/newcomerinfobank** or scan the QR Code to access the database

{ REFUGEE }613

Banque d'information multilingue

La Banque d'information multilingue de Réfugié 613 est une collection de ressources informationnelles gratuites visant à aider les nouveaux arrivants à s'orienter plus facilement dans la vie au Canada.

La base de données contient des fiches d'information, des vidéos, des infographies et plus encore, provenant de sources canadiennes et internationales, dans une multitude de langues parlées par les communautés de nouveaux arrivants.
Facile à parcourir, elle peut être consultée par langue, par sujet et par format.

Les sujets abordés incluent la santé, l'éducation, les prestations gouvernementales, ainsi que des informations sur les activités quotidiennes telles que **se protéger du froid en hiver et rester en sécurité autour des eaux libres en été**, et bien d'autres.

Si vous soutenez des nouveaux arrivants à la recherche d'informations spécifiques pour leur établissement, ou si vous êtes vous-même un nouvel arrivant, c'est ici que vous devriez commencer votre recherche d'informations !

Vous pouvez également ajouter des ressources à notre base de données en évolution si celles-ci sont:

- **Pertinentes et utiles pour les nouveaux arrivants**
- **Rédigées dans un langage clair**
- **Disponible en plus d'une langue**
- **Accessibles sous forme de texte, d'infographie, de vidéo ou de fichier audio**
- **Créées à partir de sources crédibles et fiables (nous vérifierons!).**



Funded by: Immigration, Refugees and Citizenship Canada
Financé par : Immigration, Réfugiés et Citoyenneté Canada

Visitez **bit.ly/newcomerinfobank-fr** ou scannez le Code QR pour accéder à la base de données

{ RÉFUGIÉ }613

COSTI

Where will I live?
How do I find work?
Will my family be safe?

Since 1952, COSTI has beenanswering these questions, helping newcomers in the Greater Toronto Area find work, learn skills and belong.

From employment and language training to mental health and housing, we work where life happens and when newcomers need it most.

COSTI is proud to sponsor the Metropolis Canada Conference 2026.

We extend our thanks to all our partners for their continued collaboration.

We invite you to visit our booth in the exhibit hall to connect with our team.



Conference partners
Partenaires du congrès

This event is made possible thanks to the generous support of our partners.
Cet événement est rendu possible grâce au généreux soutien de nos partenaires.

- Immigration, Refugees and Citizenship Canada / Immigration, Réfugiés et Citoyenneté Canada (IRCC)
- Immigrant Services Association of Nova Scotia (ISANS)
- World Education Services (WES)
- Immigrant Employment Council of BC (IEC-BC)
- JIAS Toronto (Jewish Immigrant Aid Services)
- The Atlantic Canada Opportunities Agency (ACOA) / L'Agence de promotion économique du Canada atlantique
- The Canadian Index for Measuring Integration and Inclusion / l'Indice canadien de mesure de l'intégration et de l'inclusion
- CCIS Calgary Catholic Immigration Society
- The Diversity Institute / Future Skills Centre
- Canadian Heritage / Patrimoine canadien
- RBC Royal Bank of Canada
- Next Stop Canada – YMCA of Greater Toronto
- Peel CAS CWICE (Child Welfare Immigration Centre of Excellence)
- Connexions francophones
- COSTI Immigrant Services
- Achēv
- The National Connector Program - Halifax Partnership
- VESTA
- Planning for Canada / Planifier pour le Canada
- The Atlantic Research Group on Economics of Immigration, Aging and Diversity (ARGEIAD), Saint Mary's University

Conference exhibitors
Exposants du congrès

Take some time during the breaks to visit our exhibitors in the Ballroom and in the Ballroom salon
Prenez du temps pendant les pauses pouvisiter nos exposants dans la salle Ballroom ainsi que dans le salon Ballroom.

- Immigrant Services Association of Nova Scotia (ISANS)
- Immigrant Employment Council of BC (IECBC)
- TNO – The Neighbourhood Organization
- National Cultural Brokers Project, Manitoba Possible
- CCIS Calgary Catholic Immigration Society
- The Diversity Institute / Future Skills Centre
- Next Stop Canada – YMCA of Greater Toronto
- Peel CAS CWICE (Child Welfare Immigration Centre of Excellence)
- Connexions francophones
- COSTI Immigrant Services
- ACHEV
- Financial Consumer Agency of Canada / Agence de la consommation en matière financière du Canada
- The Communicator – Ukrainian Canadian Congress – Saskatchewan Provincial Council
- Francophonie Canadienne Plurielle (FRAP)
- ECO Canada
- Social Research and Demonstration Corporation (SRDC) / La Société de recherche sociale appliquée (SRSA)
- YMCA of Greater Halifax/Dartmouth (National GBV Strategy for Agencies Serving Immigrants Project)
- iSTEADY
- The Centre for Civic Religious Literacy
- NSD Tech / CARMIS
- Refugee 613
- YMCA Immigrant Services (Greater Halifax /Dartmouth)
- New Language Solutions Inc
- UBC Bridge to Red Seal Program
- Catholic Crosscultural Services (CCS)
- The Saint John Newcomers Centre / Le Centre de nouveaux arrivants de Saint-Jean
- The National Connector Program – Halifax Partnership
- The Metropolis Institute – Institut Metropolis / The Canadian Index for Measuring Integration – l'Indice canadien de mesure de l'intégration
- BioTalent Canada
- Affiliation of Multicultural Societies and Service Agencies of BC (AMSSA)
- Atlantic Region Association of Immigrant Serving Agencies (ARAISA)
- Royal Roads University
- TGC
- YMCA of the National Capital Region
- Immigration, Refugees and Citizenship Canada / Immigration, Réfugiés et Citoyenneté Canada (IRCC)
- Ontario Council of Agencies Serving Immigrants (OCASI)
- Planning for Canada / Planifier pour le Canada

Turning immigration research into real-world impact



Economic insights that support thriving regions

TheAtlantic Research Groupon Economics of Immigration, Aging and Diversity (ARGEIAD) is a leading research hub that examines the economic and social impacts of immigration, population change and diversity, with a focus on Atlantic Canada.

Our work is widely recognized for its policy relevance, supporting labour force growth, demographic sustainability, and regional development.

Through applied economic research, large-scale surveys and close collaboration with governments and community partners, ARGEIAD delivers practical evidence to inform immigrant attraction, retention, integration, and economic participation.

RESEARCH HIGHLIGHTS AND IMPACT

- Nearly **3,000 immigrants and 3,000 international students surveyed** to assess satisfaction and retention
- **Direct collaboration with provincial and federal stakeholders**
- Research spanning **labour markets, international students, aging populations, and regional growth**
- Strong record of **knowledge mobilization** through policy forums and public dialogue

Sobey School of Business
Saint Mary's University

Learn more about our research at:
smu.ca/argeiad

cimii

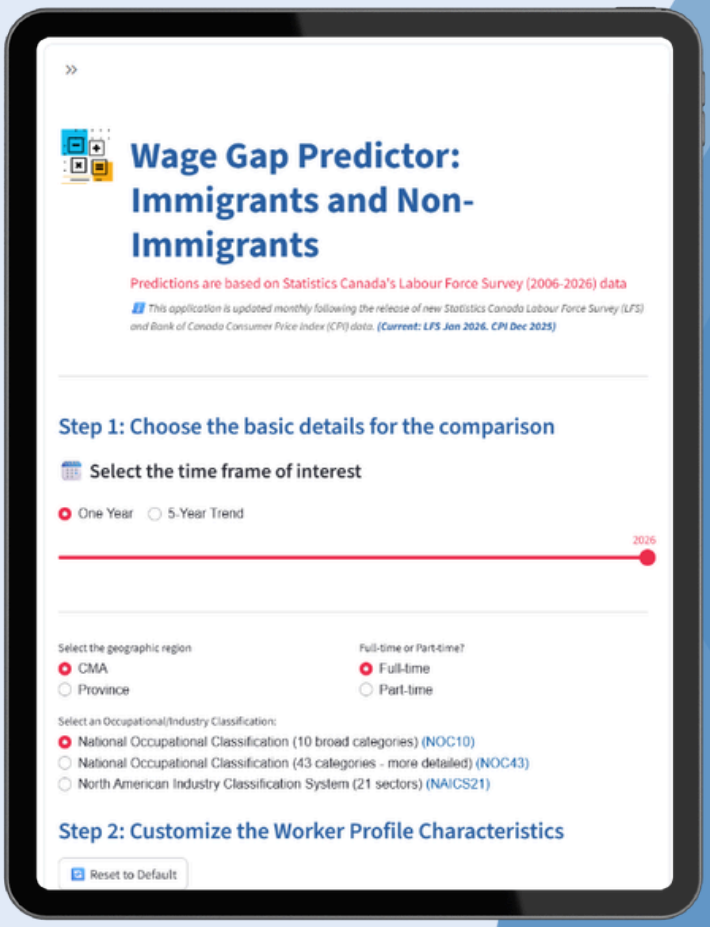
Canadian Index for Measuring Integration and Inclusion

A first-of-its-kind Canadian index that uses data to measure immigrant integration outcomes

Check out our new interactive tool:

The Wage Gap Predictor

Discover the wage gap between immigrants and Canadian-born between 2006 and 2026.



Visit our website:
integrationindex.ca

Visit our booth to interact with the tool along with our experts

Metropolis
Institute - Institut
Bridging policy and practice | Lier politique et pratique

Immigration, Refugees and Citizenship Canada
Immigration, Réfugiés et Citoyenneté Canada

Conference Organizing Committee Members
Membres du comité d'organisation du congrès

The Association for Canadian Studies and Metropolis Institute would like to thank the members of the 28th Metropolis Canada Conference's Organizing Committee.
L'Association d'études canadiennes (AEC) et l'Institut Metropolis aimerait remembercier le comité d'organisation du 28e congrès Metropolis Canada.

- **Paula Knight**, Immigrant Services Association of Nova Scotia (ISANS) & the Atlantic Region Association of Immigrant Serving Agencies (ARAISA)
- **Emmanuel Nahimana**, La Fédération acadienne de la Nouvelle-Écosse (FANE)
- **Elise Herzig**, JIAS
- **Alida Campbell**, Halifax Partnership
- **Robyn Webb**, Halifax Partnership
- **Shivani Adhana**, Halifax Partnership
- **Carolyn Whiteway**, The Atlantic Region Association of Immigrant Serving Agencies (ARAISA)
- **Ather Akbari**, Saint Mary's University
- **Anqi Yang**, Immigrant Services Association of Nova Scotia (ISANS)
- **Shivam Oheri,** Immigrant Services Association of Nova Scotia (ISANS)
- **Carol Derby**, Immigrant Services Association of Nova Scotia (ISANS)
- **Laura Todesco**, Immigrant Services Association of Nova Scotia (ISANS)
- **Christophe Traisnel**, Université de Moncton
- **Kathryn Melvin**, Envision Saint John
- **Briana Miller**, Halifax YMCA
- **Kathryn Bates-Khan**, Halifax YMCA
- **Roberto Malta Filho**, Government of Newfoundland
- **Kathleen Shea**, Government of Newfoundland
- **Florence Lux-Côté**, The Atlantic Region Association of Immigrant Serving Agencies (ARAISA)
- **Olivia Finnamore,** The Atlantic Region Association of Immigrant Serving Agencies (ARAISA)
- **Jason Chalmers**, The Atlantic Region Association of Immigrant Serving Agencies (ARAISA)
- **Daniel Rito**, Envision Saint John
- **Nausheen Ali**, Ignite
- **Mohamed Bagha**, Saint John Newcomers Centre
- **Kailea Pedley**, Cape Breton Local Immigration Partnership (CBLIP)
- **Jen Lohnes**, Halifax YMCA

Conference staff
Personnel du congrès



Jack Jedwab
President and CEO
ACS-Metropolis Institute
Président et directeur général
AEC-Metropolis



James Ondrick
Senior Director
ACS-Metropolis Institute
Directeur exécutif
AEC-Metropolis



Chloe Peel
Communications and Events Officer
ACS-Metropolis Institute
Responsable des événements et des communications
AEC-Metropolis



Corinne Prince
Special Advisor
ACS-Metropolis Institute
Conseillère spéciale
AEC-Metropolis



Christopher Surtees
Director of Learning and Operations
ACS-Metropolis Institute
Directeur de l'apprentissage et des opérations
AEC-Metropolis



Eunice Anteh
Research Associate
ACS-Metropolis Institute
Associée de recherche
AEC-Metropolis

Need help? Come find me!
Besoin d'aide ? Venez me voir!

Winners of Metropolis Awards of Excellence are recognised for their outstanding contributions to the field of immigration and settlement in Canada.

Les lauréats des Prix d'excellence Metropolis sont reconnaissent pour leurs contributions exceptionnelles dans le domaine de l'immigration et de l'établissement au Canada.



Metropolis Researcher Award
Prix Metropolis pour les chercheurs

Dr. Rupa Banerjee

Canada Chair in Economic Inclusion, Employment & Entrepreneurship of Canada`s Immigrants, Toronto Metropolitan University
Titulaire de la Chaire de recherche du Canada sur l'inclusion économique, l'emploi et l'entrepreneuriat des immigrantes et immigrants au Canada



Metropolis Policymaker Award
Prix Metropolis pour les décideurs politiques

Catherine Scott

Assistant Deputy Minister, Settlement and Citizens at Immigration, Refugees and Citizenship Canada (IRCC)
Sous-ministre adjointe, Établissement et citoyenneté, à Immigration, Réfugiés et Citoyenneté Canada (IRCC)



Metropolis Service Provider Award
Prix Metropolis pour les prestataires de services

Paula Knight

CEO, Immigrant Services Association of Nova Scotia (ISANS) and Chair of the Atlantic Region Association of Immigrant Serving Agencies (ARAISA)
Directrice générale, Association des services aux immigrants de la Nouvelle-Écosse (ISANS) et présidente de l'Association des agences au service des immigrants de la région atlantique (ARAISA)

CWICE | Child Welfare Immigration Centre of Excellence

CWICE is a training, service, and research Centre of Excellence. Since its launch in 2018, CWICE has been gaining recognition Canada-wide for its leadership and innovation.







CWICE supports child welfare organizations in Ontario on cases involving unresolved immigration, settlement, or border-related issues.

Services now available outside Ontario through our **National Outreach Project!**

To learn more or to make a referral to CWICE:

905-363-6131 EX. 2222

CWICE@PEELCAS.ORG

Peel CAS

25 Capston Dr.
Mississauga, ON, L5W 0H3

@PeelCAS @PeelChildrensAid

Resilience
In Action



Empowering Survivors. Shaping Safer Communities.

Resilience in Action is a new initiative from VESTA, created in collaboration with PeaceGeeks as research partner and designer.

Working together with community partners, including the Ontario Council of Agencies Serving Immigrants (OCASI) and the Manitoba Association of Newcomer Serving Organizations (MANSO), the project expands digital tools and resources to better support immigrant, refugee, and non-status women impacted by gender-based violence.



Your role matters.

As a frontline worker, your insights and experiences are vital to shaping safer communities.

Learn more at

resilienceinaction.ca

VESTA



Emmanuel Nahimana

Deputy Director General
La Fédération acadienne de la Nouvelle-Écosse (FANE) (*The Acadian Federation of Nova Scotia*)

As we start the annual Metropolis Canada conference, we acknowledge that we are gathering in Mi'kma'ki, on the traditional, ancestral, and unceded lands of the Mi'kmaq people, and we recognize the Acadian people, who have contributed to the development of this territory for more than four centuries.

It is with great honour that we welcome you to Halifax, Nova Scotia, for the 28th annual Metropolis Canada conference, taking place from March 11 to 13, 2026, at the Halifax Convention Centre.

Situated at the crossroads of migration routes, Halifax is an ideal place to reflect on the future of immigration in Canada. At this decisive moment, the conference provides an important space to examine impacts, compare perspectives, and explore sustainable ways forward.

Your presence, expertise, and experiences will enrich this collective reflection. Over the next few days, we are called upon to engage in meaningful dialogue, build consensus, and identify avenues for action that will promote social cohesion, regional development, and Canada's competitiveness.

We invite you to participate fully in the discussions and to enjoy Halifax's hospitality and the diversity of its communities.

Welcome to Metropolis 2026.



Emmanuel Nahimana

Directeur général adjointà
La Fédération acadienne de la Nouvelle-Écosse (FANE)

Alors que nous débutons ce congrès annuel de Métropolis Canada, nous reconnaissons que nous sommes en Mi'kma'ki, sur les terres traditionnelles et ancestrales non cédées du peuple Mi'kmaq, et nous soulignons le peuple acadien, qui contribue depuis plus de quatre siècles au développement de ce territoire.

C'est avec grand honneur que nous vous souhaitons la bienvenue à Halifax, en Nouvelle-Écosse, pour le 28e congrès annuel de Metropolis Canada, qui se tient du 11 au 13 mars 2026 au Halifax Convention Centre.

Halifax, au carrefour des parcours migratoires, est un lieu tout propice pour réfléchir à l'avenir de l'immigration au Canada. À un moment décisif, ce congrès offre un espace important pour analyser les impacts, confronter les perspectives et envisager des orientations durables.

Votre présence, vos expertises et vos expériences enrichissent cette réflexion collective. Au cours des prochains jours, nous sommes appelés à dialoguer avec lucidité, à bâtir des convergences et à dégager des pistes d'action au service de la cohésion sociale, du développement régional et de la compétitivité du Canada.

Nous vous invitons à participer pleinement aux échanges et à profiter de l'hospitalité de Halifax et de la richesse de ses communautés.

Bienvenue à Metropolis 2026.

Welcome Message
Mot de bienvenue



Paula Knight

CEO
Immigrant Services Association of Nova Scotia (ISANS) and Chair of the Atlantic Region Association of Immigrant Serving Agencies (ARAISA)

Dear colleagues, partners, and friends,

As Co-Chair of the 28th Annual Metropolis Canada Conference, I am proud to welcome you to Nova Scotia, a province that continues to be shaped by migration, diversity, and inclusive communities.

We are honoured to gather in Mi'kma'ki, the ancestral and unceded past and present territory of Mi'kmaq people. We also honour and offer gratitude to those ancestors of African descent who came before us to this land over 400 years ago.

Halifax is home to The Canadian Museum of Immigration at Pier 21. The museum collects and shares the stories of immigrants who arrived here and their contribution to the history of immigration. What an incredible foundation this creates for a national conversation on the future of immigration in Canada.

Our timely theme, "Changing Course? Establishing Consensus on Canada's Immigration Future," brings policymakers, researchers, and practitioners together to reflect on immigration's role in shaping Canada's social and economic landscape.

This conference is an opportunity not only to ask important questions, but to chart a clear trajectory; one that balances today's urgent needs with the opportunities of tomorrow. The immigration demands of the next decade will not look like those of today, and we must prepare to lead with foresight, collaboration, and courage.

During the conference, I invite you to engage in these crucial conversations, share your voice, challenge assumptions, and identify actionable steps toward a competitive and welcoming Canada.

A warm welcome to Halifax and Nova Scotia, and best wishes for an insightful and transformative conference!

Sincerely,

Paula Knight



Paula Knight

Directrice générale de l'Association des services aux immigrants de la Nouvelle-Écosse (ISANS) et présidente de l'Association des agences au service des immigrants de la région atlantique (ARAISA)

Chers collègues, partenaires et amis,

En ma qualité de coprésidente du 28e congrès annuel Metropolis Canada, c'est avec une grande fierté que je vous souhaite la bienvenue en Nouvelle-Écosse, une province qui continue d'être façonnée par la migration, la diversité et le caractère inclusif de ses communautés.

Nous sommes honorés de nous réunir en Mi'kma'ki, territoire ancestral et non cédé du peuple Mi'kmaq, tant dans le passé qu'aujourd'hui. Nous rendons également hommage et exprimons notre profonde gratitude aux personnes d'ascendance africaine qui sont arrivés avant nous sur cette terre il y a plus de 400 ans.

Halifax abrite le Musée canadien de l'immigration du Quai 21. Le musée recueille et partage les histoires des immigrants qui sont arrivés ici et leur contribution à l'histoire de l'immigration. Voilà une base incroyable pour lancer une conversation nationale sur l'avenir de l'immigration au Canada.

La thématique d'actualité de cette année, « *Changement de cap ? Établir un consensus sur l'avenir de l'immigration au Canada* », réunit des décideurs politiques, des chercheurs et des praticiens afin de réfléchir au rôle de l'immigration dans le contexte de l'évolution du paysage social et économique du Canada.

Ce congrès constitue une occasion privilégiée non seulement pour poser des questions importantes, mais aussi pour définir une trajectoire claire, qui concilie les besoins urgents d'aujourd'hui et les opportunités de demain. Les exigences en matière d'immigration au cours de la prochaine décennie seront différentes de celles d'aujourd'hui, et nous devons nous préparer à exercer un leadership éclairé, courageux et collaboratif.

Je vous invite, tout au long du congrès, à participer activement à ces échanges essentiels, à partager vos perspectives, de questionner les cadres établis et d'identifier des actions concrètes visant à renforcer le caractère à la fois compétitif et accueillant du Canada.

Je vous souhaite la bienvenue à Halifax et en Nouvelle-Écosse, et vous adresse tous mes vœux pour un congrès enrichissant et transformateur.

Cordialement,

Paula Knight

Welcome Message
Mot de bienvenue



Jack Jedwab

President and CEO of the Metropolis Institute and the Association for Canadian Studies

It is my great pleasure to welcome you to the 28th Metropolis Canada Conference, the country's largest immigration conference, hosted this year in the vibrant city of Halifax.

I would like to extend my sincere thanks to all participants, partners, and stakeholders whose commitment makes this conference possible year after year. Metropolis has always been grounded in the belief that evidence-based research, open dialogue, and sustained collaboration are essential to sound public policy and our presence here is testament to this shared vision.

We are meeting at a critical juncture. Global conflicts, humanitarian crises, economic uncertainty, and demographic pressures are reshaping patterns of international and domestic migration. These realities demand robust, cross-sectoral conversations–bringing together governments, researchers, civil society, employers, community organizations and other stakeholders–to better understand the diverse interests at play. Reconciling these differences is essential in establishing a shared vision that aims at securing public trust.

Finally, I wish to express my deepest gratitude to the Metropolis staff whose dedication and hard work have brought this conference to fruition - especially to James Ondrick, Corinne Prince and Chloe Peel.

On behalf of the Metropolis Institute, thank you all for contributing to what I am confident will be thoughtful, constructive, and forward-looking discussions on Canada's immigration future.



Welcome Message
Mot de bienvenue



Jack Jedwab

Président et directeur général de l'institut Metropolis et de l'Association d'études canadiennes

C'est avec un grand plaisir que je vous souhaite la bienvenue au 28e Congrès Metropolis Canada, le plus grand congrès consacré à l'immigration au Canada, qui se tient cette année dans la ville dynamique de Halifax.

Je tiens à exprimer mes sincères remerciements à l'ensemble des participants, partenaires et parties prenantes dont l'engagement constant permet la tenue de ce congrès année après année. Depuis sa création, Metropolis repose sur la conviction que la recherche fondée sur des données probantes, le dialogue ouvert et une collaboration durable sont essentiels à l'élaboration de politiques publiques efficaces et notre présence ici témoigne de cette vision commune.

Nous nous réunissons à un tournant décisif. Les conflits à travers le monde, les crises humanitaires, l'incertitude économique et les pressions démographiques redéfinissent les dynamiques migratoires, tant à l'échelle internationale que nationale. Ces réalités appellent à des échanges approfondis et intersectoriels réunissant gouvernements, chercheurs, société civile, employeurs, organismes communautaires et autres acteurs clés afin de mieux comprendre les divers intérêts en jeu. Le rapprochement de ces points de vue est indispensable à l'élaboration d'une vision commune et au renforcement de la confiance du public.

Enfin, je souhaite exprimer ma profonde gratitude à l'équipe de Metropolis, dont le dévouement et l'excellence du travail ont rendu cette conférence possible, en particulier à James Ondrick, Corinne Prince et Chloe Peel.

Au nom de l'Institut Metropolis , je vous remercie tous de contribuer à ce qui, j'en suis convaincu, sera une discussion éclairée, constructive et tournée vers l'avenir sur l'avenir de l'immigration au Canada.



Connecting Employers to Immigrant Talent

IMMIGRANT EMPLOYMENT COUNCIL OF BC IECBC

OUR VISION

BC is a global destination of choice for newcomers because its employers fully recognize and tap into the skills, training and experience of the immigrant talent they hire.

OUR MISSION

To make BC's employers Canada's leader in fully embracing the skills and experience newcomers bring to our communities.

WHAT WE DO

- Provide employer-driven solutions to enhance hiring and workforce integration.
- Collaborative partnerships with service delivery providers and community organizations to improve employment outcomes for newcomers.
- Equip employers with essential tools and resources to effectively hire and support immigrant talent.
- Support businesses across BC in successfully integrating skilled immigrant professionals.
- Amplify employer perspectives within the immigration and settlement system.
- Facilitate connections between employers and immigrant talent through strategic events and collaborations.
- Lead national efforts to enhance immigrant employment opportunities as the Secretariat of the Immigrant Employment Councils of Canada (IECC).

WORK WITH US!

TRANSFORMING DATA INTO IMPACT

Evidence-based solutions that strengthen services for newcomers



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The Newcomer Knowledge Hub (K-Hub) is a social enterprise and collaborative initiative within **Immigrant Services Calgary (ISC)**, developed in partnership with the **University of Calgary's Faculty of Social Work.**
We help organizations turn data into actionable insights, identifying newcomer needs, tracking emerging trends, reducing duplication, and informing smarter programming across the settlement sector.
K-Hub insights are brought to life through **ISC's Gateway**, dedicated to needs assessment, asset assessment, and referral services, connecting newcomers to over 2,000 programs and services across Calgary. Together, K-Hub and Gateway ensure data doesn't just inform decisions; it improves lives.

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Scan for **6 months** of free access!
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Schedule
Horaire

Wednesday, March 11th, 2026 Mercredi 11 mars 2026		
As of/dès 7:30 am	Registration Inscription	Ballroom salon Salon Ballroom
8:45 am - 9:00 am	Opening Remarks Remarques préliminaires	Ballroom - B1/B2
9:00 am - 9:15 am	Opening Address Allocution préliminaire	Ballroom - B1/B2
9:15 am - 10:30 am	Plenary session 1 Séance plénière 1	Ballroom - B1/B2
10:30 am - 11:00 am	Break | Pause	
11:00 am - 12:15 pm	Block A of concurrent sessions Bloc A de séances simultanées	Breakout rooms Salles d'atelier
12:15 pm - 1:30 pm	Lunch | Dîner WES World Education Services	Ballroom - B3
1:45 pm - 3:00 pm	Block B of concurrent sessions Bloc B de séances simultanées	Breakout rooms Salles d'atelier
3:00 am - 3:30 am	Break | Pause	
3:30 pm - 4:45 pm	Block C of concurrent sessions Bloc C de séances simultanées	Breakout rooms Salles d'atelier

Thursday, March 12th, 2026 Jeudi 12 mars 2026		
As of/dès 7:30 am	Registration Inscription	Ballroom salon Salon Ballroom
9:00 am - 9:15 am	Opening Address Allocution préliminaire	Ballroom - B1/B2
9:15 am - 10:30 am	Plenary session 2 Séance plénière 2	Ballroom - B1/B2
10:30 am - 11:00 am	Break | Pause	

11:00 am - 12:15 pm	Block D of concurrent sessions Bloc D de séances simultanées	Breakout rooms Salles d'atelier
12:15 pm - 1:30 pm	Lunch | Dîner	
12:15 pm - 1:30 pm	Local vendors market Marché de vendeurs locaux	Ballroom salon Salon Ballroom
1:45 pm - 3:00 pm	Block E of concurrent sessions Bloc E de séances simultanées	Breakout rooms Salles d'atelier
3:00 am - 3:30 am	Break | Pause	
3:30 pm - 4:45 pm	Block F of concurrent sessions Bloc F de séances simultanées	Breakout rooms Salles d'atelier

Friday, March 13th, 2026
Vendredi 13 mars 2026

As of/dès 7:30 am	Registration Inscription	Ballroom salon Salon Ballroom
9:00 am - 9:05 am	Opening Address Allocution préliminaire	Ballroom - B1/B2
9:05 am - 9:15 am	Presentation of the Metropolis Awards Remise des prix Metropolis	Ballroom - B1/B2
9:15 am - 10:30 am	Plenary session 3 Séance plénière 3	Ballroom - B1/B2
10:30 am - 11:00 am	Break | Pause	
11:00 am - 12:15 pm	Block G of concurrent sessions Bloc G de séances simultanées	Breakout rooms Salles d'atelier
12:15 pm - 1:30 pm	Lunch | Dîner	Ballroom - B3
1:45 pm - 3:00 pm	Block H of concurrent sessions Bloc H de séances simultanées	Breakout rooms Salles d'atelier
3:00 am - 3:30 am	Break | Pause	
3:30 pm - 4:45 pm	Block I of concurrent sessions Bloc I de séances simultanées	Breakout rooms Salles d'atelier



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9e sommet Metropolis identités

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Program
Programme

About the program

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

Session categories

The sessions have been sorted into the following categories to make it easier for delegates to select which sessions they wish to attend.

- Panel discussion (multiple speakers sharing diverse perspectives)
- Research presentation (overview of a specific study or project)
- Educational lecture or keynote talk (informative and conceptual)
- Practical workshop (hands-on learning or skill development)
- Roundtable discussion (interactive, participant-driven exchange)
- Case study or best practice session (real-world examples and lessons learned)
- Program/Policy Changes (government department updates the sector on a new program or changes to existing policy or programs)

À propos du programme

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.

Catégories de séances:

Les séances ont été classées dans les catégories suivates afin de faciliter le choix des séances par les délégués

- Discussion de panel (plusieurs intervenants partageant des perspectives diverses)
- Présentation de recherche (aperçu d'une étude ou d'un projet précis)
- Conférence éducative ou allocution principale (contenu informatif et conceptuel)
- Atelier pratique (apprentissage pratique ou développement de compétences)
- Table ronde (échanges interactifs axés sur la participation)
- Étude de cas ou séance sur les meilleures pratiques (exemples concrets et leçons tirées du terrain)
- Changements de programmes ou de politiques (mise à jour par un ministère sur un nouveau programme ou sur des changements à des politiques ou programmes existants)

Canadian Heritage Sessions

The Canadian Heritage - sponsored track presents sessions that deepen understanding of Canadian identities while addressing racism and discrimination. Supported by the Department of Canadian Heritage and the Canada History Fund, these sessions unite diverse perspectives to explore cultural narratives and anti-racism strategies. The track features sessions that encourage dialogue on both historical and contemporary challenges, examining storytelling, arts-based methods, and practical tools to mitigate polarization and foster inclusion. These sessions offer a professional forum for collaborative solutions and enhanced multicultural understanding.

Le volet parrainé par Héritage canadien présente des séances visant à approfondir la compréhension des identités canadiennes tout en abordant les questions de racisme et de discrimination. Soutenues par le ministère du Patrimoine canadien et le Fonds canadien de l'histoire, ces séances réunissent des perspectives diverses pour explorer les récits culturels et les stratégies de lutte contre le racisme. Ce volet comprend des séances qui encouragent le dialogue sur les défis historiques et contemporains, en examinant les récits, les méthodes artistiques et les outils pratiques pour atténuer la polarisation et favoriser l'inclusion. Ces sessions offrent un forum professionnel pour des solutions collaboratives et une meilleure compréhension multiculturelle.

B5	What’s the Story? Immigration History and the Shifting Canadian Narrative
C12	Stories of Belonging: Exploring Paths to Intercultural Understanding
D1	Rencontre, construction identitaire, appartenance comme réponses au choc discriminatoire
F17	Changing Terms? Is the language of Multiculturalism in Canada on the way out?
E4	Voices in Action: Cultural Brokering for Inclusive Communities

Opening Remarks

Ballroom (B1 / B2)
Ballroom level

8:45 am - 9:00 am

Welcome and Opening Remarks by Conference Co-Chairs

- **Paula Knight,** CEO, Immigrant Services Association of Nova Scotia (ISANS) and Chair of the Atlantic Region Association of Immigrant Serving Agencies (ARAISA), Conference Co-Chair
- **Emmanuel Nahimana,** Deputy Director General, La Fédération acadienne de la Nouvelle-Écosse (FANE) *(The Acadian Federation of Nova Scotia)*, Conference Co-Chair

Opening Adress

Ballroom (B1 / B2)
Ballroom level

9:00 am - 9:15 am

Opening Address

- **The Honourable Lena Metlege Diab,** MP, Minister of Immigration, Refugees and Citizenship Canada

Plenary session 1

Ballroom (B1 / B2)
Ballroom level

9:15 am - 10:30 am

Making the Case for Immigration: the Medium and the Message

Canada being a country of immigrants has been the prevailing story for some time. But that narrative is shifting as Canadians increasingly express concerns about the numbers of newcomers. Observers suggest that economic insecurities, housing availability and affordability and concerns around social cohesion underlie the “backlash”. Others blame misinformation about immigration a loss of sight of the vital contribution of immigration to the country.
This plenary invites leading voices from national media and thought leaders to offer insights into how to best address the concerns around immigration and effectively make the case for it.

Chair
- **Corinne Prince,** Special Advisor, ACS-Metropolis

Panelists
- **Rob Roberts,** Editor in Chief, National Post
- **Tony Keller,** Columnist, The Globe & Mail
- **Anil Arora,** Adjunct Lecturer in Public Policy, John F Kennedy School of Government, Harvard University, Chief Statistician of Canada, Statistics Canada, 2016 to 2024
- **Dr. Rupa Banerjee,** Canada Research Chair in Economic inclusion, Employment and Entrepreneurship of Canada’s Immigrants and Professor of Human Resource Management, Toronto Metropolitan University

Mot de bienvenue

Ballroom (B1 / B2)
Étage Ballroom

8:45 am - 9:00 am

Mot de bienvenue et allocution d'ouverture des coprésidents du congrès

- **Paula Knight,** Directrice générale, l'Association des services aux immigrants de la Nouvelle-Écosse (ISANS) et présidente de l'Association des agences au service des immigrants de la région atlantique (ARAISA), co-présidente du congrès
- **Emmanuel Nahimana,** Directeur général adjoint, La Fédération acadienne de la Nouvelle-Écosse (FANE), co-président du congrès

Allocution préliminaire

Ballroom (B1 / B2)
Étage Ballroom

9:00 am - 9:15 am

Allocution de préliminaire

- **L'honorable Lena Metlege Diab,** députée, ministre de l'Immigration, des Réfugiés et de la Citoyenneté du Canada

Séance plénière 1

Ballroom (B1 / B2)
Étage Ballroom

9:15 am - 10:30 am

Plaider en faveur de l'immigration : le medium et le message

Décrire le Canada comme un pays d'immigrants constitue depuis un certain temps le récit dominant. Toutefois, ce récit est en train d'évoluer, alors que les Canadiens expriment de plus en plus de préoccupations quant au nombre de nouveaux arrivants. Certains observateurs laissent entendre que les incertitudes économiques, la disponibilité et l'abordabilité du logement, ainsi que les préoccupations liées à la cohésion sociale, sont à la base de ce que l'on qualifierait de « contrecoup ». D'autres attribuent plutôt cette réaction à la mésinformation sur l'immigration et à une perte de vue de la contribution vitale de l'immigration pour le pays.
Cette plénière réunira des figures éminentes de la presse nationale, des leaders d'opinion qui offriront leur éclairage sur les meilleures façons de répondre aux préoccupations entourant l'immigration et de plaider efficacement en sa faveur.

Présidente:
- **Corinne Prince,** Conseillère spéciale, AEC-Metropolis

Intervenants:
- **Rob Roberts,** Rédacteur en chef, National Post
- **Tony Keller,** Chroniqueur, The Globe & Mail
- **Anil Arora,** Chargé de cours auxiliaire en politiques publiques, John F. Kennedy School of Government, à l'université Harvard, statisticien en chef du Canada, Statistique Canada (2016-2024)
- **Dr. Rupa Banerjee,** Titulaire de la Chaire de recherche du Canada sur l'inclusion économique, l'emploi et l'entrepreneuriat des immigrantes et immigrants au Canada, et professeure en Gestion des Ressources Humaines à Toronto Metropolitan University

A1

609
Summit level
Étage Summit

11:00 am - 12:15 pm

Research or project presentation
Présentation de recherche

Financial Empowerment for Newcomers: Reducing Barriers Through Inclusive Planning

Newcomers often arrive with determination but face financial systems that can feel unfamiliar or overwhelming. This session shares how the Canadian Foundation for Financial Planning (CFFP) helps bridge that gap through practical, culturally aware workshops and individualized guidance. We will introduce our programs–Financial Planning for Parents, Financial Planning for Newcomer Entrepreneurs, Getting Started in Canada, and Money Basics–which focus on real settlement challenges, from budgeting and housing decisions to navigating work, benefits, and early entrepreneurship. We will also highlight how our one-to-one planning support builds confidence, supports informed decision-making, and helps newcomers move toward greater financial stability.

- **Paul Bishop,** Canadian Foundation for Financial Planning
- **Reem Jarrar,** Canadian Foundation for Financial Planning

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A2

611
Summit level
Étage Summit

11:00 am - 12:15 pm

Case Study or Best Practice Session
Étude de cas ou séance sur les meilleures pratiques

Social Resilience and the Urban Migrant Experience: Thinking about Gender and Race

As Canada takes stock of its immigration programs, the factors that promote successful settlement have taken centre stage. Presenters draw on case studies in Canadian cities to explore the conditions and supports that help international migrants thrive, not just survive. Focusing on resilience, presentations examine how gender and race shape the impacts of immigration status and family dynamics on migrants' success responding to the inevitable challenges of living in a new place. The presenters highlight migrants' agency, especially their success creating programs and resources as well as drawing on diverse institutions to facilitate settlement. In Canadian cities, class and race contribute to diverse forms of gender inequality.

- Moderator: **Tsomo Tenzin Chime,** University of Toronto

Immigrant Families' Capacities to Weather a Financial Storm: Racial Disparities in Economic Resilience

- **Jill Hanley,** McGill University

Reimagining the Course: Lessons from Migrant Women's Leadership in Transforming Canada's Immigration Future

- **Rupaleem Bhuyan,** University of Toronto
- **Tsomo Tenzin Chime,** University of Toronto
- **Sultana Jahingir,** South Asian Women and Immigrants' Services

Civic Engagement as a Response to Immigrant Women's Labor Market Exclusion in Montreal

- **Alexandra Charette,** Concordia University

How Can Temporary Migration be Gender-Responsive: learnings from research with international students and migrant workers

- **Jenna Hennebry**, Wilfrid Laurier University

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A3

A1
Argyle level
Étage Argyle

11:00 am - 12:15 pm

Program or Policy Changes
Changements de programmes ou de politiques

Recent findings from IRCC's Settlement Program Evidence Base

IRCC will present on three different topics. First, using the most up-to-date data available, we'll present an overview of trends we are seeing under the first year of the new agreements. Next, we'll provide an overview of the 2025 Settlement Outcomes Report (will hopefully have been published at that time). Last, we'll provide more recent research findings and link it to how that evidence is informing the ongoing renewal of the Program.

- **Meghan Foran,** IRCC, *Looking Forward: How Evidence is Informing Evolution*
- **Fadoua ElBouamraoui,** IRCC, *2025 Settlement Outcomes Report*
- **Meghan Foran,** IRCC, *Recent Trends in IRCC's Settlement Program Data*

A4

506/507
Ballroom level
Étage Ballroom

11:00 am - 12:15 pm

Research or Project Presentation
Présentation de recherche

Renforcer la capacité des organismes : compétences socio émotionnelles pour l'emploi

Comment mieux outiller les organismes pour développer les compétences socioémotionnelles et linguistiques essentielles à l'employabilité des nouveaux arrivants francophones en contexte minoritaire? La SRSA, en collaboration avec la COFA, présentera les démarches et constats préliminaires de son analyse des besoins, visant à orienter la création de ressources andragogiques adaptées et à stimuler la collaboration intersectorielle. Cette approche jette les bases d'un projet ambitieux pour renforcer la capacité organisationnelle et améliorer l'efficacité des services offerts aux communautés immigrantes.

- **Julie Rodier,** La Société de recherche sociale appliquée, *S'unir pour bien accueillir: Compétences en action pour l'emploi*
- **Lydienne Guidon,** Coalition ontarienne de formation des adultes, *Approche intersectorielle : bâtir des partenariats pour renforcer la capacité*
- **Ona Bantjes-Ràfols,** La Société de recherche sociale appliquée, *Analyse des besoins : constats préliminaires et priorités pour l'action*
- **Jean Cédric Kouam,** La Société de recherche sociale appliquée, *Analyse des besoins : constats préliminaires et priorités pour l'action*

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A5

603/604
Summit level
Étage Summit

11:00 am - 12:15 pm

Research or Project Presentation
Présentation de recherche

The Settlement Practitioner Wellbeing Framework: A Systems Approach to Sustainable and Equitable Work

Canada's immigration future depends on the sustainability of those who uphold it, frontline settlement workers. This presentation introduces the Practitioner Wellbeing Framework, developed by the University of Calgary's Faculty of Social Work in partnership with the Canadian Immigrant Women's Association. Grounded in lived experience and organizational research, the framework moves beyond individual resilience to address systemic stressors such as underfunding, vicarious trauma, and unrecognized cultural labor within immigrant serving agencies. It proposes evidence-based organizational and policy reforms that embed equity, accountability, and trauma-informed leadership to make practitioner wellbeing central to sustainable service delivery.

- **Tara Collins,** University of Calgary
- **Ahlam Fakih,** University of Calgary
- **Nathanael Hammond,** University of Calgary
- **Mariam Ismail,** University of Calgary
- **Monica Sesma Vazquez,** University of Calgary
- **Paula Calderon,** CIWA: Canadian Immigrant Women's Association
- **Shamsa Mistry,** CIWA: Canadian Immigrant Women's Association
- **Monica Abdelkader,** CIWA: Canadian Immigrant Women's Association

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A6

605
Summit level
Étage Summit

11:00 am - 12:15 pm

Educational lecture
Présentation éducative

Advancing Intersectional Approaches: Exploring Strategies Centering Youth to Tackle Unemployment and Promote Civic Participation

Youth face systemic barriers that contribute to unemployment and limit civic participation. This workshop examines these challenges and explores solutions through labour market insights and community-based practices, highlighting strategies such as trauma-informed engagement, intercultural dialogue, and holistic, youth-centered program design to create lasting impact. Initiatives like EmpowHER and Employability Skills for Youth (ES4Y) empower youth, especially those facing barriers, through education, training, and meaningful work experiences supported by mentorship, career coaching, and financial assistance. The workshop will demonstrate how these initiatives equip youth with the skills and confidence to transition into the labour market.

- **Ayesha Bhikha,** Achēv
- **Samantha Iyere,** Achēv
- **Therese Guidolin,** Achēv
- **Kosalina Vignarajah,** Achēv

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A7

504
Ballroom level
Étage Ballroom

11:00 am - 12:15 pm

Research or Project Presentation
Présentation de recherche

Creating Child Care Opportunities and Jobs Through Newcomer Entrepreneurship (MARCH)

This interactive workshop examines the MARCH program as a practical model for supporting newcomer entrepreneurs to develop and operate child care businesses in response to local labour market and child care needs. Grounded in program delivery experience, the session focuses on how entrepreneurship supports, sector-specific training, and community partnerships can be structured to support newcomer economic integration while expanding child care capacity.
Presenters will walk participants through the program framework, including participant recruitment, training components, mentorship, and stakeholder engagement. The session will emphasize real-world implementation considerations, challenges encountered, and adjustments made during delivery. Participants will be invited to engage in discussion around applicability, scalability, and adaptation to different regional and policy contexts.

- **Leanne May,** Saskatoon Open door Society, Women Business Hub WBH, Childcare Services Unit, and Saskatchewan's Ministry of Education
- **Ashraf Mirmontahai,** Saskatoon Open door Society, Women Business Hub WBH, Childcare Services Unit, and Saskatchewan's Ministry of Education

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A8

A3
Argyle level
Étage Argyle

11:00 am - 12:15 pm

Case Study or Best Practice Session
Étude de cas ou séance sur les meilleures pratiques

From Intention to Integration: The Power of Pre-Arrival Preparation

In a time of shifting immigration priorities and reduced intake targets, effective pre-arrival preparation is essential to newcomer success. This session highlights how coordinated pre-arrival efforts - including S.U.C.C.E.S.S. Active Engagement and Integration Program (AEIP), JVS Toronto's pre-arrival employment and mentorship services, and CCIS as a key provincial partner - equip newcomers with early, targeted support. Through accurate settlement, employment, and destination-specific information, along with mentorship opportunities and labour market insights, newcomers arrive better prepared and more confident.
Presenters will share outcomes and best practices demonstrating how a connected pre-arrival ecosystem strengthens newcomers.

- **Joseph Lopez,** S.U.C.C.E.S.S.
- **Irene Vaksman,** JVS Toronto
- **Hasmik Asmaryan,** Calgary Catholic Immigration Society

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A9

A2
Argyle level
Étage Argyle

11:00 am - 12:15 pm

Case Study or Best Practice Session
Étude de cas ou séance sur les meilleures pratiques

From Crisis to Stability: How Wraparound Services Transform Outcomes for Asylum-Seeking Families

This presentation examines how Polycultural Immigrant and Community Services and the Peel CAS's Child Welfare Immigration Centre of Excellence implement wraparound service models to respond to the intersecting immigration, child welfare, health, and settlement needs of asylum-seeking youth and families. Drawing on practice-based examples, the session highlights coordinated pathways, culturally responsive supports, and resilience-building approaches that reduce system fragmentation, promote stability, and support long-term integration for families, including unaccompanied and separated children.

- **Hashim Alhussaini,** Polycultural Immigrant and Community Services
- **Liz Okai,** The Child Welfare Immigration Centre of Excellence, Peel CAS
- **Mandisa Sifelani,** The Child Welfare Immigration Centre of Excellence, Peel CAS

A10

501/502
Ballroom level
Étage Ballroom

11:00 am - 12:15 pm

Case Study or Best Practice Session
Étude de cas ou séance sur les meilleures pratiques

Financial Empowerment Interventions: A Newcomers' Pathway to Economic Resilience

Newcomers to Canada encounter substantial adjustments to personal financial management, influenced by disparities between income and expenditures, shifts in household roles, and limited prior exposure to credit systems. These factors often destabilize financial decision-making and asset management upon arrival. Certified financial coaches at Centre for Newcomers provide structured interventions to enhance clients' financial capability. This presentation, in collaboration with Aspire Calgary Collaborative, examines the demographics and psychographics of participants accessing financial coaching services and analyzes emerging outcomes that suggest improved financial resilience among immigrant clients.

- Moderator: **Dario Ontolan,** Centre for Newcomers, Calgary
- **Peeyush Agnihotri,** Centre for Newcomers, Calgary
- **Margaret Yu,** Aspire Collaborative Calgary
- **Arti Vasudev,** Centre for Newcomers, Calgary

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A11

201
Argyle level
Étage Argyle

11:00 am - 12:15 pm

Educational lecture
Présentation éducative

Canada's Humanitarian Crisis: The Impact of the Multi-Year Levels Plan on Refugee Families

While the new Immigration Levels Plan prioritizes economic goals, it includes a significant reduction in targets for humanitarian and refugee programs. JIAS Toronto and the Anglican Diocese of Nova Scotia and Prince Edward Island will discuss the impact of this new Plan on refugee families, sponsoring communities and Canadians at large. The session will highlight Canada's longstanding humanitarian commitments, including the history and role of the PSR program in shaping national responses to global displacement. It will examine how the immigration level reductions affect refugee sponsorship pathways, family reunification, and long-term settlement outcomes, and offer insights on sustaining humanitarian leadership amid shifting demographic priorities.

- **Lia Kisel,** JIAS Toronto
- **Sarah Cooper,** Anglican Diocese of Nova Scotia and Prince Edward Island

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A12

503
Ballroom level
Étage Ballroom

11:00 am - 12:15 pm

Practical Workshop
Atelier pratique

Confronting Xenophobia through Community Solutions: a collaborative workshop

This workshop convenes participants for a practical and reflective dialogue on how organizations are responding to xenophobia and hate in their communities. Acknowledging the complexity of this work and the absence of one-size-fits-all solutions, the session creates space for participants to share how their organizations are addressing these challenges within diverse mandates, roles, and local contexts–both in supporting staff and in engaging with the communities they serve.
Rooted in lived experience and applied practice, the discussion will feature concrete examples of initiatives led by Local Immigration Partnerships (LIPs), including community safety and well-being efforts, staff care and support strategies, inclusion activities, and collaborative campaigns. Through case studies and facilitated discussion, participants will explore practical steps organizations can take to respond to incidents of xenophobia while keeping staff and community members safe and supported during difficult conversations.
The workshop also emphasizes shared learning and coordination, encouraging participants to consider how collective approaches, shared resources, and national collaboration can strengthen community safety, promote well-being, and advance inclusion across Canada.

- **Reuben Hodari Clarke,** Toronto South Local Immigration Partnership/National LIP Secretariat
- **Nicolas Tellez-Espana,** Diversecity Community Resources Society
- **Natasha Martinez,** Hamilton Immigration Partnership Council
- **Mounir Nasri,** Toronto South Local Immigration Partnership

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A13

614
Summit level
Étage Summit

11:00 am - 12:15 pm

Roundtable
Table ronde

Partnership Funding for Resilient Futures: Best Practices and Challenges

This roundtable discussion on Partnership Funding Models will explore collaborative approaches to funding within the settlement sector. Participants will discuss the benefits and challenges of partnership models, including financial management, accountability, and relationship dynamics. Through open dialogue and shared experiences, the discussion will highlight how these models can strengthen collaboration, support smaller organizations, and encourage innovation. Emphasizing transparency, mentorship, and mutual learning, participants will explore partnership funding as a strategic approach for enhancing sector resilience, equity, and sustainability, particularly in a time of limited resources and shifting settlement priorities.

- Moderator: **Alexandra Almeida,** Manitoba Possible
- **Samantha Lee,** Manitoba Possible, *Welcome and introduction*
- **Alexandra Almeida,** National Cultural Brokers Project, *Community Data*
- **Traicy Robertson,** Manitoba Possible, *Benefits*
- **Estefany Suarez,** National Cultural Brokers Project, *Challenges*

A14

607
Summit level
Étage Summit

11:00 am - 12:15 pm

Research or Project Presentation
Présentation de recherche

Developing an Indigenous Engagement Summit for Saskatchewan Settlement Workers

Although Saskatchewan has the second highest population percentage of Indigenous peoples out of Canadian provinces, a gap in understanding persists between newcomers and Indigenous peoples. In 2025, SAISIA responded to TRC Call to Action #93 by offering Building Connection: An Indigenous Engagement Summit for Saskatchewan Settlement Workers. Participants learned directly from Knowledge Keepers, gaining the information and relationships needed to dispel stereotypes and lead Indigenous-newcomer relations at their service providing organizations. Our presentation will explore the process of planning this event, including consultations with and participation from Indigenous leaders, and how the event strengthened sectoral knowledge of Indigenous cultures.

- **Amber Parker,** Gender-Based Analysis (GBA) Plus Coordinator, Saskatchewan Association of Immigrant Settlement and Integration Agencies (SAISIA)
- **Crystal Francis,** Indigenous Initiatives Coordinator, Carlton Trail College
- **Bobby Jo Ouellette,** Settlement and Program Development Manager, Saskatchewan Intercultural Association
- **Lara Paul,** Intercultural Programs Manager, Saskatchewan Intercultural Association

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A15

613
Summit level
Étage Summit

11:00 am - 12:15 pm

Case Study or Best Practice Session
Étude de cas ou séance sur les meilleures pratiques

Train to Hire: Jordan Pharmacy Licensure Pathway

Immigration target reductions introduced in 2024, have seen a more significant drop in International Mobility migrants arriving to work in the East Coast than to other provinces. How will these regional economies fare? The Train to Hire - Jordan Pharmacy Licensure Pathway initiative is a novel collaboration that provides; a recertification training opportunity, direct employment, and the relocation of a cohort of skilled refugees and nationals from Jordan to meet the market demand of pharmacists in Nova Scotia. The project invites policy makers to consider the expansion of labour market driven immigration in tandem with expanded complementary pathways for refugees.

- **Abdullah Olewi,** World University Service of Canada (WUSC)
- **Lauren Zwicker,** Jordan Pharmacy Licensure Pathway (JPLP) / Nova Scotia Pharmacy Regulator (NSPR)
- **Tristan Park,** Pharmacy Association of Nova Scotia (PANS)

A16

606
Summit level
Étage Summit

11:00 am - 12:15 pm

Panel Discussion
Discussion de panel

Local Agencies Serving Immigrants – A Collaborative Approach

This panel highlights the benefits of LASI's long-standing collaborative model in enhancing newcomer service delivery in Ottawa. With established communication pathways, shared knowledge, and coordinated advocacy, LASI members reduce duplication, respond swiftly to shifting needs, and advance client-centered, anti-racist practices, and Indigenous teachings/learnings. Panelists will discuss how collective investments in infrastructure, mentorship, and technology expand each agency's capacity, enabling participation in complex or resource-intensive initiatives. Attendees will gain insight into LASI's governance, decision-making, and strategic planning processes–demonstrating how collaboration strengthens impact in the settlement sector.

- Moderator: **Kathleen Holloway Jun,** YMCA of the National Capital Region
- **Andrea Gardner,** Jewish Family Services Ottawa
- **Jephtée Elysée,** Centre d'établissement, de soutien et d'orientation Communautaire (CÉSOC)
- **Myriam Meknim,** Catholic Centre for Immigrants
- **Mengistab Tsegaye,** World Skills Employment Centre

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A17

612
Summit level
Étage Summit

11:00 am - 12:15 pm

Roundtable
Table ronde

Modernizing Credential Recognition: Lessons and Innovative Solutions from Alberta's FCAC Process

Amid shifting immigration targets and persistent labour shortages, Alberta's Foreign Credential Advisory Committee undertook one of the most comprehensive examinations of credential recognition in Canada since the Pan-Canadian Framework. Drawing on surveys, focus groups, jurisdictional research, and consultations with internationally trained professionals, regulators, employers, immigrant-serving agencies, and post-secondary institutions, the committee's work culminated in a Final Report tabled in the Alberta Legislative Assembly. This roundtable explores evidence-informed solutions to improve licensure pathways and workforce access, sharing lessons from Alberta's multi-stakeholder process and practical approaches adaptable across sectors and jurisdictions.

- Moderator: **Doha Melhem,** Vice President of Consulting & Chief Evaluator, Pivotal Research Inc.
- **Deidre Lake,** Executive Director, AIMGA
- **Jay Nagendran,** former CEO, Association of Professional Engineers and Geoscientists of Alberta (APEGA)
- **Glenys Reeves-Gibbs,** Executive Director, Alberta Federation of Regulated Health Professions

Lunch
Dîner

WES World Education Services

Ballroom (B1/B2)
Ballroom level
Étage Ballroom

12:15 pm - 1:30 pm

We invite you to visit the exhibitors and poster presentations in the Ballroom (B3) and in the Ballroom salon.

Nous vous invitons à visiter les kiosques des exposants et les présentations d'affiches dans la salle Ballroom (B3) et dans le salon Ballroom

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B1

A1
Argyle level
Étage Argyle

1:45 pm - 3:00 pm

Case Study or Best Practice Session
Étude de cas ou séance sur les meilleures pratiques

Bridging Barriers: Culturally Responsive Mental Health Services for Newcomers

Newcomers often arrive with experiences that do not fit within Western systems. The Immigrant Education Society (TIES) bridges these gaps through its Mental Health and Family Programs, offering free, rapid-access, culturally responsive care. The Healthy Minds counselling program provides first-language support delivered by counsellors who reflect communities they serve. Beyond therapy, other programs strengthen family relationships, build social connections, and foster belonging. By centering culture, language, equity, TIES demonstrates how community-based organizations can create accessible, inclusive, sustainable mental health services for newcomers, offering a replicable model for other settlement and mental health sectors across Calgary.

- **Lateef Habib,** The Immigrant Education Society
- **Jisha Philip,** The Immigrant Education Society

B2

603/604
Summit level
Étage Summit

1:45 pm - 3:00 pm

Panel Discussion
Discussion de panel

Humanizing Canada's Temporary Foreign Worker Program: Policy, Practice, and Lived Realities

This panel will explore Canada's evolving immigration policy and its impact on employers, Temporary Foreign Workers (TFWs), and the communities they support. With TFWs increasingly in the public spotlight—and misconceptions rising—panelists will discuss available supports, systemic gaps, and unintended outcomes that heighten vulnerability. Through lived experiences, frontline insights, and practical recommendations, the discussion will amplify TFW voices and showcase the Prairie TFW Hub, a collaborative model unique in Canada. The session concludes with a call to action for stronger partnerships, improved policies, and more inclusive community-based support.

- Moderators: **Jessica Juen,** CCIS and **Steve Reynolds,** Regional Connections
- **Alejandra Gil,** Calgary Catholic Immigration Society, *Unintended Consequences: How Immigration Policy Shifts Affect Migrant Workers*
- **Tina Rempel,** Regional Connections, *Building Resilience: Community-Based Support for Migrant Workers in Changing Canada*
- **Ramlah Iqbal,** Saskatoon Open Door Society, *The Prairie TFW Hub: A Unique Model for Support Migrant Workers*

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B3

A2
Argyle level
Étage Argyle

1:45 pm - 3:00 pm

Panel Discussion
Discussion de panel

Building a Resilient Atlantic Canada: Integrated Strategies for Newcomer and International Student Retention

Atlantic Canada's demographic and economic future hinges on its ability to attract and retain newcomers and international students. This workshop moves beyond attraction to explore the integrated, multi-stakeholder strategies required for successful long-term retention. Bringing together academic researchers, settlement agencies, and regional economic development bodies, we will dissect the key pillars of integration: from pre-arrival supports and post-graduation pathways to meaningful employment and community belonging. We will present groundbreaking data on retention trends, showcase effective service delivery models, and facilitate a solutions-oriented discussion on aligning immigration policy with regional workforce need.

- Moderator: **Megan Morris,** Association of New Canadians
- **Tony Fang,** Memorial University, *Immigration and skilled labour force in Atlantic Canada:The role of employers and international students*
- **Ather Akbari,** Saint Mary's University, *Network effect on job-education matching of international students in Atlantic Canada*
- ***Jim Murphy,*** *Association of New Canadians*
- ***Dale Crawford,*** *Atlantic Workforce Partnership*
- ***Paula Knight,*** *Immigrant Services Association of Nova Scotia*

B4

503
Ballroom level
Étage Ballroom

1:45 pm - 3:00 pm

Panel Discussion
Discussion de panel

Bridging Gaps, Building Futures: Tailored Pathways for a Changing Labour Market

As Canada recalibrates its immigration levels, our session will explore how tailored, cross-sectoral programs connect evolving labour-market needs with newcomer talent. We will highlight collaborative initiatives between CCIS, ISANS, Carbon Management Canada, and Calgary Economic Development, showcasing innovative models that align employer demand with immigrant skills through customized training and partnerships. The discussion will emphasize how community organizations, industry, and policy can converge to "change course" toward sustainable inclusion and competitiveness in Canada's future economy.

- Moderator: **Hasmik Asmaryan,** Calgary Catholic Immigration Society (CCIS)
- **Hasmik Asmaryan,** Director, Business, Employment & Training Services, Calgary Catholic Immigration Society (CCIS), *From Insight to Impact: Building Cross-Sector Partnerships to Address Labour Market Shortages*
- **Tamara Gale,** Director of External Relations and Communications, Carbon Management Canada, *Training a Transitioning Workforce – A Collaboration Between Industry, Educators and Community Supports*
- **Vanessa Marsden,** Interim Manager, Pre-Arrival and Employment Transition, Immigrant Services Association of Nova Scotia (ISANS), *Supporting Successful Labour Market Transitions: ISANS' Pre-arrival and Employment Transition Pathways.*
- **Sharmin Surani,** Manager, Talent Investor Experience, Calgary Economic Development, *Building Talent Pipeline Together: Aligning Talent and Opportunity Through Ecosystem Collaboration*

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B5

611
Summit level
Étage Summit

1:45 pm - 3:00 pm

Panel Discussion
Discussion de panel

What's the Story? Immigration History and the Shifting Canadian Narrative

This panel explores the evolution of Canada's immigration story–from its historical foundations and shifting policy frameworks to the narratives that have shaped national identity across generations. Panelists will examine whether there is continuity between how immigration was understood and communicated in the past and how it is framed today, amid growing public unease and more polarized debate. The discussion will also look ahead, asking how Canada might tell its immigration story in the future: what elements will endure, what may be reinterpreted, and how a more contested and often negative contemporary narrative could influence public memory and cohesion.

- **Jack Jedwab,** President & CEO, ACS-Metropolis Institute, Montreal, QC
- **Elise Herzig,** Executive Director, JIAS Toronto (Jewish Immigrant Aid Services)
- **Oleh Kovalchuk,** Ukrainian Canadian Congress - Saskatchewan Provincial Council (UCC-SPC)
- **Victor Satzewich,** Department of Sociology, McMaster University, Hamilton, Ontario
- **Fernando Mata,** Professor, Sociology and Anthropology, University of Ottawa

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B6

609
Summit level
Étage Summit

1:45 pm - 3:00 pm

Case Study or Best Practice Session
Étude de cas ou séance sur les meilleures pratiques

Social Resilience and Migrant Integration in Canadian Cities

As Canada revises its immigration policies and levels, this session examines a social resilience approach to building a nation of immigrants. Case studies in Ontario and Quebec cities by a multidisciplinary team of researchers and practitioners investigate the settlement and integration of immigrants, international students, foreign workers, and refugee claimants. This new research illustrates how federal, provincial, and municipal policies and diverse institutions ranging from grassroots churches to government - funded immigrant-serving agencies influence integration. The presenters propose strategies to facilitate integration of different migrant groups in cities of various sizes, challenging notions of absorbing capacity.

- Moderator: **Sultana Jahingir,** South Asian Women and Immigrants' Servicesvic
- **Christina Gabriel,** Carleton University, *"Wanted/Not Wanted": Resilience and International Students in Canada*
- **Chedly Belkhodja,** Concordia University, *The New Face of Regionalisation of Immigration in Quebec*
- **Valerie Preston,** York University, *Immigration, Resilience, and the Absorbing Capacity of Canadian Cities*
- **John Shields,** Toronto Metropolitan University, *Social Resilience, Settlement Agencies, and Crisis*

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B7

A3
Argyle level
Étage Argyle

1:45 pm - 3:00 pm

Panel Discussion
Discussion de panel

Advancing Collaboration for IEHP Integration in Canada: Lessons and Insights from WES Partners

Hosted by WES, this panel will explore systemic challenges that internationally educated health professionals (IEHPs) face in Canada and present collaborative strategies to advance equitable workforce integration. This dynamic session will feature key WES partners including other funders who are playing an active role in supporting IEHPs across Canada. It will showcase evidence-based approaches that leverage data, advocacy, and coalition-building to influence policy and practice. By centering lived experiences and actionable solutions, the session aims to share insightful recommendations, build consensus on reforms that address credential recognition barriers, and foster sustainable career pathways for skilled professionals.

- Moderators: **Sifat Yusuf,** Program Manager at WES Mariam Assefa Fund
- **Deidre Lake,** Executive Director at Alberta International Medical Graduates Association (AIMGA)
- **Cameron Moser,** Associate Vice President, Services and Program Development at ACCES Employment
- **Nick Fabiano,** Special Adviser, Talent Beyond Boundaries
- **Sarah Wiseman,** Director Canada, Shapiro Foundation

B8

607
Summit level
Étage Summit

1:45 pm - 3:00 pm

Case Study or Best Practice Session
Étude de cas ou séance sur les meilleures pratiques

Bridging Communities Through Service: Scaling Holistic Models for Newcomer Youth Integration

This presentation explores how the Calgary Bridge Foundation for Youth (CBFY) responded to a dramatic surge in newcomer youth demand by developing and implementing the Integrated Services Delivery Model (ISDM). The model integrates services, empowers staff, and aligns strategy with practice to deliver personalized, high-impact support. With over 10,000 youth served annually and a 270% increase in demand since 2021, CBFY's approach offers a scalable blueprint for national replication. The session will highlight systemic innovation, community service as a catalyst for integration, and the role of data in driving sustainable change.

- **Cristina Balamban,** The Calgary Bridge Foundation for Youth
- **Lorraine Kinsman,** The Calgary Bridge Foundation for Youth

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B9

506/507
Ballroom level
Étage Ballroom

1:45 pm - 3:00 pm

Case Study or Best Practice Session
Étude de cas ou séance sur les meilleures pratiques

Innovating Asylum Services: The Peel Collaborative Model

This session showcases how innovative partnerships between municipalities and community agencies can transform asylum settlement services. Highlighting the Region of Peel's collaboration with COSTI and Polycultural, we explore a service model designed to support asylum seekers while in temporary accommodation through coordinated housing solutions, wraparound supports, and integrated pathways to stability. Participants will gain actionable strategies for building collaborative frameworks that drive impact and resilience in local communities.

- **Marwan Ismail,** Polycultural Immigrant and Community Services
- **Hashim Alhussaini,** Polycultural Immigrant and Community Services
- **Anita Stellinga,** COSTI
- **Vithieyah Atputharajah,** COSTI

B10

504
Ballroom level
Étage Ballroom

1:45 pm - 3:00 pm

Roundtable
Table ronde

Combler le fossé linguistique: coordonner les services anglophones et francophones dans un contexte migratoire en mutation

AAISA et RIFA présenteront leurs services indirects, ainsi que les stratégies et défis liés à la collaboration entre fournisseurs anglophones et francophones. Cette table ronde offrira un échange interactif pour identifier des pistes concrètes visant à améliorer la coordination bilingue, la rétention des nouveaux arrivants et l'accès équitable aux services. Ensemble, nous explorerons comment une collaboration renforcée peut soutenir un établissement cohérent et un développement régional équitable.

Bridging the language gap: Coordinating English and French - Speaking Services in a Changing Migration Context

AAISA and RIFA will share about their indirect services, as well as the strategies and challenges associated with collaboration between English-speaking and French-speaking providers. This roundtable will offer an interactive exchange to identify concrete ways to improve bilingual coordination, retention of newcomers, and equitable access to services. Together, we will explore how enhanced collaboration can support consistent settlement and equitable regional development.

- **Chloé McBean,** Alberta Association of Immigrant Serving Agencies (AAISA)
- **Amina Houfaf Khoufaf,** RIFA
- **Elaine Malinis,** Professional Development Lead, AAISA

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B11

614
Summit level
Étage Summit

1:45 pm - 3:00 pm

Research or Project Presentation
Présentation de recherche

Attraction, Integration, and Retention Capacities of Northern Canada: Insights from the TAIGA RISE Project

Tailored Attraction, Integration, and Retention Strategies for Northern Ecosystems (TAIGA RISE) is a nationally funded, three-year project supported by Immigration, Refugees and Citizenship Canada (IRCC), designed to strengthen northern Canadian communities' capacity to attract, integrate, and retain newcomers. In its first year, the project collected survey data from 200 individuals—100 residents living in northern communities and 100 from outside the North—to explore experiences and perceptions of life in these regions. In this workshop, we will capture the story of northern communities from these dual perspectives, highlighting the contrasts and connections between lived experiences and external perceptions.

- **Fatemeh Kazemi, S**enior Researcher, Centre for Immigrant Research, The Immigrant Education Society (TIES)
- **Hamed Kazemzadeh,** Research Associate, Centre for Immigrant Research, The Immigrant Education Society (TIES)
- **Kreisha Hilario,** Manager, Centre for Immigrant Research, The Immigrant Education Society (TIES)

B12

612
Summit level
Étage Summit

1:45 pm - 3:00 pm

Panel Discussion
Discussion de panel

Language Barriers in the Settlement Process in the Greater Moncton Area

This bilingual panel will examine how language barriers affect newcomer settlement in the Greater Moncton Area across multiple contexts. Panelists will explore linguistic challenges in specific schools, workplaces, and in the situation of intimate partner violence, as well as the role of language as a key tool for social integration. The discussion will highlight an on-going collaborative project that aims to create a series of self-guided learning tools to support community and institutional responses surrounding interpretation. Bringing together voices from municipal government, non-profit organizations, students, and academia, the session encourages conversations on inclusive strategies for improving communication in multilingual contexts.

- **Erika Cantu,** Local Immigration Partnership/Partenariat local en immigration, *Language as an Integration Tool/La langue comme outils d'intégration*
- **Elizabeth Jonah,** Multicultural Association of the Greater Moncton Area, *Managing Language Diversity in the Workplace*
- **Anne Beinchet,** Université de Moncton, *Co-construction d'outils de formation autoportée en interprétation pour une agence d'établissement et pour l'accueil de personnes victimes de violence entre partenaires intimes*
- **Kelsey Cameron,** Université de Moncton, *Managing Language Barriers in a Moncton Highschool for Newcomer Students*

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B13

201
Argyle level
Étage Argyle

1:45 pm - 3:00 pm

Practical Workshop
Atelier pratique

Logic Models Made Practical: Strengthening Evaluation Capacity for Settlement Services

Developing a logic model helps organizations track their progress and aligns with funders' requirements. It can be challenging, but it can bring enormous benefits to settlement organizations. Participants will learn in this interactive workshop how logic models can improve existing programs, guide effective data collection, and align with IRCC reporting requirements. We'll also explore how evaluation can showcase success and support funding proposals for 2026. Through a hands-on exercise, attendees will create a simple logic model tailored to their services and leave with practical tools to enhance learning, accountability, and storytelling within their organizations. This workshop is part of PROSPECTS.

- **Julie Rodier,** Social Research and Demonstration Corporation, *From Insight to Action: Using Logic Models to Evaluate and Improve Your Program Design and Delivery*
- **Taylor Shek-wai Hui,** Social Research and Demonstration Corporation, *Making the Case: Leveraging Evaluation to Demonstrate Success for Future Funding*
- **Kim Lehrer,** Social Research and Demonstration Corporation, *Building the Foundation: Logic Models as a Roadmap for Effective Data Collection*

B14

605
Summit level
Étage Summit

1:45 pm - 3:00 pm

Roundtable
Table ronde

Co-Designing a New Digital Model for Settlement Information Delivery to Newcomers

Refugee 613 is scaling up its national Newcomer Info Hub (NIH) service for digital settlement information through expanded content production, enhanced dissemination models, and deeper engagement with sector stakeholders. Metropolis attendees are invited to join an interactive co-design exercise for a new pilot for information dissemination to newcomers. Participants are invited to bring their knowledge, expertise and insights to help shape the design and early testing of this digital model. Refugee 613 will also share preliminary findings from its most recent research into digital settlement information delivery.

- Moderator: **Louisa Taylor,** Executive Director, Refugee 613
- **Zarin Eizadyar,** Research and Knowledge Mobilization Specialist, Refugee 613
- **Adedamola Ogungbe,** Digital Strategist, Refugee 613
- **Justine Trinh,** Communications and Project Coordinator, Manitoba Association of Newcomer Serving Organizations (MANSO)
- **Rahila Mushtaq,** Director of Social Services, COSTI Immigrant Services

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B15

501/502
Ballroom level
Étage Ballroom

1:45 pm - 3:00 pm

Roundtable
Table ronde

Healing Through Creativity: Navigating Stress and Building Belonging

In challenging times and with limited resources, pressure and stress fall on both service providers and newcomers. Staying well, emotionally, socially, and physically helps us build resilience and navigate these pressures more effectively. This interactive session blends artmaking, theatre-making, and storytelling to explore creativity as a collective, humanizing response to newcomer and refugee integration experiences and empowerment. In addition, the roundtable will create space for service providers to name current challenges and focus on strategies that can carry us forward together.

- Moderator: **Bonface Beti,** Resilia Community Wellness Centre
- **Patricia Eyamba,** Resilia Community Wellness Centre, Facilitator- Vicarious Trauma and Resilience program
- **Damhat Zagros,** Resilia Community Wellness Centre, Youth Facilitator - Be That Leader Program
- **Bonface Beti,** Resilia Community Wellness Centre, Facilitator - Vicarious Trauma and Resilience program

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B16

606
Summit level
Étage Summit

1:45 pm - 3:00 pm

Educational lecture
Présentation éducative

Educational supports for immigrant youth in/entering the labour force

In Canada, immigrant youth are still facing unique barriers in the labour force and higher unemployment rates than the general population. Factors affecting employment include education, systemic discriminations, racism, unequal access to resources and support, and the lack of access to the social capital and networks needed to navigate and access the current labour force. This panel sheds light on the pipeline of employment, focusing on supports and programs designed for immigrant youth. The findings will provide practical implications on best practices in the education system that could lead to positive economic and social outcomes in the future.

- **Nancy Mitchell,** Diversity Institute
- **Mohammad Rezai,** Winnipeg School Division
- **Abdikadir Ahmed,** Winnipeg School Division
- **Monique Burque,** Winnipeg School Division

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B17a

613
Summit level
Étage Summit

1:45 pm - 3:00 pm*

Research or Project Presentation
Présentation de recherche

Health Connect: Breaking Barriers for Newcomer Women in Healthcare

The YWCA Health Connect program addresses systemic barriers faced by newcomer self-identified women who are internationally educated health professionals (IEHPs) navigating Canada's credential recognition process. Delivered in partnership by YWCA Metro Vancouver and YWCA Toronto, and funded by ESDC, Health Connect combines mentorship, wraparound supports, and employer engagement to accelerate integration into the healthcare workforce. This session will share collaborative strategies, highlight outcomes from Toronto and Vancouver, and discuss key lessons learned.

- **Joanna Jaskielewicz,** YWCA Toronto
- **Juliana de Souza,** YWCA Metro Vancouver

B17b

613
Summit level
Étage Summit

1:45 pm - 3:00 pm*

Educational lecture
Présentation éducative

Labour Market Integration of Highly Skilled Immigrant Women in Canada's Health Workforce

This session examines the employment integration of highly skilled immigrant women in Canada's healthcare sector. Using internationally educated nurses as a central case, the presentations explore the policy reforms needed to reduce system-level barriers in health care, address inequities in wages and working conditions across Canada's care economy, and strengthen workforce integration strategies. The presentations highlight evidence-informed strategies for creating successful conditions for newcomer women with the goal of advancing equitable workforce integration.

- **Valentina Antonipillai,** McMaster University, *Wage Dynamics and Working Conditions of Skilled Immigrant Women in Canada's Care Economy*
- **Andrea Baumann,** McMaster University, *Strengthening Community Care Workforce Integration for Internationally Educated Nurses*
- **Mary Crea-Arsenio,** McMaster University, *System-Level Barriers: Policy Solutions to Enhance Workforce Integration in Health Care*

**Note two separate presentations in this session*

Break
Pause

3:00 pm - 3:30 pm

We invite you to visit the exhibitors and poster presentations in the Ballroom (B3) and in the Ballroom salon.

Nous vous invitons à visiter les kiosques des exposants et les présentations d'affiches dans la salle Ballroom (B3) et dans le salon Ballroom

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C1

609
Summit level
Étage Summit

3:30 pm - 4:45 pm

Research or Project Presentation
Présentation de recherche

IMPRESS: Building Evaluation Capacity and Data-Driven Service Delivery in Canada's Settlement Sector

Want to evaluate your programs and improve your services, but unsure how to proceed? IMPRESS is here to help. Our platform provides easy-to-use evaluation templates, customizable multilingual surveys, and dashboards to easily interpret results. Join this interactive session to learn how you can put our tools to use.

- **Kathleen Holloway Jun,** YMCA of the National Capital Region, *What is IMPRESS? Boosting Evaluation Capacity in Settlement Services*
- **Andrew Dawson,** YMCA of the National Capital Region, *IMPRESS Online Platform: Data Collection Made Easy*
- **Rinila Haridas,** YMCA of the National Capital Region, *IMPRESS Performance Measurement Toolkit*

C2

611
Summit level
Étage Summit

3:30 pm - 4:45 pm

Panel Discussion
Discussion de panel

From British Columbia to Québec: Responses to Climate Disasters Affecting Migrant Labor

This panel examines how recent climate-related events–such as floods, heatwaves, and wildfires–in British Columbia and Québec have impacted temporary foreign workers in these provinces. Researchers and community organisations will draw on interviews and the experiences of community organizations to document the role of institutions in shaping responses to crises triggered by climate change. By analyzing strategies implemented during these extreme weather events, the panel seeks to highlight vulnerabilities and adaptive practices targeted towards temporary foreign workers. The discussion will offer insights into institutional accountability and resilience, contributing to broader debates on labor, migration, and climate justice in Canada. What is the role of community organisations in responses to climate disasters affecting migrant labour in agriculture?

- **Maxime Thibault-Leblanc,** RATTMAQ (NGO), *Wildfires, Lightning Strikes and Torrential Rains: The Impact of Québec's Climate on Migrant Workers in Forestry and Agriculture*
- **Sandra Arruda,** Université Laval
- **Danièle Bélanger,** Université Laval
- **Geneviève Fournier,** Université Laval, *Shattered expectations and enforced gratitude: A study of climate risks and impacts among Temporary Foreign Workers in British Columbia agriculture*
- **Nour-Lyna Boulgamh,** Harvard (PhD student)

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C3

603/604
Summit level
Étage Summit

3:30 pm - 4:45 pm

Case Study or Best Practice Session
Étude de cas ou séance sur les meilleures pratiques

Resettlement to Integration: Strengthening support systems for refugees experiencing mental distress across Canada

The Resettlement Assistance Program (RAP) partners across Canada have unique perspectives on improving equitable access and successful integration for Government-Assisted Refugees (GARs). This workshop highlights promising practices, lessons learned and challenges in supporting refugee mental health through National partnerships and local Provincial initiatives.

- Moderator: **Aamna Ashraf, Senior Manager,** Office of Health Equity, Centre for Addiction and Mental Health (CAMH)
- **Wuraola Dada-Phillips,** Research Coordinator, Office of Health Equity, Centre for Addiction and Mental Health (CAMH), *Improving Resettlement Assistance Programs (RAPs) models of service for clients in mental distress: A National Expansion*
- **Kathryn Friesen,** Executive Director, Alberta Association of Immigrant Serving Agencies (AAISA)
- **Marokh Yousifshahi,** Senior Manager, Alberta Association of Immigrant Serving Agencies (AAISA)
- **Božana Šljuka,** Settlement Manager, Calgary Catholic Immigration Society (CCIS)
- **Alicia Rodriguez,** Wellbeing for All Project Coordinator, Immigrant Services Association of Nova Scotia (ISANS), *Wellbeing for All: Building Inclusive, Diverse, and Trauma-Informed Support for Newcomers*

C4

A2
Argyle level
Étage Argyle

3:30 pm - 4:45 pm

Case Study or Best Practice Session
Étude de cas ou séance sur les meilleures pratiques

Retaining Talent in the Settlement Sector - The Good, The Bad and The Ugly

We all know the struggles of retaining talented staff in a high stress lower wage non-profit sector AND the cost both in time and money because of high staff turnover. In this workshop, JIAS Toronto will share some of the strategies we have employed to retain our workforce, centered around fostering professional development and reducing burnout in our staff using trauma-informed practices. We will also facilitate a discussion with attendees about their challenges and successes in this area so that we can support one another in addressing this thorny issue.

- **Laura Gold,** JIAS Toronto
- **Victoria Koren,** JIAS Toronto

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C5

504
Ballroom level
Étage Ballroom

3:30 pm - 4:45 pm

Panel Discussion
Discussion de panel

Research in Rural Saskatchewan: Building Partnerships to Strengthen Immigration Knowledge, Policy, and Practice

Rural Canada is rapidly changing through immigration, yet research, policy, and data often remain urban-focused. This panel showcases findings from four Saskatchewan-based projects, highlighting newcomer inclusion in schools, challenges in rural data access, gendered pathways of economic contribution, and the cultural value of play in settlement. Together, these presentations demonstrate how rural research generates new knowledge, disrupts assumptions, and shapes more responsive policies. Participants will gain practical insights into forming research partnerships across universities, service providers, and communities to strengthen equity and representation in Canada's immigration future.

- **Conor Barker ,** Mount Saint Vincent University, *Inclusion experiences of newcomer youth in Southwest Saskatchewan*
- **Edith Montesclaros,** East Central Newcomer Welcome Centre, *Challenges in securing region-specific settlement statistics in rural Saskatchewan*
- **Janine Hart,** Prairie Gateway Settlement Services, *Understanding the value of play in a global context: The role of cultural artefacts in playful learning*
- **Deanna Baje,** Southwest Newcomer Welcome Centre, *Immigration, Gender, and Rural Growth: Lessons from Filipinas in Southwest Saskatchewan*

C6

201
Argyle level
Étage Argyle

3:30 pm - 4:45 pm

Panel Discussion
Discussion de panel

Connecting to Communities: Local Approaches to Immigrant Integration

This panel examines how connecting immigrants into skilled roles drives economic growth and strengthens communities. With perspectives from across Canada, we will explore how the National Connector Program is adapted to overcome barriers to services, close skills gaps, and reduce underemployment, ensuring immigrants are meaningfully integrated into Canada's job market.

- Moderator: **Robyn Webb,** National Connector Program
- **Alida Campbell,** Halifax Connector Program
- **Nausheen Ali,** Ignite Fredericton
- **Doug Piquette,** Edmonton Region Immigrant Employment Council (ERIEC)
- **Enver Naidoo,** Westman Immigrant Services
- **Laura Aguirre Polo,** AMAL Youth and Family Centre
- **Melissa Fletcher,** Georgian College

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C7

501/502
Ballroom level
Étage Ballroom

3:30 pm - 4:45 pm

Panel Discussion
Discussion de panel

Building Inclusive and Scalable Models and Culturally Informed GBV Risk Assessment to Optimize Access and Supports for Immigrant Women and Families

This presentation highlights CIWA's 28-month research initiative on innovative supports for immigrant and refugee women and families experiencing gender-based violence, alongside the University of Calgary's work on culturally attuned GBV risk assessment. Together, these projects examine barriers such as stigma, technology inequities, and challenges in online counselling, while assessing how current risk tools overlook the lived realities of immigrant women. The presentation introduces a culturally grounded, scalable model that strengthens inclusion, support pathways, and cross-sector collaboration. It also identifies gaps in existing risk assessments and proposes culturally responsive approaches to improve safety planning and interventions.

- Moderator: **Ahlam Fakih,** University of Calgary
- **Monica Sesma Vazquez,** University of Calgary, *Promising Practices for Supporting Immigrant Women and Families Impacted by Gender-Based Violence: Building Inclusive and Scalable Models for Access and Support*
- **Shamsa Mistry,** Canadian Immigrant Women Association, Advancing Culturally Informed GBV Risk Assessment for Immigrant and Culturally Diverse Women

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C8

A3
Argyle level
Étage Argyle

3:30 pm - 4:45 pm

Panel Discussion
Discussion de panel

Advancing a Federal Foreign Credential Recognition Strategy: Successes, Challenges, and Next Steps

Internationally trained professionals (ITPs) seeking employment in regulated professions continue to face complex, long, and costly foreign credential recognition (FCR) and licensure processes. Within the federal government, FCR falls across the mandates of three departments: ESDC, IRCC, and Health Canada. Like P/T governments, the federal government has supported significant improvements to FCR. However, these actions have resulted in decades of incremental progress pointing to the need for a systemic approach to advance FCR through a coordinated multilateral effort supporting ITPs through from pre-arrival, immigration, and settlement, to labour market integration.

- **James Seyler,** Immigration, Refugees and Citizenship Canada
- **Susan Weston,** Health Canada
- **Erin Connell,** Employment & Social Development Canada

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C9

613
Summit level
Étage Summit

3:30 pm - 4:45 pm

Case Study or Best Practice Session
Étude de cas ou séance sur les meilleures pratiques

Regional Approaches to supporting the Asylum Crisis

The Association for New Canadians (ANC) leads the Humanitarian Migrants Program in Newfoundland and Labrador, providing comprehensive pre- and post-arrival employment and settlement supports for individuals relocating to the province. The program's employment-centred model prioritizes rapid labour market integration through targeted interventions tailored to newcomer needs and local workforce demands. Throughout the initiative, ANC has achieved strong employment outcomes across diverse sectors, including a significant number of Humanitarian Migrants securing work in rural regions of the province and demonstrating a high willingness to relocate outside the St. John's metro area. The success of this model offers valuable and replicable insights, along with practical lessons for regional integration strategies amid shifting immigration priorities.

- **Khalid Al Hariri,** Director of Employment Services, Association for New Canadians, *Employment First: NL's Humanitarian Migrants Program as a Policy Blueprint – Provincial Government Perspective*

C10

506/507
Ballroom level
Étage Ballroom

3:30 pm - 4:45 pm

Panel Discussion
Discussion de panel

Changing Course Through Community Voices: Inclusion, Health Equity, and Intercultural Engagement

This workshop illustrates how community insights can strengthen newcomer inclusion, health equity, and intercultural engagement. Presenters will showcase an intergenerational creative writing model that supports identity, belonging, and cross-cultural understanding among immigrant seniors; mixed-methods findings that uncover prenatal and postnatal care challenges and demonstrates how Gateway's holistic navigation model can reduce disadvantage; and results from Calgary Language Assessment and Referral Centre (CLARC) focus groups designed to capture newcomer perspectives on access, equity, and service gaps. Together, these presentations highlight how community-informed and strengths-based approaches can advance more inclusive, responsive, and coordinated systems for diverse newcomer communities.

- Moderator: **Vibha Kaushik,** Immigrant Services Calgary

Intergenerational and Intercultural Inclusion Through Creative Writing

- **Wissam Shalaby,** Immigrant Services Calgary
- **Aida Patient,** Mount Royal University
- **Natalie Meisner,** Mount Royal University

"I Just Needed Someone to Guide Us": Documenting Barriers to Prenatal and Postnatal Care for Newcomer Families Through the Gateway Lens

- **Raffi Minas,** Immigrant Services Calgary
- **Zohaib Faridi,** Immigrant Services Calgary
- **Megan Gill,** University of Calgary

Educational Counselling and Information Support: A Study of Client Journeys and Expectations

- **Megan Gill,** University of Calgary
- **Abdallah Abushammala,** Immigrant Services Calgary

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C11

A1
Argyle level
Étage Argyle

3:30 pm - 4:45 pm

Research or Project Presentation
Présentation de recherche

How to Engage SMEs for Fair and Effective Newcomer Recruitment and Retention

98% of Canadian firms are SMEs, employing 2/3 of the private sector workforce. As the Canadian labour market continues to diversify, hiring and onboarding newcomer talent in organizations with limited HR capacity presents a challenge. This workshop will highlight three current projects: SME challenges in hiring and retaining immigrant talent, as identified in a recent report from the Conference Board of Canada (now Signal 49 Research), "Small Business: Big Impact"; the experience of Talent Beyond Boundaries in partnering with SME's to recruit and retain skilled immigrants; and the development and workplace implementation of a new inclusion framework under the Manitoba Immigrant Employment Council that proactively identifies and prevents hate in the workplace. Q&A to follow.

- Moderator: **Rania Younes,** IECBC
- **Alice Craft,** Signal49 Research
- **Nick Fabiano, Special Adviser,** Talent Beyond Boundaries
- **Dana Bergman,** Trellis Pathways
- **Magdalene Cooman,** Mags Management & Consulting Ltd.

C12a

607
Summit level
Étage Summit

3:30 pm - 4:45 pm*

Research or Project Presentation
Présentation de recherche

Creating Safe Spaces for Newcomer Youth to Think, Question, and Connect

In addition to engaging with new social and digital spaces, newcomer youth face numerous challenges as they juggle multiple identities and navigate misinformation, prejudice, and social fragmentation. Saskatoon Open Door Society uses the Philosophy for Children (P4C) framework, where newcomer youth co-construct a community of inquiry that builds critical, creative, caring, and collaborative thinking. By creating a safe space for intercultural dialogue and strengthening democratic literacy from an early age, P4C supports inclusive citizenship. This workshop could benefit educators, youth workers, and researchers seeking effective community-based approaches to youth engagement and social cohesion.

- **Mehdi Ebrahimpour,** Saskatoon Open Door Society

C12b

607
Summit level
Étage Summit

3:30 pm - 4:45 pm*

Roundtable
Table ronde

Stories of Belonging: Exploring Paths to Intercultural Understanding

Canada's growing cultural diversity makes meaningful, respectful, and safe intercultural learning increasingly important. This joint presentation by the Saskatoon Open Door Society and the Central Vancouver Island Multicultural Society highlights approaches to diversity education with a focus on storytelling. From an online platform featuring lived experiences and creative expression to a project that brings together Indigenous communities and newcomers, participants are encouraged to engage across cultures in thoughtful and transformative ways. These initiatives create spaces where stories foster understanding, strengthen connections, and show how people build healthier communities in Canada.

- **Doris Wang,** Saskatoon Open Door Society
- **Mehdi Ebrahimpour,** Saskatoon Open Door Society
- **Angelika Valchar,** Central Vancouver Island Multicultural Society
- **Sarah Haynes,** Central Vancouver Island Multicultural Society

**Note two separate presentations in this session*

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C13

614
Summit level
Étage Summit

3:30 pm - 4:45 pm

Panel Discussion
Discussion de panel

Working together to have a greater impact on French-speaking newcomers

The modernized Official Languages Act strengthens IRCC's commitment to increasing Francophone immigration outside Quebec and to welcoming and retaining French-speaking newcomers in Francophone communities from coast to coast to coast. This workshop will bring together IRCC, Collège La Cité , lead of Connexions Francophones, and CSS of Alberta. IRCC will first set the scene and present on the Francophone Integration Pathway, highlighting the importance of the "by and for Francophones" approach. CSS and La Cité, as settlement service providers, will share their vision of an effective collaboration and practical strategies to support Francophones newcomers.

- Moderator: **Géraldine Lefebvre,** Collège la Cité
- **France St-Pierre,** Collège la Cité
- **Fabienne Labatut,** IRCC
- **Margaryta Marion,** Catholic Social Services

C14

612
Summit level
Étage Summit

3:30 pm - 4:45 pm

Case Study or Best Practice Session
Étude de cas ou séance sur les meilleures pratiques

Meeting Newcomers Where They Are: Flexible, Convenient Language Assessment Delivery

Amid shifting immigration targets and evolving settlement priorities, equitable access to language assessment is vital for newcomer success and Canada's competitiveness on the global stage. Language proficiency opens doors to education, employment, and integration, yet newcomers in remote or underserved communities often face barriers. The Canadian Language Benchmarks Placement Assessment (CLBPA) addresses these challenges through flexible delivery, offering in-person and remote options tailored to diverse needs. Come learn about innovative practices that reduce disadvantage, share impact evidence, and explore how adaptable assessment models help Canada sustain strong integration outcomes in a changing immigration landscape.

- **Monique Melbourne,** Achēv
- **Jennifer Tanudjaja,** Achēv

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C15

503
Ballroom level
Étage Ballroom

3:30 pm - 4:45 pm

Panel Discussion
Discussion de panel

Local Levers of Immigration: Provincial and Municipal Perspectives in Atlantic Canada's Future

Provinces and municipalities play pivotal roles in shaping immigration outcomes, yet their engagement varies widely across Canada. This session brings together settlement providers, an umbrella organization, and a regional economic development agency in Atlantic Canada to share how they engage with these levels of government—and how they envision deeper partnerships. Through diverse perspectives from across the region, we will explore governance gaps, coordination challenges, and opportunities to align immigration strategies with population growth and economic priorities amid shifting federal targets.

- Moderator: **Olive Ozoemena,** Immigrant Services Association of Nova Scotia
- **Ben McNamara,** New Brunswick Multicultural Council, *Coordinating for Impact: Strengthening Provincial-Municipal Alignment in Immigration*
- **Daniel Rito,** Envision Saint John, *Population Growth as Economic Strategy: Municipal and Provincial Levers for Attraction and Retention*
- **Olive Ozoemena,** ISANS, *On the Ground: How Settlement Organization Engagement Shapes Newcomer Success*

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C16a

605
Summit level
Étage Summit

3:30 pm - 4:45 pm*

Research or Project Presentation
Présentation de recherche

Credential Recognition in the Trades: Bridging Barriers & Building Pathways for Internationally Trained Workers

The Bridge to Red Seal Program demonstrates how innovative credential recognition initiatives can strengthen workforce participation among internationally trained tradespeople. This session shares lessons in identifying barriers, explores strategies to overcome language and education gaps, and shares evidence how strategic partnerships support newcomer integration in the skilled trades sector

- **Jesse Johnsen,** United Brotherhood of Carpenters and Joiners of America, Canadian District.

C16b

605
Summit level
Étage Summit

3:30 pm - 4:45 pm*

Research or Project Presentation
Présentation de recherche

Demography Challenges, Policies, and Programs | Economic Migrants/Skilled workers

This qualitative study examines how skilled South Asian immigrant women navigate professional integration in Canada. Using interviews and thematic analysis, I found that participants relied more on personal agency, cultural adaptability, emotional resilience, and informal networks than on formal settlement or employment services. They described these services as generic, entry-level oriented, and misaligned with their needs, revealing gaps in credential recognition, sector-specific guidance, and gendered caregiving pressures. The women emphasized that "one-size-fits-all" programs fall short and called for tailored, profession-specific, gender-responsive support for skilled immigrant women within Canada's economic migration stream.

- **Saima Maheen,** York University

**Note two separate presentations in this session*

C17

606
Summit level
Étage Summit

3:30 pm - 4:45 pm

Case Study or Best Practice Session
Étude de cas ou séance sur les meilleures pratiques

Teaching in the GenAI Era: Practical AI Literacy for Language Instructors

This session examines how language educators can build AI literacy to enhance communicative and task-based language teaching. Grounded in research on adult learning, technology integration, and emerging frameworks for AI use in second language education, it demonstrates strategies for evaluating and adapting generative AI output, designing safe classroom tasks, and supporting learner autonomy. Drawing on LINC and EAL examples but relevant across additional-language programs, participants will work with adaptable prompts, see classroom applications, and gain access to a sector-wide professional learning resource to strengthen AI literacy across teaching teams nationwide, along with a planned follow-up study.

- **Hanna Jodrey,** Saskatoon Open Door Society

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Opening Adress

Ballroom (B1 / B2)
Ballroom level

9:00 am - 9:15 am

Opening Address

- **The Honourable Nolan Young,** Minister of Labour, Skills and Immigration, Government of Nova Scotia

Plenary session 2

Ballroom (B1 / B2)
Ballroom level

9:15 am - 10:30 am

Making the Case for Immigration: What do Employers Want?

"Sustainable immigration levels" is the term used by the Government of Canada in presenting its Immigration Levels Plan for 2026-2028. This objective calls for decreases to temporary resident arrivals and stabilizing permanent residents at annual levels that remain twenty percent below admissions in 2024. Employers are often seen as playing a key role in determining immigration levels as they collectively seek to inform federal decisions, but they are sensitive to public opinion on immigration and may take this into consideration when making recommendations to Government. When it comes to immigration where does the business community currently stand?

Chair:

- **Patrick MacKenzie,** CEO, Immigrant Employment Council of BC

Panelists:

- **Dr. Ather Akbari,** Professor, Chair Atlantic Research Group on Economics of Immigration, Aging and Diversity, Saint Mary's University
- **Dan Gignac,** Chief People Officer, Murphy Hospitality Group
- **Stephen Harrington,** Partner, Global Workforce Strategies & Intelligence leader, Deloitte Canada
- **Vanessa Chouinard,** Associate Deputy Minister for the Department of Labour, Skills and Immigration, Government of Nova Scotia

Allocution préliminaire

Ballroom (B1 / B2)
Étage Ballroom

9:00 am - 9:15 am

Allocution de préliminaire

- **L'honorable Nolan Young,** Ministre du Travail, des Compétences et de l'Immigration, Gouvernement de la Nouvelle-Écosse

Séance plénière 2

Ballroom (B1 / B2)
Étage Ballroom

9:15 am - 10:30 am

Plaider en faveur de l'immigration : que veulent les employeurs ?

Les « niveaux d'immigration viables » est l'expression utilisée par le gouvernement canadien pour présenter son Plan des niveaux d'immigration pour la période 2026-2028. Cet objectif prévoit une réduction du nombre d'arrivées de résidents temporaires ainsi qu'une stabilisation du nombre de résidents permanents à des niveaux annuels demeurant inférieurs de 20 % aux admissions de 2024.Les employeurs sont souvent perçus comme jouant un rôle clé dans la détermination des niveaux d'immigration, puisqu'ils cherchent collectivement à éclairer les décisions fédérales; ils sont toutefois sensibles à l'opinion publique en matière d'immigration et peuvent en tenir compte lorsqu'ils formulent des recommandations au gouvernement. En matière d'immigration, quelle est actuellement la position de la communauté des affaires ?

Président:

- **Patrick MacKenzie,** PDG, Immigrant Employment Council of BC

Panelists | Intervenants:

- **Dr. Ather Akbari,** Professeur, président du groupe Atlantic Research Group on Economics of Immigration, Aging and Diversity, Saint Mary's University
- **Dan Gignac,** Chef des Ressources humaines, Murphy Hospitality Group
- **Stephen Harrington,** Associé et leader national, Stratégie de la main-d'œuvre et perspectives, Deloitte Canada
- **Vanessa Chouinard,** Sous-ministre adjointe, Ministère du Travail, des Compétences et de l'Immigration, Gouvernement de la Nouvelle-Écosse

D1

504
Ballroom level
Étage Ballroom

11:00 am - 12:15 pm

Case Study or Best Practice Session
Étude de cas ou séance sur les meilleures pratiques

Rencontre, construction identitaire, appartenance comme réponses au choc discriminatoire

En réponse au choc discriminatoire, La Maisonnée se présente comme un espace de l'interculturel en action. Le choc discriminatoire se définit comme une rupture de reconnaissance. Comment le transformer en levier de dialogue ? En articulant les dimensions identitaires, sociales et symboliques des parcours migratoires aux pratiques d'accompagnement concrètes. La rencontre interculturelle transforme la rupture (blessure) identitaire en ouverture en recréant un espace de parole, de réciprocité et de reconnaissance mutuelle. À La Maisonnée, cette rencontre prend forme dans les pratiques d'accompagnement (espaces de dialogue, médiations culturelles, interventions communautaires) où la différence devient une ressource plutôt qu'un obstacle.

- **Wadih Karam,** La Maisonnée, *Rencontre et dialogue: une réponse au choc discriminatoire*
- **Guy Drudi,** Université de Montréal, *Construction identitaire et appartenance*

D2

613
Summit level
Étage Summit

11:00 am - 12:15 pm

Research or Project Presentation
Présentation de recherche

Weaving Worlds: A Transnational Writing Collaboration

Our presentation is about a transnational writing collaboration we have implemented this year. Students in Writing classes at universities around the world are given the same assignment, which invites them to write about and photograph a cultural artefact that is important to them. Students present their writing and photograph to the class and then write a reflection about the impact of the assignment including what they learned from each other. Students who consented to the next part of the project, will have their work displayed in a website gallery as well as a public art installation at a local mall and library.

- **Helen Lepp Friesen,** University of Winnipeg
- **Eunhee Buettner,** University of Winnipeg

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D3

A1
Argyle level
Étage Argyle

11:00 am - 12:15 pm

Panel Discussion
Discussion de panel

Navigating Transitions: International Students' Integration, Belonging, and Settlement in Canada

This workshop examines the diverse pathways and challenges international students face as they transition from study to settlement in Canada. Presentations address key themes including educational integration, institutional supports, housing affordability, and immigration policies shaping post-graduation outcomes. Discussions highlight how first-year interventions foster belonging and retention, how structural and policy contexts influence students' navigation of support systems in a smaller city, and how access to affordable housing affects overall wellbeing and settlement success. Collectively, these studies reveal the complex interplay between education, policy, and place in shaping inclusive experiences for international students.

Mobilizing Intellectual Capital and Navigating Support Systems in Intellectual Periphery
- **Min-Jung Kwak,** Saint Mary's University

Integration and Settlement Outcomes Among Immigrant and International Student
- **Emmanuel Kyeremeh,** Toronto Metropolitan University

From Transition to Retention: An exploratory study on the impact of first year experience interventions on international students' transition experience and retention outcomes
- **Courtney McKay,** Saint Mary's University
- **Steven Smith,** Saint Mary's University
- **Katelynn Carter-Rogers,** St. Francis Xavier University

International Student Experiences in Rental Housing Market in Halifax, Nova Scotia
- **Bright Kwakye,** Saint Mary's University,

D4

614
Summit level
Étage Summit

11:00 am - 12:15 pm

Practical workshop
Atelier pratique

A Solution-Based Approach to Reducing Barriers for Immigrant and Refugee Youth: Strengthening Supports for Canada's Future

This session offers a youth-centered, solution-focused look at reducing barriers for immigrant and refugee youth. It examines how redesigning systems, expanding supports, and engaging communities can foster equity and help youth thrive while advancing Canada's immigration and inclusion goals. The workshop outlines key challenges, disrupted education, trauma, language barriers, discrimination, mental-health stress, and complex systems, and highlights effective strategies such as mentorship, community programs, cross-sector collaboration, culturally safe and trauma-informed services, and family-centered supports. Participants will gain insight on strengthening youth inclusion and contribution to Canada's future.

- Moderator: **Mercy Francis,** Mediator, GLHCSS
- **Joshabelle Suman Chineye,** GLHCSS
- **Pascaline Nsekera,** GLHCSS
- **Ines Ghozzi,** AIDE

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D5

607
Summit level
Étage Summit

11:00 am - 12:15 pm

Roundtable
Table ronde

Two Sides of the Line: Exploring Gaps and Opportunities in Ethnocultural Crisis Response

Ethnocultural communities in Canada often face significant barriers when accessing crisis support, including cultural misunderstandings, communication gaps, and limited representation within crisis response systems. This roundtable aims to explore these systemic and relational gaps by comparing the experiences of ethnocultural callers with the perspectives of service providers. Drawing on qualitative, community-based research, presenters will discuss findings on barriers to culturally safe care and engage participants in dialogue about inclusive and equitable crisis response practices. Participants will leave with insights and practical strategies to strengthen cultural responsiveness, inclusion, and relational approaches within evolving mental health and crisis systems.

- **Monica Sesma Vazquez,** University of Calgary
- **Mariam Ismail,** University of Calgary
- **Tara Collins,** University of Calgary
- **Ahlam Fakih,** University of Calgary
- **Nathanael Hammond,** University of Calgary
- **Mads Lamirande,** University of Calgary

D6

606
Summit level
Étage Summit

11:00 am - 12:15 pm

Case Study or Best Practice Session
Étude de cas ou séance sur les meilleures pratiques

Expansive Pathways: Towards Meaningful Newcomer Volunteer Engagement

Many newcomers are encouraged to volunteer to gain “Canadian experience.” However, the direct path from volunteering to paid employment is often overstated and creates unrealistic expectations. Newcomers continue to face structural and cultural barriers to volunteering related to access, communication, representation, and organizational readiness. Drawing on Volunteer Canada’s research and CSCNL NVOLVE’s program implementation, the workshop will offer program models that adopt a more holistic view of newcomer volunteering. The workshop will support organizations in identifying barriers while supporting practical and relational motivations; a necessary condition for advancing integration, belonging, and meaningful civic participation.

- **Bahar Hashemi,** Community Sector Council of NL (CSCNL)

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D7

503
Ballroom level
Étage Ballroom

11:00 am - 12:15 pm

Research or Project Presentation
Présentation de recherche

Décrypter les barrières systémiques à l'établissement dans les communautés francophones et acadienne

Les parcours d'immigration francophone sont marqués par des barrières systémiques qui apparaissent dès le recrutement et se prolongent jusqu'à l'établissement et la rétention. À partir d'une recherche récente menée par l'Observatoire en immigration francophone (OIFC) sur l'immigration dans les communautés francophones et acadienne et sur le regard des praticiens du secteur, cette session présentera comment ces obstacles prennent forme concrètement, ce qu'ils produisent en termes de sous-emploi et d'accès aux services, et comment les personnes immigrantes développent leurs propres stratégies pour les contourner.

- **Emmanuel Nahimana,** Fédération Acadienne de la Nouvelle Écosse
- **Amadou Mfondi,** Fédération des communautés francophones et acadienne
- **Abdoul-Malik Ahmad,** Observatoire en immigration francophone au Canada

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D8

612
Summit level
Étage Summit

11:00 am - 12:15 pm

Roundtable
Table ronde

Connecting the Dots: Efficient Referrals and Tracking Client Journeys for Economic Integration

Join us for an interactive roundtable filled with practical activities and real-world insights. Economic integration is vital for newcomer success, yet fragmented services often create barriers. This session will explore how coordinated referrals and integrated tracking systems streamline access to language training, employment services, and settlement programs. Through client journey mapping and data-driven strategies, we'll show Achēv is using collaborative models and technology-enabled solutions to reduce duplication, improve efficiency, and deliver holistic support, always putting the client at the centre of everything we do.

- Moderator: **Agnes Wilczak,** Achev
- **Samantha Iyere,** Achev
- **Andrea Williams,** Achev
- **Natalie Renton,** Achev

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D9

611
Summit level
Étage Summit

11:00 am - 12:15 pm

Research or Project Presentation
Présentation de recherche

Expanding Refugee Claimants' Access to Employment Services: A Collaborative Model

This two-year pilot tackles systemic barriers refugee claimants face in securing employment, including credential recognition, labour market navigation, and limited access to timely services. In partnership with Matthew House Ottawa, World Skills created a tailored employment model for claimants in emergency or transitional housing, delivering supports soon after arrival and bridging service gaps as well as staff capacity building. In year two, the initiative expands to three additional housing providers, strengthening system capacity and fostering cross-sector collaboration that leverages expertise and resources to support refugee claimants in taking initial steps toward meaningful career pathways with support, knowledge and confidence.

- **Liam Reynolds,** Matthew House Ottawa
- **Barb Hogan,** World Skills Employment Centre
- **Tristan Richardson,** Matthew House Ottawa

D10

506/507
Ballroom level
Étage Ballroom

11:00 am - 12:15 pm

Roundtable
Table ronde

Strengthening the Capacity of Frontline Staff through Accessible, Responsive Training and Organizational Policy Shift

Frontline workers in the settlement sector experience significant barriers to participating in capacity building programs. A professional development follow-up survey indicated that lack of time was the primary challenge for 56.25% of English and 53.33% of French respondents to participate in professional development programs. Current organizational policies fail to account for staff workload, restricting participation in professional development. To enhance skills among staff, employers should integrate training into regular workflows, adjust workloads, and recognize training as a core responsibility. This approach can improve service quality, organizational effectiveness, and staff retention.

- **Tecla Namusonge,** OCASI

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D11

609
Summit level
Étage Summit

11:00 am - 12:15 pm

Case Study or Best Practice Session
Étude de cas ou séance sur les meilleures pratiques

Accelerating Newcomer Readiness for Construction Career

Newcomers often face major barriers when entering skilled trades, including limited training access, unfamiliar apprenticeship systems, and challenges connecting with employers. This workshop presents an innovative employment pathway that closes these gaps by offering entry-level construction training, hands-on skill development, and direct links to hiring partners. It also outlines a clear career path, showing how newcomers can progress from foundational training to apprenticeships and into long-term trade careers. Participants will explore how coordinated training, strong employer engagement, and targeted supports reduce disadvantage and create equitable access to high-demand roles, highlighting practical strategies and lessons from successful inclusion partnerships.

- **Bernice Shukairat,** Centre for Newcomers
- **Karen Rutherford,** ARCA (Alberta Roofing Contractors Association)

D12

A2
Argyle level
Étage Argyle

11:00 am - 12:15 pm

Panel Discussion
Discussion de panel

From Arrival to Impact: Designing Programs that Meet Canada's Talent Crunch

From Arrival to Impact: Designing Programs that meet Canada's talent crunch.
In this moderated & interactive discussion, we'll unpack emerging approaches for aligning immigrant employment programs with Canada's labour market & employer needs.
Together, we'll compare and contrast promising models for modernizing programs and consider how to better connect newcomer talent with in-demand roles across Canada. Main topics will include Canadian workplace culture, communication training and supports for both pre- and post arrival immigrants in skilled trades and targeted labour market needs.

- Moderator: **Nicola MacNevin,** ISANS
- **Marina Ayvazyan,** JVS Toronto, *Language & Skilled Trades*
- **Dina Desveaux,** ISANS, *Canadian Workplace Culture*
- **Yaj Suresh,** ISANS, *Employer Engagement*

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D13

201
Argyle level
Étage Argyle

11:00 am - 12:15 pm

Case Study or Best Practice Session
Étude de cas ou séance sur les meilleures pratiques

From Assessment to Action: Language Assessors as Gateways to Learning Pathways

Language assessment is a critical starting point for guiding newcomers toward educational and career pathways. At Immigrant Services Calgary's Language Assessment and Referral Centres, assessors evaluate language proficiency, provide tailored educational counselling, and make informed referrals to LINC programs, academic upgrading, and community services. Through strong collaboration with SPOs and funders, ISC LARCs maintain real-time program and waitlist information to support timely, accurate referrals. This session highlights cross-sector collaboration that strengthens newcomer integration in Calgary and Southern Alberta and shares best practices that enable smooth transitions into learning pathways and civic potential.

- Moderator: **Vibha Kaushik,** Immigrant Services Calgary

The Client Journey Through Language Assessment;

- **Abdallah Abushammala,** Immigrant Services Calgary
- **David Whitehead,** Immigrant Services Calgary

Newcomer Integration: Effective Referrals to LINC and Community Partners

- **Abdallah Abushammala,** Immigrant Services Calgary
- **Jana Ciobanu,** The Immigrant Education Society
- **Kerry Howard,** The Immigrant Education Society
- **Sameena Arif,** Immigrant Services Calgary

Learning from Experience: Successes and Next Steps in Referrals (Real-world examples of effective cross-sector collaboration)

- **Abdallah Abushammala,** Immigrant Services Calgary
- **Lorraine Kinsman,** Calgary Bridge Foundation for Youth

D14

A3
Argyle level
Étage Argyle

11:00 am - 12:15 pm

Panel Discussion
Discussion de panel

Evaluating Community Impact within the Settlement Sector

While the settlement sector is growing in its understanding of how to assess individual-level impacts of newcomer programs, it is more challenging assessing community-level impact. This is particularly true when evaluating the in-direct activities of Service Provider Organization (SPO's), Local Immigration Partnerships (LIPs), Umbrellas and others that focus on creating the community conditions for better individual-level outcomes. This panel will cover emerging concepts in the field of evaluation (such as contribution analysis, collective impact, and systems change) that might be helpful in meeting this challenge. It will also feature settlement initiatives that are early adopters in attempting to evaluate community impact.

- **Rich Janzen,** Centre for Community Based Research, *Framing community-level evaluations as systems change*
- **Lisa Schincariol-McMurtry,** Centre for Community Based Research, *Linking community planning and collective impact evaluation*
- **Meagan Reid,** National LIP Secretariat (NLS), *Evaluating Local Immigration Partnership (LIP) impact: Challenges and opportunities*
- **Kailea Pedley,** Cape Breton Partnership, *Measuring Community Progress: An Evaluation Story from Unama'ki - Cape Breton*

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D15

605
Summit level
Étage Summit

11:00 am - 12:15 pm

Panel Discussion
Discussion de panel

Media discourse

This panel is focused on topics related to media-constructed immigrant crisis and stereotypes. By framing immigration as a threat on topics of border crossings, housing shortages, or crime, media narratives have created fear, particularly affecting racialized immigrant communities. Such narratives on both mass media and social media not only distort reality but also deepen systemic racism, creating barriers to inclusion and equitable treatment for newcomers in Canada. This session will also discuss how media discourses shape the conversation on inclusion and equity, leading to the polarization in support and opposition and shifting attitudes in immigration.

- **Wendy Cukier,** Diversity Institute, Toronto Metropolitan University
- **Eddy Ng,** Queen's University

D16

603/604
Summit level
Étage Summit

11:00 am - 12:15 pm

Roundtable
Table ronde

Data and Tech Insights for Canada's Immigration Future: How innovation can accelerate services, capacity, and outcomes

Canada's immigration priorities are changing rapidly while emerging tech revolutionizes the way we collect and use data. While innovation offers significant promise, harnessing it requires holistic, ethical, and client-centered approaches. This panel brings together leaders working at the intersection of tech, data, and immigration to improve processes, insights, and outcomes. They will explore approaches to bridge tech, social impact, and governance. Examples include novel computational methods for skills and job matching, harnessing preferences and experiences to understand mobility trajectories, using existing data to optimize organisational resources, and funders' expectations for data-driven, people-centered monitoring & evaluation.

- Moderator: **Alice Craft,** Signal49 Research
- **Craig Damian Smith,** Pairity - Co-Founder, VP Policy & Social Impact
- **Abdulla Daoud,** The Refugee Centre - Impact Manager, Northpine Foundation / Executive Director, The Refugee Centre
- **George Carothers,** Institute for Canadian Citizenship - Senior Director, Ideas & Insights

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D17

501/502
Ballroom level
Étage Ballroom

11:00 am - 12:15 pm

Research Presentation
Présentation de recherche

Traditional Practices and Indigenous Well-Being in Canada

Traditional Practices and Indigenous Well-Being in Canada presents new national evidence on how Indigenous land-based and artistic activities relate to the health and well-being of First Nations, Métis, and Inuit adults. Using 2022 Indigenous Peoples Survey data and survey-weighted logistic regression, the presentation examines how participation in hunting, fishing and trapping, gathering wild plants, making carvings or drawings, and making clothing or footwear is associated with senses of belonging, mental and physical health, substance use, food security, and housing. The presentation highlights both the protective roles of land-based practices—particularly in maintaining cultural continuity and promoting mental health—and how artistic and craft-based activities often occur under conditions of economic precarity. Distinct patterns across Indigenous identity groups, regions, and language ability underscore the need to pair support for cultural and land-based initiatives with policies that address housing, food insecurity, and income inequities.

- **Dr. Paul Holley,** Research Director, ACS- Metropolis Institute
- **Michele Vitale,** Senior Research Analyst, ACS- Metropolis Institute
- **Hongshu Wang,** Research Associate, ACS- Metropolis Institute

Lunch
Dîner

Ballroom (B1/B2)
Ballroom level
Étage Ballroom

12:15 pm - 1:30 pm

We invite you to visit the exhibitors and poster presentations in the Ballroom (B3) and in the Ballroom salon.

Nous vous invitons à visiter les kiosques des exposants et les présentations d'affiches dans la salle Ballroom (B3) et dans le salon Ballroom

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E1

607
Summit level
Étage Summit

1:45 pm - 3:00 pm

Case Study or Best Practice Session
Étude de cas ou séance sur les meilleures pratiques

Le Parcours Francophone en Ontario : une approche coordonnée pour accueillir et soutenir les nouveaux arrivants

Cette conférence présentera comment trois fournisseurs de services du secteur de l'établissement en Ontario, le Centre Francophone du Grand Toronto, le Point d'Accueil Francophone et le Collège la Cité à Ottawa coordonnent leurs approches pour accueillir, guider et intégrer les nouveaux arrivants francophones dans leur nouvel environnement.
Guidés par l'approche du « par et pour les Francophones », ces acteurs expliqueront en quoi elle participe à la rétention et à l'inclusion des francophones dans leurs communautés.

Moderator: **Géraldine Lefebvre,** Collège la Cité
- **Oualid Ouadila,** Point d'Accueil Francophone (PAF)
- **Rabah Saci,** Centre francophone du Grand Toronto (CFGT)
- **Lamyae Bellaj Ansari,** Collège la Cité

E2

609
Summit level
Étage Summit

1:45 pm - 3:00 pm

Roundtable
Table ronde

Strengthening Digital Resilience: Insights, Challenges, and Co-Created Solutions

Led by the National Data Privacy and Cybersecurity Working Group and the Technology Working Group, this roundtable will spark discussion and gather insights on the challenges SPOs face in digital service delivery, cybersecurity, and data privacy. Sharing key findings from their joint survey and facilitating dialogue on current pressures–including resource constraints, and cyber-safety. Participants will explore emerging risks, AI, remote work and discuss how digital capacity and infrastructure must evolve. The session will include a co-creation activity to identify and prioritize the tools, policies, and supports needed to strengthen sector-wide digital transformation and service delivery.

- **Jennifer Freeman,** PeaceGeeks
- **Alicia Couto,** ISANS
- **Traicy Robertson,** Manitoba Possible

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E3

603/604
Summit level
Étage Summit

1:45 pm - 3:00 pm

Case Study or Best Practice Session
Étude de cas ou séance sur les meilleures pratiques

Reimagining Rural Immigration Pathways Through Municipal–Settlement Agency Collaboration

This session examines the transformative potential of municipal–settlement agency collaboration in immigration work. It outlines how shared planning, data coordination, and joint initiatives address service gaps and enhance newcomer outcomes. During the panel discussion, we will hear about tested and tried practices that are proving to be successful, best practices, and initiatives that have already been employed in various regions. The discussion will emphasize the benefits of building cohesive, responsive systems that foster stronger, more inclusive.

- Moderator: **Rodas Massey,** Calgary Catholic Immigration Society (CCIS)
- **Lisa Tiffin,** City of Brooks
- **Robyn Klassen,** City of Brooks
- **Mohammed Idriss,** Brooks and County Immigration Services (BCIS)/ City of Brooks
- **Lisa Degenstein,** Calgary Catholic Immigration Society (CCIS)

E4

501/502
Ballroom level
Étage Ballroom

1:45 pm - 3:00 pm

Roundtable
Table ronde

Voices in Action: Cultural Brokering for Inclusive Communities

This interactive roundtable explores how Cultural Brokering helps communities navigate Canada's evolving immigration landscape. Participants will examine how Cultural Brokering supports understanding complex identities, promotes inclusion, and combats racism, discrimination, and prejudice. Through dialogue and scenario-based exercises, the session will highlight practical strategies for amplifying voices with lived experience, fostering trust, and strengthening collaboration across regions. Attendees will leave with actionable insights to support equitable outcomes, build community resilience, and ensure that Canada's immigration practices remain people-centred, inclusive, and adaptive to the challenges of today and tomorrow.

- Moderator: **Alexandra Almeida,** National Cultural Brokers Project -Manitoba
- **Sara Torres,** Laurentian University, *Research Finding*
- **Michael Tekeste,** Umbrella Multicultural Health Coop: BC, *Cultural Brokering as a Practice for Change*
- **Lorne Green,** National Cultural Brokers Project: Alberta, *Cultural Brokering: The Road to Reconciliation*

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E5

A1
Argyle level
Étage Argyle

1:45 pm - 3:00 pm

Research or Project Presentation
Présentation de recherche

Understanding and Addressing Economic Abuse: Tools, Barriers, and Solutions for Newcomer survivors

Newcomer survivors of economic abuse often face serious financial barriers that impact their safety and stability. Many experience ID confiscation, coerced debt, damaged credit, or become trapped in cycles of high-cost lending services, making it difficult to leave abusive relationships, access banking, or regain control of their finances. This session focuses on driving awareness of economic abuse while exploring practical, ongoing approaches through survivor-centred tools and supports. Participants will learn how CCFWE's year-round financial empowerment programs and the STEAR App support newcomers in navigating financial systems, rebuilding confidence, and strengthening economic resilience.

- **Nichola Williams,** Project Manager, *Reclaim and Rise, Financial Empowerment Program - Canadian Centre for Women* **Empowerment,** *Reclaim & Rise - a trauma-informed financial literacy program for refugee survivors*
- **Briana Miller,** Coordinator, *Gender-Based Violence Prevention Project - YMCA Halifax / Dartmouth Immigrant Services, Innovative Approaches to Creating Ongoing Gender-Based Violence Prevention Programs for Newcomers*

E6

611
Summit level
Étage Summit

1:45 pm - 3:00 pm

Research or Project Presentation
Présentation de recherche

Case Management Community of Practice and Guideline Development

Session focuses on the National Case Management Guidelines Project designed to enhance case management capacity. In collaboration with YMCA GTA, it focuses on developing resources for case managers while standardizing promising practices that support the implementation of IRCC new Case Management Framework.
It introduces the project's objectives, methodology, drawing on insights from SPOs across Canada. It highlights themes on assessment practices, trauma-informed approaches, strength-based planning & monitoring strategies. Attendees will gain understanding of how the project shapes sector standards & how Client support service databases improve consistency & knowledge-sharing & its potential to support high-quality case management nationwide.

- **Teresa Costa,** YMCA of Greater Toronto
- **Gary Wang,** Centre for Newcomers

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E7

613
Summit level
Étage Summit

1:45 pm - 3:00 pm

Panel Discussion
Discussion de panel

From Barriers to Belonging: A Story-Driven Exploration of Newcomer Employment and Wellness in Newfoundland and Labrador

This storytelling-based workshop explores the invisible barriers newcomers face in accessing equitable employment, wellness, and belonging, drawing on frontline experiences from Amal Unite & Empower's province-wide model in Newfoundland and Labrador. Integrating anti-racism work, employer engagement, wellness supports, and community connection, the session shares lived stories, systemic insights, and collaborative strategies shaping newcomer outcomes in low-immigration regions. Participants will hear directly from practitioners leading this work and explore how coordinated, wraparound models can drive stronger labour market inclusion, reduce discrimination, and improve long-term retention nationally.

- **Hillary Bellows,** Amal Unite & Empower
- **Hayley McLellan,** Amal Unite & Empower
- **Renata Lang,** Amal Unite & Empower
- **Laura Aguirre Polo,** Amal Unite & Empower

E8

506/507
Ballroom level
Étage Ballroom

1:45 pm - 3:00 pm

Practical Workshop
Atelier pratique

Creating Pathways for Immigrant Women in STEM in Canada's Nation Building Projects

Join TGC and presenters from Purolator Canada, and Canadian Association of Women In Construction to learn about practical tips and strategies around the role the immigrant settlement sector can play to double the number of women and gender diverse individuals in Canada's strategic high growth sectors in the next ten years. Since 70% of director level jobs never get posted, we will discuss how robust and innovative programming to help position in-demand transferable skills can help mid-career women professionals chart employment pathways that go beyond applying to job postings and land good jobs in sectors that build Canada's economic strength in this critical moment in our history.

- Moderator: **Sara Kazi,** TGC.co
- **Lora McMillan,** Canadian Association of Women In Construction, *Breaking Barriers and Building Futures With Women in Construction*
- **Ashley Wood-Suszko,** Purolator Canada, D*riving To Success: Women in Transportation and Logistics*

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E9

605
Summit level
Étage Summit

1:45 pm - 3:00 pm

Panel Discussion
Discussion de panel

Clarity in Chaos: The Role of Language Standards in Canada's Immigration Future

In this presentation experts from the political, academic, settlement, language training and employment arenas will discuss the importance of language standards in the immigration process and whether they support consensus building in Canada's immigration policy. They will show how the Canadian Language Benchmarks and les Niveaux de compétence linguistique canadiens are evolving to support changing patterns of immigration and adapting to the increasing use of digital technology. Finally, they will consider Canada's language standards in the global immigration context and whether they could be the key to attracting, supporting and retaining immigrants to, and in, Canada.

- Moderator: **Colette Pépin,** Executive Director, CCLB
- **Yves Saint-Germain,** Consultant, The Current Landscape of Changes in Immigration Policy
- **Carol Derby,** CCLB Consultant, Modernizing the CLB: Update and What's Next
- **Dr. Monika Jezak,** CNCLC Consultant, NCLC Modernization in Francophone Minority Contexts
- **Anne Senior,** CCLB Specialist Consultant, Attracting, Supporting, and Retaining New Immigrants in Challenging Times

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E10

606
Summit level
Étage Summit

1:45 pm - 3:00 pm

Case Study or Best Practice Session
Étude de cas ou séance sur les meilleures pratiques

Gateway to Impact: Transforming Settlement Support Through Digital Collaboration

As immigration policy and service needs evolve, digital transformation has become essential for effective settlement support. Immigrant Services Calgary scaled Gateway from a pilot to a city-wide designated NAARS provider through a structured change management approach. Built on Salesforce, Gateway streamlines client intake, triage, personalized planning, and targeted referrals across 80+ partners. Gateway serves as a collaborative infrastructure enabling real-time tracking of client journeys, enhancing cross-sector coordination, and supporting continuous improvement. This session offers practical insights for leaders managing complex change and demonstrates how aligning people, processes, and purpose can create a sustainable, scalable service model.

- Moderator: **Vibha Kaushik,** Immigrant Services Calgary
- **Noah Mebarak,** Immigrant Services Calgary
- **Wissam Shalaby,** Immigrant Services Calgary,
  - *1. Driving System Change: Gateway's Model for Effective NAARS Delivery*
- **Sameena Arif,** Immigrant Services Calgary, *2. Partnerships in Action: Enhancing Collaboration for Newcomer Services*
- **Zohaib Ajaz Faridi,** Immigrant Services Calgary
- **Prashant Dhungana,** Immigrant Services Calgary,
  - *3. Turning Data into Action: Continuous Improvement in Practice*

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E11

612
Summit level
Étage Summit

1:45 pm - 3:00 pm

Roundtable
Table ronde

Let's Talk About Youth Work

Let's share promising practices, experiences and program ideas for combatting racism, creating harmonious intergroup relations and directing public opinion towards inclusion, celebration and diversity. Since 1992 the YMCA of Greater Halifax Dartmouth has been working in partnership with schools and in the community to support youth settlement in NS. The YMCA of Greater Toronto supports newcomer youth through leadership and skill-building opportunities, internship programs, and youth employment services. Using a strengths-based approach, immigrant youth are encouraged to recognize their abilities as assets and to celebrate the experiences they bring–contributions that strengthen their pathways into their future. Join YMCA youth leaders!

- **Naureen Islam,** YMCA of Toronto
- **Kathryn Bates-Khan,** YMCA of Greater Halifax Dartmouth Immigrant Services
- **Gobi Sriranganathan,** YMCA of Greater Toronto
- **Hayat Hussein,** YMCA of Greater Halifax Dartmouth Immigrant Services

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E12

A2
Argyle level
Étage Argyle

1:45 pm - 3:00 pm

Panel Discussion
Discussion de panel

The impact of temporary visas on identities and migration

Let's come together to share promising practices, staff experience, and innovative program ideas that foster harmonious intergroup relations, combat racism, and help shape public opinion toward inclusion, celebration, and diversity. Since 1992, the YMCA of Greater Halifax/Dartmouth has partnered with schools, with our Youth Outreach Program and with community organizations to support newcomer youth settlement across Nova Scotia. Meanwhile, the YMCA of Greater Toronto leads impactful internship and employment programs that help young newcomers build meaningful career pathways. Both YMCAs are committed to supporting newcomer youth through leadership development, skills-building opportunities, and youth employment services. Grounded in a strengths-based approach, their work encourages immigrant youth to recognize their abilities as valuable assets and to celebrate the diverse experiences they bring–contributions that enrich communities and strengthen their journeys toward the future.
Join YMCA Leaders for this engaging and inspiring conversation!

- Moderator: **Victor Satzewich,** Department of Sociology, McMaster University, Hamilton, Ontario
- **Lyubov Zhyznomirska,** Department of Political Science and Global Development Studies, Saint Mary's University, Halifax, Nova Scotia, *Canada's response to forced displacement caused by the Russian-Ukrainian war: Political and Policy Dimensions*
- **Michael Ungar,** Resilience Research Centre, Dalhousie University, Halifax, Nova Scotia,
- **Oksana Tashkinova,** Resilience Research Centre, Dalhousie University, Halifax, Nova Scotia
  - Navigating Temporary Settlement: Promotive and Protective Factors in the Experiences of Ukrainian Youth under CUAET
- **Elizabeth Burgess-Pinto,** Faculty of Nursing, MacEwan University, Edmonton, Alberta, *Gendered Aspects of the Settlement Processes of Ukrainian Youth with Temporary Status in Canada*
- **Jeffrey Stepnisky,** Department of Sociology, MacEwan University, Edmonton, Alberta, *Stability and Hope: Schools as Mediators of Temporariness among Ukrainian Youth*
- **Jemima Utami,** University of Toronto

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E13

201
Argyle level
Étage Argyle

1:45 pm - 3:00 pm

Panel Discussion
Discussion de panel

Empowering Change: AI for Impact, Real Stories, Real Solutions

As Settlement SPOs are reacting to sector funding changes, they need to understand and develop strategic responses to how AI will change their work and service delivery. Join three immigration and settlement organizations as they reflect on their AI for Impact journey in this engaging panel session. Hear how each organization navigated the adoption of AI and Generative AI, from initial readiness assessments to piloting innovative solutions. Panelists will share practical lessons, challenges faced, and strategies for responsible, inclusive AI implementation. This session offers actionable insights, inspiring stories, and peer-to-peer learning for organizations seeking to drive impact and efficiency through ethical AI adoption.

- Moderator: **Bruce Dewar,** LIFT Impact Partners
- **Shelly D'Mello,** Intercultural Association of Victoria
- **Patrick MacKenzie,** Immigrant Employment Council of British Columbia
- **Elise Herzig,** JIAS Toronto (Jewish Immigrant Aid Services)
- **Srikanth Kumar,** Deloitte

E14

614
Summit level
Étage Summit

1:45 pm - 3:00 pm

Case Study or Best Practice Session
Étude de cas ou séance sur les meilleures pratiques

Building Bridges: Supporting Newcomer Students in School

In the early 2000s, Edmonton Catholic Schools began noticing a significant increase in newcomer students. In response, strategic decisions were made to strengthen supports for these learners and their families. This led to the introduction of divisional initiatives such as Intercultural Liaison Workers, second-language course challenges, expanded language offerings, credited cultural classes, and coordinated partnerships with settlement agencies. A key milestone in this journey was the creation of One World…One Centre, a dedicated department focused on providing comprehensive support for newcomer students and their families.

- Moderator: **Cheryl Shinkaruk,** Manager, One World…One Centre, Edmonton Catholic Schools
- **Melanie Kidder,** Community Engagement Coordinator, Edmonton Catholic Schools
- **Mai Chi Nguyen,** Intercultural Liaison Worker, Edmonton Catholic Schools
- **Sebastien Djomou,** Intercultural Liaison Worker, Edmonton Catholic Schools
- **Sabelle Gueye,** Directrice du programme TEE PTN et des services aux écoles

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E15

A3
Argyle level
Étage Argyle

1:45 pm - 3:00 pm

Roundtable
Table ronde

Applying the IRCC Case Management Framework: National Best Practices for High-Needs Case Management

Since IRCC implemented the Case Management framework in April 2025, clients are now identified as low- or high-needs, with high-needs clients facing more persistent and complex barriers such as health issues, trauma, crises, limited support networks, low language skills, and limited life skills and more. These cases require long-term, specialized interventions which may fall outside typical case management interventions. In this session, four case management leaders from SPOs across Canada, spanning large urban centres and small rural communities, will discuss how high-needs cases are identified, outline common challenges and patterns, and share effective practices for supporting complex cases.

- Moderator: **Mehreen Nayani,** Client Support Services, YMCA of Greater Toronto
- **Kara Saarloos,** Immigrant Services Association of Nova Scotia
- Luiz Dutra, Association for New Canadians
- **Shukri Abdulle,** Reception House, Waterloo Region
- **Reema Malhotra Bhola,** Client Support Services, Calgary Catholic Immigration Society

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E16

503
Ballroom level
Étage Ballroom

1:45 pm - 3:00 pm

Case Study or Best Practice Session
Étude de cas ou séance sur les meilleures pratiques

Future-Ready Skills: Building Newcomer Pathways to Employment

This workshop highlights innovative ways to upskill new immigrants through Canadian education, volunteer opportunities, and employment pathways. TNO – The Neighbourhood Organization offers several upskilling programs that empower newcomers, enhance professional skills, provide Canadian workplace experience, and improve employability. Through formal education and training from reputable institutions, mentorship, and career support, participants gain confidence, industry knowledge, and practical expertise, enabling a smoother transition into meaningful employment and fostering long-term success in Canada's job market.

- **Corine Hibbert Samuels,** TNO - The Neighbourhood Organization
- **Sandra Morris,** TNO - The Neighbourhood Organization

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E17

504
Ballroom level
Étage Ballroom

1:45 pm - 3:00 pm

Research or Project Presentation
Présentation de recherche

Income Inequality and Economic Vulnerability Across Population Groups in Canada

Income Inequality and Economic Vulnerability across Population Groups in Canada presents national evidence on income distribution and inequality across major population groups in Canada. Using microdata from the 2021 Census of Population Public Use Microdata File (Individuals File), the study examines income inequality before and after tax among persons aged 15 years and over by visible minority status, immigration status, Indigenous identity, gender, and first official language spoken. The analysis applies a set of complementary indicators, including median income, low-income prevalence (LIM), the Gini index, the S80/S20 ratio, the Palma ratio, and fixed income cut-off measures, to assess both the magnitude and structure of inequality and the redistributive impact of taxation.
Results show that taxation consistently reduces income inequality across all population groups, particularly by compressing upper-tail income concentration. However, substantial disparities persist in after-tax outcomes, and inequality profiles differ markedly across groups. Some populations exhibit inequality driven primarily by top-end concentration, while others are characterized by widespread bottom-end vulnerability. These findings underscore the importance of using multiple inequality measures and pairing redistribution with targeted policies addressing persistent economic disadvantage.

- **Dr. Paul Holley,** Research Director, ACS- Metropolis Institute
- **Michele Vitale,** Senior Research Analyst, ACS- Metropolis Institute
- **Hongshu Wang,** Research Associate, ACS- Metropolis Institute

Break Pause

3:00 pm - 3:30 pm

We invite you to visit the exhibitors and poster presentations in the Ballroom (B3) and in the Ballroom salon.

Nous vous invitons à visiter les kiosques des exposants et les présentations d'affiches dans la salle Ballroom (B3) et dans le salon Ballroom

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F1

613
Summit level
Étage Summit

3:30 pm - 4:45 pm

Case Study or Best Practice Session
Étude de cas ou séance sur les meilleures pratiques

Interpreter Cultural Awareness Training to Support Newcomer Success

Newcomers arrive in Canada with hope, optimism, and an immediate need to navigate the pillars of daily living: employment, education, and healthcare, for example. Trained community interpreters can facilitate this navigation by offering assistance as peers with local cultural experience. This workshop will outline how the Communicator online training program develops participants' interpretation, translation, and cultural navigation skills to ensure newcomers' success. Mandatory course work in interpretation fundamentals, equity, diversity, and inclusion, and truth and reconciliation will empower interpreters to negotiate diverse contexts and discussions in their work, enabling them to provide both language and cultural insight for clients.

- **Oleh Kovalchuk,** Ukrainian Canadian Congress - Saskatchewan Provincial Council (UCC-SPC)
- **Aram Mahdavian,** Ukrainian Canadian Congress - Saskatchewan Provincial Council (UCC-SPC)
- **Shauna Tilbury,** Ukrainian Canadian Congress – Saskatchewan Provincial Council (UCC-SPC)

F2

501/502
Ballroom level
Étage Ballroom

3:30 pm - 4:45 pm

Roundtable
Table ronde

Engaging the Public: Building Social License for Immigration Through Community Dialogue

In a moment of political uncertainty around immigration, community engagement is essential for fostering understanding and inclusion. This roundtable explores how AAISA and partners use engagement to counter misinformation and build social license for immigration. We will share examples of community dialogues, storytelling initiatives, and media collaborations that spark informed public conversations about migration's role in Alberta's prosperity. Through case studies and participant discussion, we'll consider how service providers can move beyond service delivery to become conveners of intercultural dialogue, strengthening public knowledge and sector credibility.

- **Chloé McBean,** Alberta Association of Immigrant Serving Agencies (AAISA)
- **Abu Yandiev,** Alberta Association of Immigrant Serving Agencies (AAISA)
- **Andrew Lam,** Alberta Association of Immigrant Serving Agencies (AAISA)

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F3

609
Summit level
Étage Summit

3:30 pm - 4:45 pm

Practical Workshop
Atelier pratique

Implementing Canada's New Case Management Framework: Strengthening Coordination and Responsiveness in Anglophone and Francophone Service Provider Organizations

This presentation examines how NAARS and Case Management teams coordinate under Canada's new Case Management Framework, drawing on experiences from three IRCC-funded Calgary francophone and anglophone service provider organizations. The session explores communication practices and shared-client navigation, how the referral process functions, and what supports smoother transitions. It also examines obstacles like privacy rules, language barriers, and mismatched systems. By laying out both the strengths and the pressure points, the session offers practical guidance for more consistent, client centered referrals and collaboration.

- **Liana Kalognomou,** La Cité des Rocheuses, *Francophone & Anglophone Service Provider Organizations – A Collaboration in Action*
- **Wissam Shalaby,** Immigrant Services Calgary, *Leveraging Standardized Referral Framework for Integrated Client Support*
- **Hannah Olusoga-Tinubi,** Centre for Newcomers, *From Framework to Practice: Lessons Learned in Collaborative Case Management*

F4

603/604
Summit level
Étage Summit

3:30 pm - 4:45 pm

Case Study or Best Practice Session
Étude de cas ou séance sur les meilleures pratiques

Reducing Barriers for IEHPs – Sustainable employment opportunities and addressing labour market shortages

Employment Pathways in Canada - Health Careers (EPIC-HC) is a pilot research project that supports internationally educated nurses, pharmacists, and laboratory technicians in finding healthcare-related employment and developing a career pathway while completing the accreditation and licensing process in Canada. In this presentation, Achēv will provide an overview of the program, including a demonstration of its participant progress, and other key program priorities that have helped IEHPs make informed decisions about the career pathway. SRDC will present early evaluation findings, including an in-depth analysis of how EPIC-HC has helped clients find relevant employment and relocate within Canada.

- **Anita Samuels,** Achēv, *EPIC-HC Program overview*
- **Kim Lehrer,** Social Research and Demonstration Corporation (SRDC), *Evaluating EPIC-HC: Early Findings*
- **Sol Park,** Social Research and Demonstration Corporation (SRDC), *On the Move: Relocating as Part of EPIC-HC*

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F5

201
Argyle level
Étage Argyle

3:30 pm - 4:45 pm

Roundtable
Table ronde

Children at the Crossroads: Immigration, Settlement, and Child Welfare in a Changing Canada

Immigration and child welfare systems are colliding at unprecedented levels and the cost of inaction is high for refugee and newcomer children. This roundtable examines how the CWICE National Outreach Project is urgently closing system gaps through immigration-responsive tools, national training, and cross-sector partnerships. Join leaders from across Canada to explore what's changing, what's at risk, and how better alignment is improving protection, permanency, and settlement outcomes now.

- Moderator: **Nadia Drepaul,** Peel CAS' CWICE Manager
- **Mary Beth Moellenkamp,** CEO Peel Children's Aid Society
- **Jennifer Fallis,** Program Specialist, General Child and Family Service Authority, Manitoba
- **Scott Clarke,** Provincial Coordinator, Child Safety and Family Preservation, Department of Opportunities and Social Development, Nova Scotia
- **Bayan Khatib,** Impact Director, Northpine Foundation

F6

A3
Argyle level
Étage Argyle

3:30 pm - 4:45 pm

Panel Discussion
Discussion de panel

Countering DEIA Pushback: Protecting Talent Pathways for Newcomers and Other Equity-Deserving Groups in Canadian Workplaces

This session explores pathways to employment inclusion for newcomers and equity-deserving groups, featuring panelists from Toronto, Halifax and Calgary with experience engaging 700+ employers nationwide. The discussion will focus on barriers and solutions to meaningful employment for immigrants and refugees, particularly in light of reduced immigration level plans and rising anti-immigrant sentiments. Panelists will examine the complex identities shaping newcomer experiences with employment support, access, and inclusion. The session highlights the impact of reduced immigration on employers, talent supply and demand, and identifies key challenges facing hiring managers today–and strategies to prepare for the year ahead.

- Moderator: **Anne-Marie Pham,** Sr Consultant, Engagement, Canadian Centre for Diversity and Inclusion
- **Dominique Roche,** Sr Consultant and Executive Recruiter, Royer Thompson, *Barriers to Newcomer Talent Attraction and Retention*
- **Karen Mutyabule,** Director of Equity and Community Supports, University of King's College, *Aligning equity in the workplace and community supports*
- **Sartaj Sarkaria,** President and CEO of the Canadian Centre for Diversity and Inclusion, *Navigating Change: Employment Inclusion, Policy Shifts, and Impact*
- **Rhiannon Makohoniuk,** Co-Executive Director, Rainbow Refugee Association of Nova Scotia, *Employment challenges and community pathways for LGBTQI+ refugees*

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F7

606
Summit level
Étage Summit

3:30 pm - 4:45 pm

Research or Project Presentation
Présentation de recherche

From Crisis to Contraction: Linking International Students Experience of COVID-19 to Canada's Post Pandemic Reductions in Temporary Migration

Utilizing quantitative data, this SSHRC funded research project examines how international students' experience during the COVID-19 pandemic intersects with Canada's post-pandemic immigration policy to reduce temporary migration. The pandemic revealed deep vulnerabilities in students' academic, financial, and social well-being, exposing gaps in support systems and the strains placed on housing and public services. These pressures have since informed national debates about reducing study-permit targets. This presentation analyzes how pandemic-era realities shaped policy decisions, which have implications for Canada's global reputation as a desirable study destination.

- Moderator: **Prof. Joseph Mensah,** York University
- **David Firang,** P.I, Professor, Trent University
- **Samuel Owusu Okyere,** Graduate Student
- **Mohammed Abdulai,** PhD Student, *From Crisis to Contraction: Linking International Students Experience of COVID-19 to Canada's Post Pandemic Reductions in Temporary Migration*
- **Anthony Mensah,** Ph.D Student, *After COVID-19: Reassessing International Student Mobility in Light of Canada's Reduced Temporary Migrant Targets*

F8

A2
Argyle level
Étage Argyle

3:30 pm - 4:45 pm

Roundtable
Table ronde

Testing the Edges of AI: A Sector-Led Workshop for Responsible Innovation

As IRCC considers a Digital Refresh, this roundtable invites participants to actively explore the opportunities, risks, and practical challenges of integrating AI into newcomer employment and settlement services. Through a collaborative workshop format, attendees will examine what ethical, human-centered, and collectively designed AI should look like in practice—and how responsible innovation can strengthen outcomes for both organizations and newcomers. WelcomeCoach.ca, an AI-enabled workforce development platform created by PeaceGeeks with SPO partners and studied by Toronto Metropolitan University's Bridging Divides researchers, will serve as the case example to surface real-world considerations and guide shared learning.

- Moderator: **Jennifer Freeman,** PeaceGeeks
- **Ladi Onasanya,** PeaceGeeks
- **Rupa Bannerjee,** TMU

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F9

605
Summit level
Étage Summit

3:30 pm - 4:45 pm

Case Study or Best Practice Session
Étude de cas ou séance sur les meilleures pratiques

One NSAT, One Pathway: Settlement Without Duplication

Options and ISSofBC are building a seamless settlement pathway for Government-Assisted Refugees (GARs). With the new Case Management (CM) Framework and single National Standardized Assessment Template (NSAT) requirement, coordination among IRCC-funded services is essential. NSAT implementation successes and challenges will be shared, including ISSofBC's Resettlement Assistance Program (RAP) NAARS for GARs, Options' CM Navigation Assistant & centralized intake team for Needs and Assets Assessments and Referral Services (NAARS). Presenters will outline referral flows amongst RAP, CM, Information and Orientation, and partner organizations. Participants will leave with practical lessons on scaling coordinated intake and reducing duplication.

- Moderator: **Jenny Lam,** Options Community Services Society
- **Jennifer York,** Immigrant Services Society of BC
- **Anas Najim,** Options Community Services Society
- **Gurrinder Roy,** Options Community Services Society

F10

A1
Argyle level
Étage Argyle

3:30 pm - 4:45 pm

Panel Discussion
Discussion de panel

East–West Lessons: Building Protective Supports for Newcomer Youth in Halifax and Calgary

Calgary's rapid influx of newcomer youth is intensifying pressures –limited language supports, overstretched school capacity, and fragmented services–fueling a rise in youth exposure to risky and violent environments. Halifax is now facing similar strains as arrivals steadily rise. This session compares how both cities are approaching critical turning points and why coordinated, early supports are essential for safety and long-term integration. By sharing practical, solution-focused approaches from both coasts, we highlight actionable strategies that strengthen protective factors, stabilize settlement pathways, and help communities respond proactively to the needs of newcomer youth.

- **Noel Bahliby,** Director, Youth Services, Centre for Newcomers
- **Laura Callaghan,** Pediatric Nurse Practitioner, Newcomer Mental Health, IWK Hospital, Nova Scotia Health

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F11

607
Summit level
Étage Summit

3:30 pm - 4:45 pm

Research or Project Presentation
Présentation de recherche

Sérinitii Project: Simplifying the path for immigrants to skilled trades in order to strengthen the capacities of employability and entrepreneurship stakeholders

From Express Entry eligibility criteria to integration into Skilled Trades in Ontario, the path can be complex for immigrants. The Sérinitii project aims to simplify this journey by making documentation related to prior learning assessment, apprenticeship, and certification more accessible while raising awareness. In the long term, it intends to replicate to better support both employability and entrepreneurship service providers in relation to the occupations listed in the National Occupational Classification.

Projet Sérinitii : Simplifier le parcours des immigrants vers les métiers spécialisés en vue de renforcer les capacités des intervenants en employabilité et en entrepreneuriat

Des critères d'admissibilité d'Entrée express à l'intégration des métiers spécialisés en Ontario, le cheminement peut s'avérer complexe pour les immigrants. Le projet Sérinitii vise à simplifier ce parcours en vulgarisant la documentation relative à la reconnaissance des acquis, l'apprentissage et l'accréditation tout en sensibilisant. À long terme, il compte répliquer afin d'appuyer tout aussi bien les fournisseurs de services en employabilité et entrepreneuriat quant aux métiers de la Classification Nationale des Professions.

- **Mikhaela Sullivan,** Réseau en Immigration Francophone du Centre Sud Ouest de l'Ontario

F12a

504
Ballroom level
Étage Ballroom

3:30 pm - 4:45 pm*

Research or Project Presentation
Présentation de recherche

Building Bridges: International and Refugee Student Integration at Canadian Universities

I will be presenting my research on the integration of international and refugee students into Canadian universities. This study examines five key areas of discourse: the meaning of integration, societal mindsets toward newcomers, international student experiences, refugee student experiences, and student engagement. The primary focus is to explore how effective integration practices can create mutually beneficial outcomes for both international and refugee students. Additionally, the research aims to identify and analyze the distinct needs and challenges faced by each student group. By understanding these factors, institutions can develop more inclusive strategies to enhance student success and foster a supportive academic environment.

- **Behnoush Shafiei Sararoodi,** Ontario Tech University

F12b

504
Ballroom level
Étage Ballroom

3:30 pm - 4:45 pm*

Workshop
Atelier

Reflective Global Leadership: Building Humanized, Inclusive, and Culturally-Aware Spaces for International Students and Businesses to Thrive

As Canada reimagines its immigration future, reflective leadership offers a pathway to building more humanized, inclusive, and culturally aware communities. This interactive workshop explores how reflective practice can strengthen global leadership capacity in education, business, and policy. Drawing on Dr. Mary Grogan's 7 Cs of Global Leadership framework, participants will engage in dialogue, guided reflection, and collaborative problem-solving to identify barriers and design strategies that help international students and global businesses thrive. The session empowers participants to "change course" by leading with empathy, curiosity, and compassion–creating spaces where diversity and belonging fuel innovation and shared growth.

- **Mary Grogan, EdD, MG** Education Consulting & P/T professor George Brown College

**Note two separate presentations in this session*

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F13

611
Summit level
Étage Summit

3:30 pm - 4:45 pm

Case Study or Best Practice Session
Étude de cas ou séance sur les meilleures pratiques

Bending the Invisible Lines: An Inside Job for Healthy Collaborations

This session explores the tensions, lessons, and opportunities within university–community collaboration—an approach that becomes especially vital during periods of significant funding and policy change. Drawing on the UBC–AMSSA partnership, presenters show how shared roles and collective processes can challenge structural barriers while also exposing internal dynamics that impede progress. By examining the often-invisible organizational forces that shape decisions and relationships, the session highlights the need for intentional, collaborative strategies that elevate collective wisdom. Interactive activities will support participants in reflecting on how to navigate these complexities within their own contexts.

- **Daljit Gill-Badesha,** Affiliation of Multicultural Societies and Service Agencies of BC
- **Javier Ojer,** University of British Columbia

F14

612
Summit level
Étage Summit

3:30 pm - 4:45 pm

Research or Project Presentation
Présentation de recherche

Intersectional Barriers to Settlement Access: Evidence from Racialized Newcomer Communities

The Brokers Build Bridges model is co-developed with Community Leadership Teams (CLT), natural supports, EthnoCultural Communities, brokers, and community surveys. Community Leadership Teams identify the barriers newcomers face and guide system changes to enhance service delivery. This workshop demonstrates how governance structures, reflection cycles, and collaborative design create equitable, culturally grounded, and responsive institutional practices.

- **Majo Rueda-Garcia,** ActionDignity - Project Coordinator, *Building Community Power Through the BBB Model: Systems Change Through CLTs, Reflection, and Natural Supports*

F15

614
Summit level
Étage Summit

3:30 pm - 4:45 pm

Research or Project Presentation
Présentation de recherche

Reconciliation is good until I get smoke on my clothes - Bridging Worlds, Embracing Realities

Join us for a dynamic session exploring reconciliation in action—through policy and community initiatives. Discover how MANSO partnered with Indigenous Elders to create the Guiding Principles Framework for Indigenous and Newcomer Engagement. Hear the stories from René Deleurme Centre staff about their Starblanket project to commemorate residential school survivors and the children who never returned home. This meaningful initiative united newcomers and Indigenous communities, weaving shared traditions into a symbol of healing and respect. Learn how these efforts are shaping inclusive practices, strengthening partnerships, and building bridges across cultures for a stronger, more connected Manitoba.

- **Misty Belcourt,** René Deleurme Centre - Louis Riel School Division
- **Yana Zheleva,** René Deleurme Centre - Louis Riel School Division
- **Don Boddy,** MANSO

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F16a

506/507
Ballroom level
Étage Ballroom

3:30 pm - 4:45 pm*

Roundtable
Table ronde

Entrepreneurship as Integration: A Roundtable on Supporting Immigrant Women's Economic Futures in Canada

Entrepreneurship is a powerful pathway to economic integration, resilience, and belonging for immigrant women and gender-diverse newcomers in Canada. This interactive roundtable, facilitated by YWCA Metro Vancouver, invites participants into an open dialogue about the evolving landscape of newcomer entrepreneurship–exploring systemic barriers, digital innovation, policy gaps, and the essential role of social purpose organizations. Participants will engage in a dynamic, inclusive conversation designed to strengthen supports, foster collaboration, and reimagine how entrepreneurship can help shape Canada's future.

- **Rochelle Rezansoff,** Senior Program Manager, YWCA Metro Vancouver
- **Khadija Hamidu,** VP of Economic Development, YWCA Hamilton
- **Thauana Morrison,** Manager of Entrepreneurship, YWCA Halifax

F16b

506/507
Ballroom level
Étage Ballroom

3:30 pm - 4:45 pm*

Roundtable
Table ronde

Cross-Sector Collaboration to Improve Employment and Mental Health Outcomes for Newcomer Women Impacted by GBV

Newcomer women facing trauma, mental-health stressors, and safety challenges often navigate employment systems not equipped to meet their complex needs. Challenges such as precarious immigration status, discriminatory hiring practices, and safety-related disruptions disproportionately shape labour market outcomes for survivors.This workshop draws on OCASI initiatives working across employment, mental health, and GBV to demonstrate why these issues must be addressed collaboratively rather than through siloed service delivery. Presenters will share coordinated strategies that support newcomer women survivors' economic empowerment through cross-sector program design and approaches that strengthen mental health while reducing systemic barriers.

- **Berivan Kutlay Sarikaya,** OCASI
- **Caley Cross,** OCASI
- **Tarana Sultan,** OCASI

**Note two separate presentations in this session*

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F17

503
Ballroom level
Étage Ballroom

1:45 pm - 3:00 pm

Panel Discussion
Discussion de panel

Changing Terms? Is the language of Multiculturalism in Canada on the way out?

This panel explores the strengths and tensions of Canada's multiculturalism model, asking whether it successfully fosters the transmission of cultural heritage across generations or whether it risks weakening a shared national identity. Drawing on perspectives from policy, scholarship, and lived experience, panelists will examine how multiculturalism shapes belonging, social cohesion, and civic attachment in an increasingly diverse Canada, and consider what balance–if any–can be struck between cultural pluralism and a common national narrative.

- **Jack Jedwab,** President & CEO, ACS-Metropolis Institute
- **Chedly Belkhodja,** Professor, School of Community and Public Affairs, Co-director Quescren, Concordia University
- **Victor Satzewich,** Department of Sociology, McMaster University, Hamilton, Ontario

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Greater Toronto

Shine On

YMCA Immigrant Services

For over 30 years, YMCA of Greater Toronto's Immigrant Services has supported and empowered newcomers to succeed in Canada.

ymcagta.org/immigrant-services

Ontario

Funded by: Immigration, Refugees and Citizenship Canada

Financé par : Immigration, Réfugiés et Citoyenneté Canada

Discover a range of programs to support your settlement journey:

Newcomer Information Centre

The YMCA Newcomer Information Centre is the first choice for thousands of newcomers every year when they need information about starting their new life in Canada. Our friendly, multilingual, and knowledgeable staff provides free access to information and referral services.

Language Assessment and Referral Centre

The YMCA Language Assessment and Referral Service provides immigrants in Canada with free English and/or French language assessments for government-funded programs.

Newcomer Youth Leadership Development Program

The Newcomer Youth Leadership Development (NYLD) program is designed to help newcomer youths and parents have a positive settlement experience. NYLD offers safe, supportive, and empowering spaces where you and your family can become active and engaged new Canadians.

Next Stop Canada

Next Stop Canada, YMCA's Pre-Arrival Settlement service, offers online settlement information, orientations, and referral services to eligible individuals living overseas who intend to come to Canada. We help participants prepare for immigration and will create a direct link to settlement services in Canada.



CONNEXIONS Francophones.ca

LE SERVICE PRÉ-ARRIVÉE CONÇU PAR ET POUR LES FRANCOPHONES

Connexions Francophones soutient les nouveaux arrivants francophones et francophiles avant leur arrivée au pays afin de faciliter leur intégration et de renforcer leur établissement au sein des communautés francophones en situation minoritaire.

THE PRE-ARRIVAL SERVICE DESIGNED BY AND FOR FRANCOPHONES

Connexions Francophones supports Francophone and Francophile newcomers prior to their arrival in Canada, helping to ease their integration and strengthen their settlement within Francophone minority communities.

Nos client·e·s ont accès à :

- Une plateforme simple, dynamique et accessible
- Des modules d'apprentissage autonomes et des webinaires interactifs
- Un aiguillage personnalisé selon leur profil et leur destination
- Des ressources fiables sur les communautés francophones et les services offerts partout au Canada (hors Québec)
- La possibilité de préparer leur arrivée dans la langue de leur choix

Our clients have access to:

- A simple, dynamic, and accessible platform
- Self-paced learning modules and interactive webinars Personalized referrals based on
- their profile and destination Reliable resources on Francophone communities and
- available services across Canada (outside Quebec) The opportunity to prepare for their arrival in the language of their choice
-

Contactez-nous : Contact us:

info@connexionsfrancophones.ca

Financé par : Funded by:

Immigration, Réfugiés et Citoyenneté Canada

Immigration, Refugees and Citizenship Canada

Opening Adress

Ballroom (B1 / B2)
Ballroom level

9:00 am - 9:05 am

Opening Address

- **Dr. Shannon Dea,** Provost and Vice-President, Academic and Research, Saint Mary's University

Presentation of awards

Ballroom (B1 / B2)
Ballroom level

9:05 am - 9:15 am

Presentation of the Metropolis Awards of Excellence

Plenary session 3

Ballroom (B1 / B2)
Ballroom level

9:15 am - 10:30 am

Policy Makers and the Sector: The State of the Dialogue on Immigration in Canada

A key pillar in the success of the immigration system in Canada is the state of cooperation between policy makers and immigrant service providers. To that end, it is critical to understand priorities and perspectives that inform decision-making. Speakers in this plenary will look at how the relationship has evolved and how best to collaborate to meet the challenges around immigration and integration with a focus on selection, language training, foreign credential recognition and the holy grail – securing permanent employment.

Chair:

- **Paula Knight,** CEO, Immigrant Services Association of Nova Scotia (ISANS) and Chair of the Atlantic Region Association of Immigrant Serving Agencies (ARAISA)

Panelists:

- **Catherine Scott,** Assistant Deputy Minister, Settlement and Citizens, Immigration, Refugees and Citizenship Canada (IRCC)
- **Shamira Madhany,** Managing Director and Deputy Executive Director, World Education Services (WES)
- **Myriam Mekni,** CEO, Catholic Centre for Immigrants (CCI Ottawa)
- **Anita Stellinga,** CEO, COSTI

Mot de bienvenue

Ballroom (B1 / B2)
Étage Ballroom

9:00 am - 9:05 am

Allocution de préliminaire

- **Dr. Shannon Dea,** Provost et Vice-présidente, affaires académiques et recherche, Saint Mary's University

Remise de prix

Ballroom (B1 / B2)
Étage Ballroom

9:05 am - 9:15 am

Remise des Prix d'excellence Metropolis

Séance plénière 3

Ballroom (B1 / B2)
Étage Ballroom

9:15 am - 10:30 am

Les décideurs politiques et le secteur : l'état du dialogue sur l'immigration au Canada

Le succès du système d'immigration canadien repose en grande partie sur la coopération entre les décideurs politiques et les prestataires de services aux immigrants. Il est donc crucial de comprendre les priorités et les perspectives qui orientent la prise de décision. Les conférenciers de cette séance plénière examineront l'évolution de cette relation ainsi que les meilleurs moyens de collaborer afin de relever les défis liés à l'immigration et à l'intégration. L'accent sera mis sur la sélection, la formation linguistique, la reconnaissance des diplômes et des compétences acquises à l'étranger, ainsi que sur l'objectif ultime : l'accès à un emploi permanent.

Présidente:

- **Paula Knight,** Directrice générale, l'Association des services aux immigrants de la Nouvelle-Écosse (*ISANS*) et présidente de l'Association des agences au service des immigrants de la région atlantique (ARAISA)

Intervenants:

- **Catherine Scott,** Sous-ministre adjointe, Établissement et citoyens, à Immigration, Réfugiés et Citoyenneté Canada (IRCC)
- **Shamira Madhany,** Directrice générale Canada et Directrice exécutive adjointe, World Education Services (WES)
- **Myriam Mekni,** PDG, Catholic Centre for Immigrants (CCI Ottawa)
- **Anita Stellinga,** PDG, COSTI

G1

614
Summit level
Étage Summit

11:00am - 12:15 pm

Roundtable
Table ronde

Enhancing the resilience of immigrant women at risk of or experiencing gender-based violence (GBV) in rural communities

Immigrant Migrant Women's Association of Halifax, in collaboration with Second Story Women's Center and researcher Dr. Gianisa Adisaputri, invite to an open, collaborative discussion on strategies enhancing the resilience of immigrant women at risk of or experiencing gender-based violence (GBV) in rural communities. Panellists and conference participants will explore themes of rural resilience, healthcare access, and service provision, drawing from research results and community initiatives such as IMWAH's Circle of Women program. The session aims to create a space for sharing experiences and strategies for outreach and support of immigrant women in rural communities, fostering dialogue between academe, practice, and lived experience.

- Moderator: **Olya Stepanenko,** IMWAH
- **Olya Stepanenko,** IMWAH
- **Gianisa Adisaputri,** Dalhousie University
- **Aliyyah Fazil,** Second Story Women's Center
- **Dr. Alexa Yakubovich,** Dalhousie University

G2

612
Summit level
Étage Summit

11:00am - 12:15 pm

Panel Discussion
Discussion de panel

Cross-Sector Insights into the Settlement Experiences of Newcomer Children and Youth in Canada

Newcomer children and youth navigate complex social, educational, and emotional landscapes as they settle in Canada, yet their experiences are often viewed through a single disciplinary lens. This workshop brings together scholars and practitioners from education, social work, health, and community organizations to examine the interconnected realities shaping their lives. Through interdisciplinary dialogue, we will explore cultural and relational factors influencing wellbeing, belonging, and opportunities for success. Presenters will share research, program innovations, and community-based approaches that highlight both challenges and strengths, offering collaborative strategies to better support newcomer young people.

- Moderator: **Jessie-Lee McIsaac,** Early Childhood Collaborative Research Centre at Mount Saint Vincent University
- **Nahal Fakhari,** Mount Saint Vincent University, *Mapping the Experiences of Immigrant Educators in Early Childhood and School Settings in Canada and beyond*
- **Gina Moynan,** Immigrant Services Association of Nova Scotia (ISANS), *Families of Resilience: Navigating a New World*
- **Catherine Bryan,** Dalhousie University, *Newcomers to Old Systems: Immigrant Social Workers and Nova Scotia's Child Protection Regime*
- **Yolande Pottie-Sherman,** Memorial University of Newfoundland, *Why a Mobility Justice Approach Is Needed in Canada's Early Learning and Child Care Workforce?*

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G3

503
Ballroom level
Étage Ballroom

11:00am - 12:15 pm

Roundtable
Table ronde

Comprendre et réduire les barrières au service TÉÉ

Cette table ronde portera sur les obstacles qui limitent l'accès aux services pour les élèves nouvellement arrivés et leurs parents, notamment la disparité en matière de ressources, d'outils, de pratiques et de disponibilité des services TÉÉ. Les participant·e·s seront invité·e·s à partager leurs expériences et à échanger sur les défis rencontrés dans l'accompagnement de ces jeunes et de leurs familles. L'objectif est d'élaborer collectivement des pistes de solutions afin de contribuer aux travaux du Réseau National TÉÉ et de contribuer à la mise en place de conditions favorables à l'intégration et à l'inclusion éducative des personnes ayant un TÉÉ.

- **Sabelle Gueye,** Directrice du programme TEE PTN et des services aux écoles, Francophonie Canadienne Plurielle (FRAP)
- **Lynda Kahlouche,** Coordination régionale de l'initiative TÉÉ - Région EST, District scolaire francophone Sud
- **Ngena Ali-Ebenga,** Directeur de la Coordination nationale des TÉÉ, Francophonie Canadienne Plurielle (FRAP)
- **Amira Khedhri,** Directrice du développement stratégique, District scolaire francophone Sud

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G4

A3
Argyle level
Étage Argyle

11:00am - 12:15 pm

Panel Discussion
Discussion de panel

From Selection to Integration: Building a Renewed Immigration Vision for Canada

This workshop will convene a multi-sector panel to explore the need for a renewed long-term vision for immigration in Canada. It will examine persistent gaps between newcomer selection and integration, and propose forward-looking solutions to the systemic barriers that prevent newcomers from contributing at their full capacity. Drawing on insights from WES' recent national roundtables, as well as perspectives from the employment and settlement sectors, the panel will outline principles for a coherent and coordinated system guided by clear strategic goals and measurable outcomes that can respond to current pressures while supporting both Canada's long-term prosperity and the well-being of newcomer.

- **Pedro Malm Green,** WES, *Towards a Long-Term Vision for Immigration in Canada*
- **Rana Sleem,** CARE Centre for IENs, *From Selection to Early Integration: Information, Pathways, and Barriers*
- **Francesco Calazzo,** Southeast New Brunswick Regional Service Commission, *From Integration to Utilization: Employer Perspectives on System Gaps*

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G5

201
Argyle level
Étage Argyle

11:00am - 12:15 pm

Case Study or Best Practice Session
Étude de cas ou séance sur les meilleures pratiques

Direct Impact of Indirect Services: Examining the impact of umbrella organizations in service delivery

Provincial and regional umbrella organizations provide indirect support to the settlement and integration ecosystem. It is an important time to understand how the work of research, training and development, policy advocacy and bridging government-sector voice complements and is foundational to successful direct service delivery, especially with current and anticipated changes in the funding and staffing landscape across Canada. Learn from case studies about the importance and impact of umbrella organizations across Canada.

- **Kathryn Friesen,** AAISA
- **Debbie Douglas,** OCASI
- **Carolyn Whiteway,** ARAISA
- **Daljit Gill-Badesha,** AMSSA
- **Innocent Menega,** SAISIA

G6

501/502
Ballroom level
Étage Ballroom

11:00am - 12:15 pm

Research or Project Presentation
Présentation de recherche

The National GBV Strategy for Agencies Serving Immigrants: Development, Impact, and Lessons Learned

Gender-Based Violence (GBV) impacts all communities, yet systemic factors such as migration stress, racism, and language barriers heighten risks for newcomers, immigrants, and refugees. This workshop will present the journey of the National GBV Strategy for Agencies Serving Immigrants project, a cross-sector initiative launched in 2019 to strengthen collaboration between the anti-violence and settlement sectors. We will highlight how the project has been building staff capacity, developing a common base of knowledge, and creating practical tools to support safer, inclusive, and more responsive services for clients facing GBV. Aligned with Theme 1, the workshop brings both anti-violence and settlement perspectives.

- Moderator: **Kathryn Bates-Khan,** YMCA of Greater Halifax/Dartmouth
- **Anne Oserin-Pinnock,** Elmwood Community Resource Centre, Winnipeg, MB, *Development of the National GBV Strategy for Agencies Serving Immigrants*
- **Briana Miller,** YMCA of Greater Halifax/Dartmouth, *The National GBV Strategy for Agencies Serving Immigrants*
- **Maggie To,** Ontario Council of Agencies Serving Immigrants, *Capacity Building of Service Providers*
- ***Pinash Akter,*** YMCA of Greater Halifax/Dartmouth, *Impacts and Lesson Learned*

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G7

609
Summit level
Étage Summit

11:00am - 12:15 pm

Panel Discussion
Discussion de panel

Building Evaluation Capacity and Coordination in Canada's Settlement Sector

Evaluation is vital for improving newcomer outcomes, yet fragmented efforts and limited capacity hinder sector-wide learning. This session explores how building evaluation capacity and fostering coordination can strengthen evidence-based decision-making. Presenters will share insights from national initiatives that advance evaluation practices, highlight strategies for collaboration, and reflect on opportunities for greater alignment across organizations and stakeholders. Attendees will gain practical ideas for enhancing consistency, comparability, and shared accountability—key steps toward a more coordinated approach that supports continuous improvement in the settlement sector.

- **Carol Derby,** Immigrant Services Association of Nova Scotia, *From Barriers to Better Data: How National Initiatives Are Strengthening Evaluation Capacity for SPOs*
- **Margerit Roger,** Eupraxia Training, *Reflections and lessons learned from training settlement sector organizations*
- **Rich Janzen,** Centre for Community Based Research, *A national evaluation hub for community-based evaluation: eval4settlement.ca*
- **Kim Lehrer, Social Research and Demonstration Corporation,** Learning by doing – Supporting settlement sector organizations in building capacity through evaluation
- **Rinila Haridas,** YMCA of the National Capital Region, *IMPRESS: Strengthening Settlement Services Through Evidence and Evaluation in Canada*

G8

A1
Argyle level
Étage Argyle

11:00am - 12:15 pm

Research or Project Presentation
Présentation de recherche

Employer Navigator - Strengthening Employer Capacity to Unlock Immigrant Talent

This workshop will share findings and lessons from a cross-Canada pilot of the Employer Navigator, a hybrid service designed to support employers in recruiting, onboarding, and retaining immigrant talent. A joint initiative of WES and the Immigrant Employment Council of British Columbia, the Employer Navigator pairs a custom-built digital platform with concierge-style support offered by employment engagement specialists. The session will share early outcomes and practical tools that empower employers to efficiently hire immigrants and contribute to equitable workforce integration. Participants will discover the model's potential to unlock immigrant talent and strengthen employer capacity in Canada's evolving immigration landscape.

- **Daniel Cervan Gil,** WES: Community Co-Design and Implementation
- **Rania Younes,** IEC-BC: A Novel Approach to Employer Engagement
- **Brindha Ganesan,** IEC-BC: Employer Engagement in BC: Reflections from the IEC-BC Navigator Team
- **Jessie Castello,** WES: Evaluating the Pilot: Early Outcomes and Reflections

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G9

A2
Argyle level
Étage Argyle

11:00am - 12:15 pm

Practical Workshop
Atelier pratique

From Newcomers to Game-Changers: Examining Immigrant Skill Utilization and Retention in Key Sectors

Canada needs skilled immigrants to close labour gaps in key growth sectors, yet many newcomers in Canada are sidelined, working below their education level. Moreover, recent research from CBoC found that higher-skilled immigrants are more likely to leave Canada than lower-skilled immigrants. This workshop will share new data on skill mismatch and skill wastage of immigrant professionals in healthcare, construction and hospitality, and explore trends in onward migration from Canada. Participants will strategize on how to retain skilled professionals. The conversation will encourage diverse perspectives and collaboration to identify practical strategies for improving immigrant skill utilization and retention.

- **Alice Craft,** Signal49 Research
- **Federica Guccini,** Signal49 Research, *Exploring Skill Gaps and Barriers in the Construction, Health, and Hospitality Industries across Canada*
- **Ather Akbari, Saint Mary's University**
- **Hans de Wit,** Shannex Inc.

G10

506/507
Ballroom level
Étage Ballroom

11:00am - 12:15 pm

Case Study or Best Practice Session
Étude de cas ou séance sur les meilleures pratiques

Digital by Default, Equity by Design: Scalable Information Delivery for Newcomers in a Changing Landscape

As immigration patterns and services vary across regions, equitable outcomes increasingly depend on newcomers accessing reliable, timely information in the language and format that works for them. This session highlights a multilingual, multi-format digital ecosystem as essential infrastructure that can reduce misinformation, shorten support time, and improve readiness through every stage of decision-making. We demonstrate how digital delivery can support newcomers throughout their entire journey: from the moment someone considers immigrating to Canada, through pre-arrival, arrival, and long-term settlement. Orientation to Ontario will be presented as a best-practice model, shared in partnership with TBMA and CCI.

- **Ruchika Singh,** COSTI
- **Cathy Woodbeck,** TBMA
- **Sofiane Maghrebi,** CCI
- **Rahila Mushtaq,** COSTI
- **Arshia Azam,** COSTI

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G11

603/604
Summit level
Étage Summit

11:00am - 12:15 pm

Case Study or Best Practice Session
Étude de cas ou séance sur les meilleures pratiques

Optimizing Newcomer Success: An Integrated Model for Settlement and Employment Services

Effective newcomer integration is often hindered by siloed service delivery. This proposal presents the need for stronger strategic and operational alignment between settlement and employment teams, both within organizations and across the national service ecosystem. We will introduce a proven, data-driven framework enabling seamless referrals, shared case management, and coordinated planning across agencies. This integrated model moves to accelerate economic integration and strengthen long-term outcomes for newcomers. Designed for nationwide scalability, the framework offers adaptable best practices that enhance cross-organizational collaboration, improve NAARS consistency, and create a more coherent, client-centered system of support.

- Moderator: **Mohamed Bagha,** Saint John Newcomers Centre
- **Tavia Han,** Saint John Newcomers Centre
- **Lina Gharbiya,** Saint John Newcomers Centre

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G12a

613
Summit level
Étage Summit

11:00am - 12:15 pm*

Research or Project Presentation
Présentation de recherche

Intersectionality at Work: LGBTQIA+ Inclusion through YWCA Metro Vancouver's Believe Program

The Believe program is an innovative initiative designed to empower LGBTQIA+ and gender-diverse newcomers to Canada. Through customized workshops, career exploration, and trauma-informed support, Believe addresses the unique barriers participants face in navigating the Canadian job market. This session explores how intersectional identities, such as gender, sexual orientation, immigration status, and language, shape employment experiences and outcomes. Presenters will share insights from program delivery, including strategies for gender disclosure and self-advocacy. Participants will engage in dialogue about inclusive hiring practices and learn how community partnerships and employer engagement can foster safer, more equitable workplace

- **Souvik Ray,** YWCA Metro Vancouver

G12b

613
Summit level
Étage Summit

11:00am - 12:15 pm*

Panel Discussion
Discussion de panel

Understanding Complex Identities and Promoting Inclusion

This presentation explores how fostering intercultural understanding and celebrating complex identities can strengthen relationships and promote inclusion in diverse communities. Focusing on newcomer adjustment, it highlights programs that build resilience, reduce barriers, and create safe spaces for participants to share experiences, develop social connections, and learn from one another. Presenters will highlight Resilia's Marhaba Group, Girls Inspiring Girls, and the Create program, illustrating how these initiatives support newcomers through discussions and creative, theatre-based activities. Through storytelling, goal setting, cultural adaptation, and community involvement, participants engage in meaningful learning and connection. These approaches promote harmonious intergroup relations, combat discrimination, and support community capacity building while nurturing intergenerational bonds.

- **Hermina Tipan,** Resilia, *Strengthening Relationships, Celebrating Cultural Diversity And Fostering Intercultural Understanding*
- **Najma Wadi,** Resilia, Marhaba Canada
- **Aireen Miaral,** Resilia, Create Program

**Note two separate presentations in this session*

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G13

606
Summit level
Étage Summit

11:00am - 12:15 pm

Case Study or Best Practice Session
Étude de cas ou séance sur les meilleures pratiques

Building Responsive Programs for Underserved Populations in Their Communities

This workshop discusses how the Centre for Newcomers assists underserved seniors, children, and families through its Community-Based LINC for Seniors with Digital ESL support program, the Community-Based Child-Care for Newcomers (CBCNC), and a long-standing daycare partnership. Presenters share collaborative approaches to reducing barriers, identifying community needs, and building inclusive programs for diverse communities.

- **Man (Mandy) Xu,** Centre for Newcomers
- **Zi Ye,** Centre for Newcomers

G14

607
Summit level
Étage Summit

11:00am - 12:15 pm

Case Study or Best Practice Session
Étude de cas ou séance sur les meilleures pratiques

The Vancouver Local Immigration Partnership Gender Network Model

VLIP Gender Network initiative integrates Gender-Based Analysis Plus into the work of the Vancouver Local Immigration Partnership to foster meaningful newcomer integration and create lasting impact. What began as a pioneering effort has grown into a dynamic network committed to raising awareness, sharing knowledge, exploring collaborative solutions, and centering intersectionality.

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

G15

504
Ballroom level
Étage Ballroom

11:00am - 12:15 pm

Research or Project Presentation
Présentation de recherche

Women in Skilled Trades: Newcomer Integration as an Economic Imperative

Skills for Change's Women in Skilled Trades (WiST) initiative reveals how immigration, representation, and workforce development intersect to shape Canada's economic outlook. Drawing on national survey data and community-based research, WiST highlights strong interest among newcomer and racialized women in trades careers, while identifying systemic barriers in recruitment, retention, and advancement. Through convenings and partnerships across five provinces, WiST has helped employers build capacity to integrate newcomer talent–offering mentorship, leadership pathways, and tailored supports. Anecdotal examples from coast to coast demonstrate that when skilled trades employers engage newcomer women, the result is a more inclusive economy.

- **Nidhi Khanna,** Skills for Change
- **Shawn Newman,** Skills for Change

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G16

605
Summit level
Étage Summit

11:00am - 12:15 pm

Panel Discussion
Discussion de panel

Immigrant Entrepreneurship

About 25% of the over one million private-sector businesses in Canada is majority owned by an immigrant. Immigrants account for 32% of all business owners with paid staff in Canada, creating jobs in all sectors of the economy. This session is focused on the immigrant pathway in the ecosystem. Using a gender and intersectional lens, this panel includes macro-level data of immigrant entrepreneurs, their challenges and skills, as well as a case study of a program that supports immigrants to develop entrepreneurial skills and its impact. The session also highlights barriers and enablers in the inclusive innovation ecosystem.

- **Bassrou Gueye,** Statistics Canada
- **Laurene Williams,** Diversity Institute, Toronto Metropolitan University
- **Mohamed Elmi,** Diversity Institute, Toronto Metropolitan University

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G17

611
Summit level
Étage Summit

11:00am - 12:15 pm

Case Study or Best Practice Session
Étude de cas ou séance sur les meilleures pratiques

Complementing Efforts for Collaborative Impact: Building Strategic Alliances to Strengthen Immigrant Retention in Rural Nova Scotia (Annapolis Valley)

Collaboration is essential to strengthening immigrant retention in rural Nova Scotia. Over the years, ISANS, Valley REN, NS Works, and other partners have built strong partnerships to support newcomers and local employers across the region. In this workshop, we'll share how organizations across the Annapolis Valley are working together to tackle key integration challenges: employment, social inclusion and accessibility. You'll hear stories of partnership in action and learn how these efforts are helping newcomers thrive, strengthening communities, addressing labour needs, and boosting the local economy.

- **Nicola MacNevin,** Immigrant Services Association of Nova Scotia (ISANS)
- **Sucheta Arora,** Valley REN
- **Sylvia Calatayud,** Immigrant Services Association of Nova Scotia (ISANS)

Lunch
Dîner

Ballroom (B1/B2)
Ballroom level
Étage Ballroom

12:15 pm - 1:30 pm

We invite you to visit the exhibitors and poster presentations in the Ballroom (B3) and in the Ballroom salon.

Nous vos invitons à visiter les kiosques des exposants et les présentations d'affiches dans la salle Ballroom (B3) et dans le salon Ballroom

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H1

612
Summit level
Étage Summit

1:45pm - 3:00 pm

Panel Discussion
Discussion de panel

Renforcer les partenariats pour soutenir les familles nouvellement arrivées / Enhancing Partnerships to Support Newcomer Families

Les TÉÉ et SWIS fournissent un soutien essentiel à l'établissement des enfants nouvellement arrivés et à leurs familles dans les écoles anglophones et francophones. Cet atelier explorera les moyens d'améliorer les relations entre les SWIS, les TÉÉ et les autres parties prenantes impliquées dans l'initiative afin d'améliorer la prestation des services et la collaboration.
SWIS and TÉÉ provide critical settlement support to newcomer children and their families in anglophone and francophone schools. This workshop will explore ways of enhancing relationships between SWIS, TÉÉ, and other stakeholders involved in the initiative to improve service delivery and collaboration.

- **Lynda Kahlouche,** District scolaire francophone Sud (DSFS)
- **Amira Khedhri,** District scolaire francophone Sud (DSFS)
- **Olivia Finnamore,** Atlantic Region Association of Immigrant Serving Agencies (ARAISA)

H2

501/502
Ballroom level
Étage Ballroom

1:45pm - 3:00 pm

Roundtable
Table ronde

Stalled Futures: How Canada's Immigration Multi-Year Levels Plan Limits Generational Mobility for International Students

South Asian international students often arrive to Canada expecting education to lead to permanent residency and stability, yet many remain trapped in long periods of temporary status due to restrictive immigration pathways as per the Immigration Multi-Year Levels. This precarity limits access to stable work, settlement support, and long-term integration. PCHS Calgary has seen rising demand for mental health, housing, employment, and immigration support among students and PGWP holders facing uncertain futures. This presentation uses policy analysis, community data, and lived experience to show how current planning structures create socioeconomic stagnation and to outline reforms for fair, sustainable pathways to settlement and belonging.

- **Harmeet Sandhu,** PCHS Calgary

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H3

609
Summit level
Étage Summit

1:45pm - 3:00 pm

Research or Project Presentation
Présentation de recherche

Understanding and Applying the Canadian Index for Measuring Integration and Inclusion (CIMII)

Understanding and Applying the Canadian Index for Measuring Integration and Inclusion (CIMII) is a practical workshop introducing participants to CIMII, a national data-driven tool that tracks immigrant parity with the Canadian-born population across economic, social, civic, and health dimensions. The session provides an overview of CIMII's methodology and indicators and demonstrates how settlement workers, researchers, and policymakers can leverage the tool to inform program development, service delivery, and integration policies. Participants will also receive a guided demonstration of the CIMII online platform (integrationindex.ca), including the introduction of the new CIMII wage simulator using recent 2025 Labour Force Survey data, and learn how to explore provincial and city-level rankings, apply filters, compare trends over time, and generate insights relevant to their region and organizational work. Presented by Paul Holley, Michele Vitale, and Hongshu Wang (Association for Canadian Studies & Metropolis Institute).

- **Dr. Paul Holley,** Research Director, ACS- Metropolis Institute
- **Michele Vitale,** Senior Research Analyst, ACS- Metropolis Institute
- **Hongshu Wang,** Research Associate, ACS- Metropolis Institute

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H4

503
Ballroom level
Étage Ballroom

1:45pm - 3:00 pm

Case study or best practice session
Étude de cas ou séance sur les meilleures pratiques

EDI in Theory and Practice: A Structural Response to Systemic Issues

This session explores how settlement service providers can apply equity, diversity, and inclusion (EDI) in a way that bridges theory and practice. When informed by data and research, EDI has the potential to address deeply embedded systemic issues in Canadian society. This approach means viewing EDI as a multi-dimensional process that acts on multiple domains, applies diverse perspectives, and critically examines social values. Drawing on insights from non-profit management, human resources, higher education, and grassroots community engagement, presenters will develop an EDI framework while also sharing practical tips.

- Moderator: **Jason Chalmers,** ARAISA
  - *Re-imaging EDI: Mentorship, Advocacy, and Structural Change in Higher Education*
- **Foroogh Mohammadi,** Acadia University
- **Juan Carlos Lopez,** Acadia University
- **Danai Bélanger,** Bishop's University
  - *Moving Inclusion Beyond Lip Service and Tokenism*
- **Michaël Séguin,** Saint Paul University
  - *"Real World Applications of IDEA"*
- **Reenat Akhter,** ARAISA (Atlantic Region Association of Immigrant Serving Agencies)

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H5

A1
Argyle level
Étage Argyle

1:45pm - 3:00 pm

Case Study or Best Practice Session
Étude de cas ou séance sur les meilleures pratiques

Strategies for Success – Overcoming Healthcare Communication and Licensure Barriers

Discover how these presenters are working together to support Internationally Educated Healthcare Professionals (IEHPs) across Canada, offering innovative programs that tackle credential recognition, underemployment, and skills gaps, and help IEHPs fully realize their professional potential. This session highlights strategies that support IEHPs from pre-arrival through to meaningful employment. The presenters address challenges related to time, distance, and scalability across online learning, simulation, credential validation, assessment, and employment. Attendees will learn how collaborative practices enhance course relevance and service effectiveness, ultimately supporting IEHP success in Canada's healthcare system.

- **Shivam Oheri, SOPA -** Foreign Credential Recognition, *1. Supporting Newcomers Through Pre-Arrival FCR Navigation*
- **Rebecca Martin-Fraser,** ISANS - National Healthcare Language Program
- **Sandra Murdock,** ISANS - National Healthcare Language Program,
  - *2. Strategies for Success – Overcoming Healthcare Communication Barriers*
- **Melynda St-Pierre,** Medical Council of Canada, *3. From Preparation to Practice: Exam readiness and licensure pathways for ITPs*
- **Amelia Goodlad,** ISANS - International Medical Graduates (IMG) Bridging Program, *4. Helping IEHPs Bridge the Gap to Meaningful Employment*
- **Leye Oyesode,** IMG, Past NHLP Participant, Med Student at Dalhousie University, *5. IEHP Testimonial and Success Story*

H6

201
Argyle level
Étage Argyle

1:45pm - 3:00 pm

Practical Workshop
Atelier pratique

Understanding Newcomer Identities Through Community Connection: Intergroup Relations and Intercultural Dialogue Across Alberta

This collaborative session explores how community based cultural activities foster inclusion, strengthen intergroup relations, and counter discrimination across diverse newcomer populations. Presenters from ASSIST, NorQuest, and Care for Newcomers will share practices that create welcoming, empowering spaces for newcomers to express their identities, share their cultural heritage, and engage in meaningful intercultural dialogue. Through initiatives such as cultural festivals, land-based learning gardens, Indigenous led teachings, classroom community connections, and youth engagement programs, the session highlights effective, evidence informed models that promote belonging, citizenship, confidence, and positive newcomer community relationships. Together, these approaches demonstrate how cultural sharing can shift narratives and build stronger, more inclusive communities.

Belonging in Motion: Cultural Participation as a Pathway to Inclusion

- **Gabriela Jessome,** ASSIST Community Services Centre
- **Amanda Pike,** ASSIST Community Services Centre

Community Connections

- **Danielle Barnes, Norques**t College,

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H7

A3
Argyle level
Étage Argyle

1:45pm - 3:00 pm

Roundtable
Table ronde

Beyond Access: Creating Culturally Responsive Community Programs

This roundtable discussion highlights strategies that the Welcoming Communities program utilizes to empower community, the business sector, and government departments, inclusive of healthcare, in cultivating culturally responsive community programs. It demonstrates how these entities focus on redesigning their approach to be inclusive of newcomer realities by considering mental health, and cultural expectations, amongst other realities.

- **Colleen Belle,** Immigrant Services Association of Nova Scotia (ISANS)
- **Ayo Aladejebi,** Department of Labour, Skills, and immigration, Government of Nova Scotia
- **Colleen Belle,** Immigrants Services Association of Nova Scotia (ISANS)
- **Leah MacEachern,** M.Sc., SLP-Reg, S-LP (CHearing & Speech Nova Scotia (HSNS)
- **Mike McKinnon,** Musquodoboit Harbour & Area Chamber of Commerce & civic Affairs (MHACCCA)
- **Rachelle Turple-Christmas,** Parks & Recreation, Halifax

H8

A2
Argyle level
Étage Argyle

1:45pm - 3:00 pm

Research or Project Presentation
Présentation de recherche

Twenty five years of immigration in Atlantic Provinces

Immigration has become important for smaller provinces, such as the Atlantic provinces, where population is aging at a faster rate. Any population growth in the region since the mid-1990s has been due to positive international migration, and this was often slight as new arrivals left for other parts of Canada. This changed since about 2016, as population increased markedly. Natural increase is still negative, but there was a much better record of net migration, both international and interprovincial. Recent caps on immigration make it important to analyze how immigrants have performed in labour markets and what has been their impact on economic growth. We also analyze inflows of international students - potential skilled labour pool.

- **Tony Fang,** Memorial University of Newfoundland & Labrador, *Immigration in Newfoundland & Labrador*
- **Wimal Rankaduwa,** University of Prince Edward Island, *Immigration in Prince Edward Island*
- **Nicholas Manuel,** Saint Mary's University, *Immigration in Nova Scotia*
- **Martha MacDonald,** Saint Mary's University, *Immigration in New Brunswick*
- **Ather Akbari,** Saint Mary's University, *Immigration in Atlantic Canada*

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H9

614
Summit level
Étage Summit

1:45pm - 3:00 pm

Case Study or Best Practice Session
Étude de cas ou séance sur les meilleures pratiques

From Grants to Growth: Building Sustainable Funding Models

This session explores SODS's journey in diversifying funding through major fundraising campaigns. We highlight the creation of the Women's Business Hub, launched with government support, and our intentional shift toward a sustainable revenue model powered by community partnerships, social enterprise, and strategic fundraising. Attendees will learn how we built long-term stability while maintaining mission integrity and expanding impact for newcomer women entrepreneurs

- **Ahmad Majid,** Saskatoon Open Door Society - Manager of Fund Development and Communications

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H10a

611
Summit level
Étage Summit

1:45pm - 3:00 pm*

Research or Project Presentation
Présentation de recherche

Place & Belonging for Immigrants in Edmonton: Transportation, Housing, & Policy

Place and Belonging for Immigrants in Edmonton: Transportation, Housing, and Policy explores how immigrant futures are shaped through city systems and community action. Drawing on two community based research projects, we discuss immigrant seniors aging in place, intersectional analyses of housing policy, and a multicultural organization's partnership to try to build inclusive housing. This workshop shares community-based insights and policy recommendations to advance belonging, equitable housing, and mobility for immigrants.

- **Nichole Lusk,** University of Alberta
- **Katie MacDonald,** Athabasca University

H10b

611
Summit level
Étage Summit

1:45pm - 3:00 pm*

Panel Discussion
Discussion de panel

Mapping Systemic Friction: Governance, Housing, and Retention in a Rapidly Growing Alberta

Focusing on Alberta's unique experience, this workshop maps the systemic friction points that hinder immigrant integration and retention. Speakers address the unequal impact of population flows on urban housing affordability and the limited settlement capacity undermining retention in small and rural municipalities. Further research examines the critical gaps in policy impacting low-skilled migrant workers' housing and the necessity for a shared understanding of roles across municipal, provincial, and federal governance. The session offers practical, evidence-based ideas to reorient services, from macro-governance to micro-solutions like community food initiatives.

- **Feng Qiu,** University of Alberta
- **Emmanuel Egbeadumah,** University of Alberta
- **Adila Mehjebin,** University of Alberta
- **Stephen Baffoe,** University of Alberta
- **Nimil Hussain,** University of Alberta
- **Areej Jamal,** University of Alberta

**Note two separate presentations in this session*

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H11

613
Summit level
Étage Summit

1:45pm - 3:00 pm

Practical Workshop
Atelier pratique

Reimagining Indigenous-Newcomer Relations

Drawing from insights gathered through a national survey of Local Immigration Partnerships on Indigenous engagement, this interactive workshop begins with reflection on why building relationships with Indigenous communities is important. Participants will hear from an Indigenous speaker on how to successfully build meaningful partnerships with Indigenous Peoples, then engage in peer discussions to explore steps toward their own relationship-building journey. The session includes collaborative activities to identify barriers and co-develop practical strategies resulting in actionable tools, deeper understanding, and greater confidence to integrate Indigenous engagement into programs and partnerships in authentic, respectful, and sustainable.

- **Joan Frame,** North York Community House

H12

506/507
Ballroom level
Étage Ballroom

1:45pm - 3:00 pm

Research or Project Presentation
Présentation de recherche

Exploring the Impacts of Shifting Migration Policy on Inter-Ethnic Relations in the Canadian Settlement Sector

This study examines inter-ethnic relations in Canada's settlement sector by exploring service provider and user experiences across Calgary, Montreal, Toronto, and Vancouver. The study also incorporates a global comparative analysis through explorations of migrant experiences in policy contexts in New York and Hong Kong. With data collection occurring throughout 2023-2026, the study captures participant perspectives at a pivotal time in Canadian migration, amidst restrictive migration policies and increasing anti-immigrant sentiments. Findings reveal how participants navigate this context, emphasizing the role of minority-minority relations and interrogating migrant-bureaucracy dynamics in configuring senses of migrant identity and agency.

- **Dr. Ka Tat Tsang,** University of Toronto
- **Ibnat Islam,** University of Toronto
- **Dr. Jill Hanley,** McGill University
- **Hyungu Kang,** McGill University
- **Dr. HoHon Leung,** State University of New York College at Oneonta

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H13

606
Summit level
Étage Summit

1:45pm - 3:00 pm

Research or Project Presentation
Présentation de recherche

Documenting Barriers to Support: Long-Haul Truck Drivers and Peer Support in the Changing Workplace

This study explores the experiences, desires, and challenges of long-haul truck drivers (LHTDs) in Atlantic Canada regarding participation in Workplace Peer Support (WPS) programs. Through semi-structured interviews, we examine drivers' motivations, perceived benefits, barriers related to work conditions, and specific concerns of migrant drivers. The findings aim to inform the design of culturally responsive, accessible, and trust-building peer-support models that enhance driver well-being, strengthen social connectedness, and improve support structures within the trucking industry.

- **Szymon Parzniewski,** Dalhousie University

Break
Pause

3:00 pm - 3:30 pm

We invite you to visit the exhibitors and poster presentations in the Ballroom (B3) and in the Ballroom salon.

Nous vos invitons à visiter les kiosques des exposants et les présentations d'affiches dans la salle Ballroom (B3) et dans le salon Ballroom

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I1

614
Summit level
Étage Summit

3:30 pm - 4:45 pm

Case Study or Best Practice Session
Étude de cas ou séance sur les meilleures pratiques

Leading Through Change: Saskatchewan's Refugee Resettlement

Canada's 2026–2028 Immigration Levels Plan introduces significant shifts for organizations supporting newcomers, placing new and evolving pressures on refugee resettlement systems across the country. In Saskatchewan, settlement organizations have been required to adapt to changing arrival numbers and ongoing housing constraints, while continuing to deliver high-quality services and respond to complex client needs.
This workshop brings together leadership and frontline perspectives from Saskatoon Open Door Society, Regina Open Door Society, and YWCA Prince Albert to share practical, on-the-ground strategies for navigating these changes. Drawing on experiences from both larger urban centres and smaller communities, presenters will highlight approaches to coordination, organizational leadership, cross-sector collaboration, and housing responses. The session focuses on lessons learned and promising practices relevant for settlement organizations facing similar pressures across Canada.

- **Ashfaque Ahmed, MSc, M.Ed., BA, PGD,** Director, Settlement and Family Support Services (SFS), Saskatoon Open Door Society
- **Zainab Al-Musawi, MBA,** Team Leader, Resettlement Assistance Program (RAP), Settlement and Family Support Services, Saskatoon Open Door Society
- **Murshed Abdullah Al Hussain,** Team Leader, Settlement, Family and Community Services, Regina Open Door Society
- **Getachew Woldeysus,** Senior Settlement Manager, Settlement, Family, and Community Services, Regina Open Door Society
- **Carolyn Hobden,** Settlement Services Manager, YWCA Prince Albert

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I2

613
Summit level
Étage Summit

3:30 pm - 4:45 pm

Roundtable
Table ronde

From Barriers To Employment: Strategies For Successful Integration Of Internationally Educated Nurses

Despite having their credentials recognized, many Internationally Educated Nurses (IENs) continue to face underemployment due to systemic barriers and skills mismatch. Through the Path2Practice for IENs program, we apply adult learning principles to deliver job readiness workshops tailored to IENs' unique needs. The workshops focus on translating their skills into Canadian employers' expectations while providing personalized career planning for successful workforce integration.
This roundtable shares practical examples and innovative approaches—such as adaptive curriculum and confidence-building—that have helped IENs achieve meaningful employment, and invites participants to exchange insights and solutions to reduce existing barriers.

- Moderator: **Kim Pena Smith,** Mentorship Coordinator
- **Irina Kalish,** Workshop Coordinator, *From Barriers To Employment: Strategies For Successful Integration Of Internationally Educated Nurses*

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I3

605
Summit level
Étage Summit

3:30 pm - 4:45 pm

Roundtable
Table ronde

Epistemic justice for children and youth with refugee backgrounds

This presentation aims to broaden conceptions of language learning of children and youth with refugee experiences. In most host countries, youth and children with refugee experiences are seen through a deficit lens and their time in exile viewed as an interruption in their educational trajectory. By drawing in from decolonizing theories, we highlight the alternative yet valuable affordances they bring to classrooms. By centering refugee learners lived experiences, we argue for a shift in how educators understand language acquisition—not as isolated from life history, but deeply intertwined with complex transnational realities of migration and resettlement.

- **Tamam Youssouf,** University of Manitoba
- **Giuliana Moura,** University of Manitoba
- **Natasha Oduor-Owino,** University of Manitoba
- **Rawia Azzahrawi,** University of Manitoba

I4

A2
Argyle level
Étage Argyle

3:30 pm - 4:45 pm

Research or Project Presentation
Présentation de recherche

National Perspectives of the Migrant Worker Support Program

Migrant Workers have been deemed essential to Canada's economic growth. In this regard, the Migrant Worker Support Program has assisted them throughout their journey, providing wrap around service by coordinating a support system that includes all relevant state holders: workers, employers, consulates, federal, provincial and local authorities.

Our presentations will include data showing the economic benefit of the Migrant Workers contribution to our economy by filling up labour gaps, success stories, challenges, and strategies moving forward. As anti-immigrant rhetoric increases in Canada is it fundamental to share how Migrant Workers are essential in our growth as a nation.

- Moderator: **Jessica Juen,** CCIS, H*istory of the program*
- **Hugo Velazquez,** MOSAIC, BC: Caregivers, Construction and Hospitality MW
- **Jennifer Rajasekar,** TNO, Ontario: Agricultural Sector
- **Jessica Juen,** CCIS, *Prairies: Airport reception and settlement services under one agreement holder*
- **Hugo Velazquez** on behalf of **Fernando Borja** from FERMES, *Quebec: Employer's perspective presented by*

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I5

A1
Summit level
Étage Summit

3:30 pm - 4:45 pm

Case Study or Best Practice Session
Étude de cas ou séance sur les meilleures pratiques

Sector Driven Solutions for Client Centred and Responsive LINC Service Delivery - BC/Yukon Sector Coordination Model

Despite the range of challenges facing SPOs providing LINC in the diverse BC/Yukon region, LINC Sector Coordination model is tapping into sector strengths to generate sector driven solutions across all areas of LINC through regular cross region collaborations to address complex client needs, program waitlists, staffing, funding changes, shifts in National directives, and local operational requirements to ensure LINC is consistent, effective, responsive and client centred. Through multifaceted program activities BC/Yukon Sector Coordination model facilitates engagement across the region to draw from deep knowledge, expertise, and passion from all SPOs to navigate the complexities of LINC program delivery in a changing world.

- **Alison Heath,** MOSAIC
- **Xiaoyang Luo,** SRDC

I6

506/507
Ballroom level
Étage Ballroom

3:30 pm - 4:45 pm

Case Study or Best Practice Session
Étude de cas ou séance sur les meilleures pratiques

Integrated Pathways: COSTI and the Ismaili Centre's Collaborative Approach to Settlement and Employment Support

COSTI will showcase its innovative community and service integration model, developed through a dynamic partnership with the Ismaili Centre – Toronto. This thriving collaboration combines language and skills training with wraparound settlement and employment support to advance the social and economic integration of newcomer communities across the Greater Toronto Area, including the Ismaili community. Presenters will share insights into the model's design, implementation, and impact, highlighting lessons learned, best practices, and measurable outcomes. The session will provide participants with practical takeaways and inspiration for advancing cross-sector collaborations that promote inclusive and sustainable newcomer integration.

- **Miranda Boffo, COSTI Immigrant Services**
- **Aleem Punja,** The Ismaili Centre - Toronto

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I7a

611
Summit level
Étage Summit

3:30 pm - 4:45 pm*

Roundtable
Table ronde

From Fieldwork to Infrastructure: Justice Navigators and the Future of Newcomer Legal Access

Newcomer legal needs are well documented across Canada, yet system responses remain fragmented, inconsistent and structurally fragile. Drawing on Alberta's Justice Navigator model, this roundtable explores how research findings can be translated into sustained system and infrastructure change along three distinct domains of competency-based training, shared evaluation frameworks and cross-sector coordination. Rather than treating Justice Navigation as a frontline activity, this session examines how to build the actual system architecture required to make it work. We map the specific structural elements needed to transform research findings into a functioning ecosystem and explore how these components can be adapted.

- **Andrew Lam,** Alberta Association of Immigrant Serving Agencies

I7b

611
Summit level
Étage Summit

3:30 pm - 4:45 pm*

Educational lecture
Présentation éducative

Access to Justice in Canadian Immigration

Newcomers to Canada increasingly experience unique and complex immigration challenges without access to legal representation or advocacy. These complexities are particularly salient among the LGBTQIA+ community, women who have or are experiencing gender-based violence, refugees who are separated from family members and individuals with precarious immigration status. Those who are the least likely to be able to afford legal support are the ones who need it most and are at a higher risk to experience issues with housing, employment, healthcare, and other social services. What are our communities doing to combat this systemic problem and access to justice issue? Join Maria Mulcahy, PLIAN's Newcomers Project Coordinator, and Meghan Felt, Immigration Lawyer at McInnes Cooper to delve into this timely and critical issue.

- Moderator: **Meghan Felt,** Immigration Lawyer, McInnes Cooper
- **Meghan Felt,** Immigration Lawyer, McInnes Cooper
- **Maria Mulcahy,** Public Legal Information Services of NL

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I8a

A3
Argyle level
Étage Argyle

3:30 pm - 4:45 pm*

Educational lecture
Présentation éducative

Strengthening System Responses to Cross-Border Family Violence: Insights from CWICE's Emerging Work

This presentation explores how family and intimate partner violence crosses borders and affects Canadian citizens, dual citizens, and permanent residents. Drawing on CWICE's initiative to track cross-border violence concerns, it highlights risks when families travel or live abroad, including exit-control barriers, document withholding, international custody disputes, and limited consular authority. The session also outlines system constraints within Canada when families are overseas and shares strategies for cross-border safety planning, collaboration, and supporting families seeking safety and returning to Canada.

- **Alicja Grabarczyk,** Peel CAS-CWICE
- **Claudia Obreque,** Peel CAS-CWICE
- **Rosario Elmy,** Peel CAS-CWICE
- **Maria Macias,** Peel CAS, Family and Intimate Partner Violence Team
- **Maresa Gervais,** Peel CAS, Family and Intimate Partner Violence Team

I8b

A3
Argyle level
Étage Argyle

3:30 pm - 4:45 pm*

Practical Workshop
Atelier pratique

Roots to Resilience – Understanding and Addressing the Intersections of Substance Use and Domestic Violence within newcomer communities

Substance use and domestic violence often intersect in newcomer communities, shaped by complex layers of migration trauma, isolation, mental health, stigma, and structural barriers that can limit help-seeking. This workshop introduces Roots to Resilience, a multifaceted approach developed by Elmwood Community Resource Centre to support newcomers' mental, physical, and overall well-being.
As policy shifts continue to reduce access to essential supports, Roots to Resilience underscores the importance of culturally grounded, trauma-informed interventions that protect family well-being and strengthen newcomer resilience.
Participants will leave with practical tools to better support clients across the continuum of prevention to recovery.

- **Anne Oserin-Pinnock,** Elmwood Community Resource Centre

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I9

201
Argyle level
Étage Argyle

3:30 pm - 4:45 pm

Practical Workshop
Atelier pratique

Settling on Indigenous Lands: Decolonizing Migration, Belonging, and Settlement Practice

This interactive workshop brings together Indigenous leaders, settlement practitioners, educators, and community organizations to explore what it means to settle on Indigenous lands. Grounded in decolonial frameworks and the Letter to Prospective Immigrants, the session weaves critical discourse with practical application. Participants engage Indigenous historical perspectives, examine current settlement, policy, and post-secondary practices, and explore a decolonial toolkit for reconciliation and equity work. Through facilitated dialogue, shared reflections, and applied tools, the session supports relational accountability and challenges settler-colonial assumptions while offering concrete strategies for fostering respectful, reciprocal Indigenous–settler relationships across institutions and communities within evolving migration systems and public institutions.

- **Layla Haddad,** Policy Analyst, Lil'wat Nation, Mount Currie | Inclusion Analyst, Inclusivity
- **Jasmindra Jawanda,** Urban/Cultural Planner | PCHC-MoM Board Member
- **Carrie Jung,** Instructor, Capilano University
- **Kayon Devcic,** Life Coach & Counsellor, PCHC-MoM
- **TaangGunaay Grinder,** PCHC-MoM Board Member, Capilano University student

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I10

609
Summit level
Étage Summit

3:30 pm - 4:45 pm

Panel Discussion
Discussion de panel

The Socioeconomic Impact of International Students in Rural Atlantic Canada: A Cape Breton Case Study

This discussion explores the socioeconomic contributions and challenges of international students in rural Cape Breton, drawing on the latest survey data and analysis of recent federal immigration policy shifts. International students remain vital to regional economic revitalization through labour market participation, entrepreneurship, and cultural engagement, yet face barriers including a lack of meaningful employment, housing challenges, and retention difficulties. Through an evidence-based, regional analysis, this session examines how ongoing IRCC policy changes affect newcomer settlement and short and long-term economic outcomes in rural Atlantic Canada, offering local insights and recommendations.

- **Navy Thu-Thao Nguyen,** Cape Breton Island Centre for Immigration (CBICI), *Rural Socioeconomic Impacts of Shifting IRCC Policies: Survey Insights of International Students and Graduates' Experiences in Cape Breton*
- **Kailea Pedley,** Cape Breton Local Immigration Partnership (CBLIP), *Social Dimensions of Immigration: Supporting Newcomers and Building Inclusive Rural Communities*
- **Victor Tomiczek,** Cape Breton University, *Why Canada needs a regional approach to its International Student Program*

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P1 Negotiating Identities in Migration: Comparative Perspectives on Individual Selection Patterns and Structural Governance Frameworks Between Africa, Europe, and Canada

This study examines the intricate processes through which identities are formed and redefined throughout the migration cycle. It integrates both quantitative and qualitative data derived from migrant selection trends in Southern Africa alongside the governance frameworks that influence mobility between Africa and Europe. This study examines the interplay between individual decisions and broader policy frameworks, investigating how socio-economic backgrounds, perceived opportunities, and legal systems converge to shape migrant identities. The comparative framework positions these insights in relation to the Canadian experience, providing reflections on how inclusive migration regimes can more effectively harmonize development

- **Brian Mohammed,** Immigration Eswatini

P2 Race, credentials, and deskilling: A mixed-methods study of skilled, racialized immigrants in the Canadian labour market

This study examines the deskilling of skilled, racialized immigrants admitted through Canada's Federal Skilled Worker program in British Columbia. Using a survey (n = 111) and focus groups (n = 18), it reveals how credential devaluation, Canadian education requirements, limited social capital, and gendered barriers undermine labour market integration, even for advanced-degree holders. Findings highlight how immigration policy and labour market structures perpetuate racialized inequities, underscoring the need for equity-focused reforms to align skilled migration with meaningful employment.

- **Karun Karki,** University of British Columbia

P3 Mémoire et création artistique : innover pour résister à la haine

Les projets artistiques constituent des leviers puissants de lutte contre la haine, en valorisant les mémoires collectives et en favorisant le dialogue. Cette session présentera deux initiatives récentes : Harmonie des Cultures (rencontres musicales entre francophones, autochtones et diasporas africaines) et WAXI – Fils d'identité (exposition itinérante sur le wax et la mémoire diasporique). Ces expériences démontrent comment l'art peut déconstruire les préjugés, promouvoir la guérison et renforcer la résilience communautaire. Le panel réunira artistes, chercheurs et acteurs communautaires pour discuter des liens entre pratiques artistiques, inclusion sociale et politiques publiques.

- **Ines Ghozzi,** Actions Interculturelles Canada
- **Jacky Essombe,** African Friendship Society

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P4 Sérinitii Project: Simplifying the path for immigrants to skilled trades in order to strengthen the capacities of employability and entrepreneurship stakeholders

From Express Entry eligibility criteria to integration into Skilled Trades in Ontario, the path can be complex for immigrants. The Sérinitii project aims to simplify this journey by making documentation related to prior learning assessment, apprenticeship, and certification more accessible while raising awareness. In the long term, it intends to replicate to better support both employability and entrepreneurship service providers in relation to the occupations listed in the National Occupational Classification.

- **Mikhaela Sullivan,** Réseau en Immigration Francophone du Centre Sud Ouest de l'Ontario

P5 Languages, Education Systems, and Recognition of Prior Learning, the skills trade example

This project supports immigrants in recognizing prior learning by integrating language, educational background, and Canadian equivalency. It connects newcomers' academic and professional experiences to national standards and offers a directory of organizations involved in recognition processes. Focusing on skilled trades–where labor shortages and diverse training paths are common–it provides a structured, inclusive tool to help understand, validate, and recognize foreign-acquired skills, enabling faster and more effective professional integration.

- **Mikhaela Sullivan,** Réseau en Immigration Francophone du Centre Sud Ouest de l'Ontario

P6 Revising Population Planning: Assessing Alternatives to Immigration-Led Approaches

The future of population planning is no longer clear-cut. Traditionally, immigration was the primary solution for aging labor forces and dependency ratios. However, as public sentiment shifts and competition for high-skilled immigrants intensifies, relying solely on immigration is no longer a viable solution. This research tracks the perception of "replacement migration" in policy discourse and investigates alternatives used by Canada and other developed countries. It aims to identify potential policy solutions for Canada's long-term population management in a changing demographic landscape.

- **Myron Liew,** Carleton University

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P7 Intersecting Barriers to Inclusion: Lived Experiences of Racialized Immigrant Women

The stories of racialized immigrant women from various backgrounds are brought together in this presentation to illustrate the intersecting barriers that perpetuate inequality and hinder full inclusion. It examines how racism, poverty, inequitable credential recognition, gender-based violence, and systemic discrimination affect their lives and sense of belonging while limiting their access to opportunities and resources.

- **Sharmila Ranabhat,** Community Advocate

P8 Macro-Level Drivers of Transatlantic Migration: Evidence from the UK–Canada Corridor

This paper examines the macro-level economic, political, and social drivers shaping the increasing flow of migrants from the United Kingdom to Canada. Against a backdrop of rising living costs, declining public services, heightened crime concerns, and intensified far-right rhetoric in the UK, Canada is emerging as a preferred destination promising stability, economic opportunity, and social cohesion. Drawing on comparative indicators and emerging migration data, the analysis explores how structural push and pull factors interact to influence transatlantic mobility. The study contributes to understanding contemporary migration shifts and their implications for policymakers in both sending and receiving states.

- **Kieron Blake,** ACS-London, UK

P9 Bridging Gaps in Health Care Service Utilization: A Community-Led Initiative for MENA Populations in Canada

Middle Eastern/North African (MENA) immigrant communities in Canada experience significant health needs yet persistently low utilization of healthcare services, driven by linguistic barriers, discrimination, and lack of culturally responsive care. SHAMS is a community-led initiative that investigates these barriers and co-develops interventions with MENA youth, families, and clinicians. Through culturally grounded education, barrier-identification research, and advocacy, SHAMS aims to reduce stigma, improve health literacy, and inform more equitable, culturally safe health services for MENA populations across Canada.

- **Mahmoud Noweir,** Waterloo/UHN

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P10

Understanding the Collective culture: best practices and trauma-informed tools for supporting immigrant & newcomer survivors

The poster will share best practices for supportive trauma-informed tools to work with immigrant populations centered around the collective culture. It includes information about the innovative Enhancing Wellness-M4Y project research preliminary results and app development. The tools will support mental wellness and crime prevention efforts. The poster will provide infographics based on the online survey results, preliminary focus group data analysis, literature review and the Best Practices manual for working with survivors from a culturally and linguistically trauma-informed framework.

- **Dr. Harjit Kaur,** Vancouver and Lower Mainland Multicultural Family Support Services Society

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P11

Understanding Complex Identities and Promoting Inclusion

While racialized immigrant older adults (RIOAs) may encounter challenges in connecting to the Canadian community, the group's characteristics such as culture, age, gender, and country of origin could create another barrier in socializing with each other. Participatory action research among researchers, settlement organizations, and RIOAs through paired interaction, older adult café, and focused group was employed to navigate the barriers to promote social inclusion among RIOA in a western Canadian city. Ten participants highlighted the importance of communicating with each other as an essential factor in promoting their social inclusion. The research team recommends multisectoral collaboration to support the wellbeing of RIOA.

- **Vivian Puplampu,** University of Regina
- **Jordana Salma,** University of Alberta
- **Anahit Falihi,** Saskatoon Open Door Society
- **Christina Nsaliwa,** Edmonton Immigrant Services Association
- **Florence Luhanga,** University of Regina
- **Joseph Osuji,** Mount Royal University
- **Festus Moasun,** University of Windsor
- **Obianuju Juliet Bushi,** University of Windsor
- **Oluwabukola Salami,** University of Calgary

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P12 Empowering CLIC Instructors Through CCLB Digital Resources

This presentation showcases key resources from the Centre for Canadian Language Benchmarks to support CLIC instructors. These include practical teaching tools such as workshops, online modules, instructional videos, and classroom activities designed to support language development. The materials help instructors plan lessons, assess learners' progress, and apply CLB competencies in real-world communication. Overall, these resources provide clear guidance and best practices to ensure effective learning at all proficiency levels.

- **Kaouter Mekersi,** Centre des Niveaux de Compétence Linguistique Canadiens
- **Raoul Daguilh,** Centre des niveaux de compétence linguistique canadiens

P13 Delivery of health and social programs for temporary and precarious status migrants in Ontario: An environmental scan

In response to Canada's shifting immigration landscape and its implications for temporary and precarious status (TAPS) migrants, this environmental scan aims to identify and describe the extent, range, and nature of health and social programs for TAPS migrants in Ontario. We identified 143 programs serving TAPS migrants, mostly implemented across southern Ontario and delivering broad settlement services and issue-specific programs. In contrast, there were limited programs in northern Ontario and for undocumented and non-status individuals. These findings provide a baseline understanding of existing programs serving TAPS migrants in Ontario and offers insights that could inform future programs as migration policies evolve in Canada.

- **Warren Dodd,** University of Waterloo

P14 Supporting Newcomer Pregnant Women and Young Families: Insights from a 2025 Community Needs Assessment

This poster presents findings from a 2025 Community Needs Assessment led by Newcomer Knowledge Hub, an Immigrant Services Calgary initiative in collaboration with the University of Calgary's Faculty of Social Work. Using survey, focus group, and interview data, the study identified key barriers faced by newcomer pregnant women and families, including service fragmentation, language challenges, childcare inaccessibility, and financial strain. The poster synthesizes these insights and proposes integrated, culturally responsive service improvements. It also highlights ISC's Gateway model as an innovative approach that can inform policy, practice, and cross-sector collaboration to better support newcomer families.

- **Zohaib Ajaz Faridi,** Immigrant Services Calgary
- **Wissam Shalaby,** Immigrant Services Calgary
- **Ajwang Warria,** University of Calgary

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P15 Occupational Niches of Recently Graduated Visible and Non-Visible Minority Students in Canada: Who Takes the Low-Status Jobs?

Using data from the 2023 National Graduate Survey of Canada, this paper explored the occupational niches of recent graduates (n=12,034), comparing those of visible minorities to their non-visible minority counterparts who received degrees in 2020. Women, college graduates, those specializing in general fields such as Social Sciences and Humanities, Business and Management, as well as those of Black and/or Latin American minority backgrounds were among the most likely to perform low-status jobs.

- **Fernando Mata,** School of Sociological and Anthropological Studies, University of Ottawa

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P16 Informal Language Learning Through Connection and Skill-Building

Informal Language Learning Through Connection and Skill-Building The primary objective of this presentation is to demonstrate how newcomers can develop language skills in a natural, organic, and engaging way, outside of formal classroom or structured learning settings. By focusing on everyday interactions, social connections, and practical skill-building, newcomers can gain the confidence, independence, and cultural understanding necessary to thrive in their new communities.

- **Madhulika Handoo,** YMCA Immigrant Services

P17 Reconceptualizing Language Training Provision amid Immigration Reductions and Program Cuts: An Analysis of CanAvenue

This poster examines CanAvenue, a free, self-paced English and French language learning and settlement-orientation platform, as a scalable model of digital language and settlement support for newcomers. Through analysis of platform features and early implementation insights, it explores how self-directed online learning can address gaps created by waitlists, limited classroom access, and diverse learner needs. The poster considers pedagogical design, cultural relevance, and digital-literacy outcomes, and discusses implications for integrating policy and service delivery. Findings suggest that free, flexible platforms like CanAvenue can play a significant role in expanding equitable access to language learning in Canada's evolving immigration.

- **Sepideh Alavi,** New Language Solutions
- **Rob McBride,** New Language Solutions

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P18 Closer Together: Closing Information Gaps Between Private Sponsors, Refugees, and Service Providers

The Connectors initiative is an applied research project examining the role of information gaps in reduced uptake of settlement services among privately sponsored refugees in Ontario. This poster will present the project's key activities, including an environmental scan and two pilot sites, designed to better understand critical information gaps and barriers, and test solutions, particularly for sponsors from equity-deserving groups.
In partnership with community groups and service providers, Connectors is also developing practical resources, training and recommendations further strengthening the relationship between sponsor and service providers, and enhancing newcomer experiences.

- **Louisa Taylor,** Refugee 613
- **Karlla Alvares,** Refugee 613

P19 Changing Course: How the COVID-19 Pandemic Shaped Canada's International Students' Reduction Targets

As Canada is changing course in reducing temporary migrants, this SSHRC funded poster presents quantitative data on the perception of international students in Canada during the COVID-19 pandemic and connects these findings to the country's reductions in international students' targets. During the pandemic, international students faced academic disruption, financial hardship, social isolation, and uncertainty surrounding immigration pathways. By analyzing students' perception of the pandemic, the poster highlights the impact of COVID-19 on students' well-being, and examines how the new immigration policy may damage Canada's reputation as a desirable study destination for international students.

- **Bharati Sethi,** Trent University
- **David Firang,** Trent University
- **Prof. Joseph Mensah,** York University
- **Patricia Samson,** University of Calgary
- **Samuel Owusu, Graduate Student,** Trent University
- **Mohammed Abdulai, Graduate Student,** Trent University
- **Anthony Mensah, Graduate Student,** Trent University

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P20 Addressing Precarity Through Policy: A Mixed-Methods Study on Cultural Brokers in Canada's Immigration Landscape

In-depth interviews and survey data from our study reveal similarities and differences across provinces, underscoring how jurisdictional funding and policy choices shape stability and sustainability of cultural brokering as a career. The Cultural Broker workforce juggles supporting social determinant-related demands of newcomers and their own occupational precarity. Drawing on segmented labour market theory, social capital theory, and a GBA Plus lens, we offer policy recommendations for governments and service providers to facilitate embedding Cultural Brokers as core infrastructure in Canada's immigration systems.

- **Dr. Sara Torres,** Laurentian University
- **Dr. Sally Ogoe,** Laurentian University

P21 Cultural bridges in immigrant homes: Jamila Mohamed's family preservation of identity through the "Coffee Room"

In this poster, I will present my thesis about how immigrants preserved their heritage and developed their identity in the diaspora through cultural objects, such as handmade baskets, coffee rituals, and memories. My work centred around the coffee room in the home of Jamila Mohamed, an Ethiopian immigrant living in St. John's, Newfoundland. I investigated how the coffee room served as a cultural bridge, connecting Jamila and her children to Harar and helping them feel less disconnected from their homeland and less isolated in their new home. In the coffee room, Jamila and her family practice their rituals together, and they strengthen their connections to their new community in Canada not by abandoning or losing their culture, but through pride, actively participating in and adapting their heritage. Through this work, I discovered that immigrants continue to practice their culture not only to preserve their heritage and identity, but also for resistance in their new place against visible and invisible racism, protecting them from falling into the dark hole of identity questions, such as "who are we? Where did we come from?

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P22

From Volunteering to Belonging: Fostering Inclusive Communities

This poster presentation, presented by the Saskatoon Open Door Society (SODS) and the Calgary Catholic Immigration Society (CCIS), introduces distinctive volunteer programs grounded in practice-based Diversity, Equity, and Inclusion (DEI) principles. The presentation shows how volunteer initiatives can promote inclusion, challenge prejudice, and strengthen community education. In a global context of unrest and social fragmentation, the presentation highlights strategies to engage diverse communities, including newcomers and long-term residents, to foster cross-cultural learning, mutual understanding, and social capital. It redefines volunteering beyond charitable service as meaningful, hands-on experiences that expand human connection.

- **Lisa Focardi,** Saskatoon Open Door Society

P23

Beyond Barriers: An Intersectional Examination of Access to Mental Health Services for Black Immigrant Men in Kingston, Ontario

This qualitative study examines Black immigrant men's access to mental health and addictions
services in Kingston, Ontario. Using interviews with 12 participants, it traces recognition of
need and help-seeking. Findings show that stigma, discrimination, and immigration stress can
impede care. The study accentuates the need for targeted support for immigrant populations.

- **Bernice Yamoah,** Doctor of Science in Rehabilitation and Health Leadership, Queen's University

P24

From Newcomer to Entrepreneur: The Impact of IWEN

The Immigrant Women Entrepreneurship Network (IWEN) at ISANS is transforming Nova Scotia's entrepreneurial landscape by supporting newcomer and refugee women to start and grow their businesses. Through practical training, personalized mentorship, microloan support, market showcases, and inclusive networking events, IWEN helps participants build confidence and overcome systemic barriers. Partnerships with community and industry stakeholders, along with intercultural training, further promote gender equality and economic inclusion. This poster shares the journeys and impact of women from various countries and cultures who have taken part in IWEN, highlighting their progress, achievements, and contributions to the province's entrepreneurial ecosystem.

- **Christine Alvarez,** Immigrant Services Association of Nova Scotia
- **Kahkashan Afrin,** Immigrant Services Association of Nova Scotia

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