



PATHWAYS TO
PROSPERITY
Promoting Welcoming Communities in Canada



VOIES VERS LA
PROSPÉRITÉ
Promouvoir des communautés accueillantes au Canada

Pathways to Prosperity 2017 National Conference

16 – 17
November
2017



Hilton Hotel, Toronto

Sli.do

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Welcome

On behalf of the Pathways to Prosperity Partnership, we welcome you to our Fifth Annual Pathways to Prosperity National Conference. We are very excited about the great lineup of speakers for the conference and we are looking forward to the opportunity to exchange new ideas, hear about recently completed research, learn about government priorities, and discover new promising practices. We are gratified by the level of interest in the conference, necessitating consideration of an even larger venue for next year.

We open the conference with a welcome by Stacey LaForme, elected Chief of the Mississaugas of the New Credit First Nation, and a presentation by Robert Oliphant, Chair of the House of Commons Standing Committee on Citizenship and Immigration. We also welcome the Honourable Lloyd Axworthy, chair of the World Refugee Council and former Minister of Immigration, who will kick off the second day of the conference with a special keynote address. The conference includes a new activity this year, the theatrical production *We are Not the Others* on the evening of November 16th. We are continuing our new tradition of including workshops in the conference, with far more submissions this year than we could accept. An important focus of the conference is also the opportunity to hear your perspectives. Through the regional roundtables, we will be soliciting input into a new research project we will be launching on attitudes toward immigrants and immigration in smaller and larger communities, and into priority research topics we might address through the new Immigration, Settlement and Integration Network (ISINet), for which we are applying to the Networks of Centres of Excellence (NCE) program.

This conference would not have been possible without the contributions of many people, including all the plenary, workshop, and roundtable session chairs and presenters who will be working so hard in the next few days to make this conference a success, and the student volunteers who you will see helping out during the conference. We would especially like to thank Sonali Advani for leading the charge in preparing for this conference, and the P2P staff – Mitch Campbell, Maria DiFabrizio, Zenaïda Ravanera, and Amna Wasty – as well as Aurelie Lacassagne for her assistance in providing translation. We also thank the members of the Conference Planning Committee — Nabiha Atallah, Immigrant Services Association of Nova Scotia; Jamie Baker, Association for New Canadians and McMaster University; Nadia Carvalho, Vancouver Immigration Partnership; Scott Fisher, Professions North/Nord; Ümit Kiziltan, Immigration, Refugees and Citizenship Canada; Elke Laur, Ministère de l'Immigration, de la Diversité et de l'Inclusion; Irving Lewis, RDÉE Canada; Claudia Prevost, Université Laval; Angelique Reddy-Kalala, City of Moncton; Herb Schuetze, University of Victoria; Olga Shcherbyna, Surrey Local Immigration Partnership; Carlos Teixeira, University of British Columbia-Okanagan Campus; and Michèle Vatz-Laaroussi, University of Sherbrooke. In addition, we thank Immigration, Refugees and Citizenship Canada for their encouragement and participation in the conference. This conference would not have been possible without the generous support of our main funder, the Social Sciences and Humanities Research Council of Canada.

We look forward to an informative and engaging conference,
Victoria Esses and Jean McRae
Co-Chairs, Pathways to Prosperity Partnership

Funded By:



Social Sciences and Humanities
Research Council of Canada

Conseil de recherches en
sciences humaines du Canada



Pathways to Prosperity 2017 National Conference

Canada's Place in the World: Innovation in Immigration Research, Policy, and Practice

November 16-17, 2017

Hilton Hotel – Toronto

Overview

As we approach the end of the year in which we are celebrating Canada 150+, it is apt that we reflect on current Canadian innovation in immigration research, policy, and practice, and look ahead to how we may continue to demonstrate our leadership in this area. What are the positive features of Canada's immigration policies and practices, and what can be improved? What are our research needs in these areas? How can policy-makers, practitioners, and researchers work together to most fully exploit our creativity, rigour, and passion? We invite you to consider these and other questions as we discuss what we know about immigration policy, practice, and research in Canada, and plan for the future.

Thursday, November 16, 2017

7:30 AM to 8:30 AM — Location: Convention Level Foyer

Breakfast and Registration

8:30 AM to 9:30 AM — Location: Toronto Ballroom

Welcome and Opening Remarks

- ◆ **Conference Chairs: Victoria Esses and Jean McRae, Pathways to Prosperity Co-chairs**
- ◆ **Stacey LaForme, Chief, Mississaugas of the New Credit First Nation**
- ◆ **Robert Oliphant, Chair, House of Commons Standing Committee on Citizenship and Immigration**

Stacey Laforme is the elected Chief of the Mississaugas of the New Credit First Nation (MNCFN). Born and raised on MNCFN, Chief Laforme has served his community for over fifteen years, being first elected to Council in 1999. Chief Laforme is committed to increasing involvement and communication between Elected Council and both on- and off-reserve membership. He is very active throughout MNCFN's traditional territory, which encompasses 3.9 million acres of Southern Ontario, not only as a Chief, but as a notable storyteller and poet. His dedication to the land, history, language and culture of the Mississaugas of the New Credit First Nation are helping to guide his First Nation toward a prosperous future.

Robert Oliphant, MP, is the Chair of the House of Commons Standing Committee on Citizenship and Immigration. He was first elected to the House of Commons in the 2008 General Election to represent the Toronto riding of Don Valley West, and served until 2011. He was elected again in 2015 to represent the people of Don Valley West. Mr. Oliphant has worked in a variety of positions in business, government, church and community. Prior to his election, Mr. Oliphant worked as an accountant in the steel industry, was a senior advisor in the Office of the Premier of Ontario, and is an Ordained Minister, having held senior positions in the United Church of Canada.

9:30 AM to 11:00 AM — Location: Toronto Ballroom

Plenary:

Building Bridges between Indigenous and Immigrant Communities

Chair: Debbie Douglas, Executive Director, Ontario Council of Agencies Serving Immigrants (OCASI)

Historically there has been little effort to bring together immigrant and indigenous communities, and to promote harmonious relations between these groups. Rather than gaining knowledge of indigenous history and culture, immigrants have often either been uninformed or presented with misinformation and stereotypes. This session focuses on strategies that can be implemented to remedy this situation and create mutual understanding, including several notable promising practices that are being used in various locations across the country to build bridges between indigenous and immigrant communities.

♦ **Authentic Sustainable Relationships: A Vancouver Model**

Kory Wilson, Executive Director, Indigenous Initiatives and Partnerships, British Columbia Institute of Technology

♦ **Colonial Persuasions: Sovereignty as the Limit of Reconciliation Education for New Canadians**

Kevin FitzMaurice, Associate Professor, Department of Indigenous Studies, University of Sudbury

♦ **Building Bridges: Promoting a Harmonious Relationship between Indigenous People and Newcomers in Winnipeg**

Abdikheir Ahmed, Director, Immigration Partnership Winnipeg, and Maria Morrison, Coordinator, Citizen Equity Committee of the City of Winnipeg

♦ **Citizenship and the Truth & Reconciliation Commission**

Alec Attfield, Director General, Citizenship Branch, Immigration, Refugees and Citizenship Canada (IRCC)

11:00 AM to 11:15 AM — Location: Convention Level Foyer

Refreshment Break

11:15 AM to 11:30 AM — Location: Toronto Ballroom

Poster Pitches

Poster presenters will provide a brief overview of the posters they will be presenting in the Thursday evening session

11:30 AM to 1:00 PM — Location: Toronto Ballroom

Plenary:

Intercultural Dialogue and Mediation for Living Together

Chair: Stephan Reichhold, Director, Table de concertation des organismes au service des personnes réfugiées et immigrantes (TCRI)

The diversity of immigrants to Canada today and their relations with each other and with more established communities have posed new challenges in terms of the potential for conflict and misunderstanding. In addition to

supporting welcoming communities, we must now address intercultural relations within local communities, cities, and regions, bringing communities and individuals together for intercultural dialogue and mediation of potentially conflicting situations. This session provides examples of such strategies that have been used effectively to promote harmony and living together in diversity.

- ♦ **Intercultural Dialogue and Conflict Transformation in Nova Scotia**
Stephen Law, Community Outreach Coordinator, Immigrant Services Association of Nova Scotia (ISANS)
- ♦ **Mediation Action-Research to Promote Living Together: Lessons from Women and Feminisms in Dialogue Project**
Michèle Vatz-Laaroussi, Professor, School of Social Work, University of Sherbrooke
- ♦ **Creative Strategies for Building Bridges of Understanding and Cooperation**
Bayan Khatib, Co-Founder, Syrian Canadian Foundation
- ♦ **Inclusive Inquiry: North Shore Community Conversations**
Alison Dudley, Coordinator, North Shore Immigrant Inclusion Partnership

1:00 PM to 2:15 PM — Location: Convention Level Foyer

Lunch Provided

2:15 PM to 3:45 PM — Location: See Individual Workshop Listings

Concurrent Workshops (see listing on page 12)

3:45 PM to 4:00 PM — Location: Convention Level Foyer

Refreshment Break

4:00 PM to 5:30 PM — Location: See Individual Workshop Listings

Concurrent Workshops (see listing on page 18)

6:30 PM to 8:00 PM — Location: Convention Level Foyer

Evening Cocktail Reception and Poster Session (see poster listing on page 24)

8:00 PM to 9:30 PM — Location: Toronto Ballroom

Theatrical Production: “We Are Not the Others”

This play was created by Dr. Mirna Carranza from the McMaster School of Social Work, and Izad Etemadi, an award-winning Toronto-based actor and playwright. It is based on the findings of a two-year research project examining immigrant women’s experiences, and was first presented at the Hamilton Fringe Festival in July 2017. Following the production, Mirna Carranza and Izad Etemadi, as well as the actresses, will be available to answer questions about the research on which the play was based, the development of the production, and the experience of producing it.

Friday, November 17, 2017

7:30 AM to 8:30 AM — Location: Convention Level Foyer

Breakfast

8:30 AM to 9:30 AM — Location: Toronto Ballroom

Special Keynote Speaker: The Honourable Lloyd Axworthy, Chair, World Refugee Council

The Honourable Lloyd Axworthy is the Chair of the World Refugee Council – an independent group of global leaders and innovators aimed at advancing new solutions to the global refugee crisis. Hon. Axworthy has served in several cabinet roles, including Minister of Foreign Affairs and Minister of Employment and Immigration. He also served as President and Vice-Chancellor of The University of Winnipeg where he expanded the university's Indigenous Studies program and worked to increase access to education for Aboriginals and newcomers to Canada. Hon. Axworthy has devoted his life's work, in academia, politics, and civil society, to highlighting and building the United Nations as a vehicle for peace and to promoting Canadian leadership and engagement in the UN. In 2017, Hon. Axworthy was invested as Companion of the Order of Canada. He was also a recipient of the Canadian Red Cross' Manitoba Humanitarian of the Year Award and the 30th Pearson Peace Medal.

9:30 AM to 11:00 AM — Location: Toronto Ballroom

Plenary:

New Strategies for Determining the Effectiveness of Settlement Programs

Chair: Yoko Yoshida, Associate Professor, Department of Sociology and Social Anthropology, Dalhousie University

As the number of immigrants to Canada continues to rise, it is more than ever of central importance to ensure their successful settlement and integration into Canadian society. A variety of novel and well established settlement programs are being provided to new immigrants to support their settlement and integration, but empirical evidence as to their effectiveness and empirically-driven identification of promising practices are somewhat lacking. This session will discuss methods of assessing the effectiveness of settlement programs and identification of promising practices, including the use of pre-existing datasets and new strategies for data collection.

- ◆ **Innovations in Canadian Longitudinal Research on Immigrant and Refugee Settlement: Ontario's Refugee Resettlement Measurement Framework**

Alex Lovell, Senior Policy Analyst, Ontario Refugee Resettlement Secretariat, Ministry of Citizenship and Immigration

- ◆ **"Turning the Tide" on Demographic and Labour Market Decline: How Social Innovation Labs are Introducing User-Centered Design, Systems-Thinking and Experimentation to Improve Settlement, Integration and Retention Outcomes in New Brunswick**

Alex LeBlanc, Co-lead, New Brunswick Economic Immigration Lab

◆ **Let's Talk about Outcomes: Renewing our Approach to Settlement and Integration**

Tracey Donaldson, Director, Settlement and Integration Policy Branch, Immigration, Refugees and Citizenship Canada (IRCC)

◆ **On Our Way to Determining Settlement Outcomes ... or Bust**

Kathy Sherrell, Associate Director, Immigrant Services Society of BC (ISSofBC)

11:00 AM to 11:15 AM — Location: Convention Level Foyer

Refreshment Break

11:15 AM to 12:15 PM — Location: See Individual Roundtable Discussion Listings

Concurrent Regional Roundtables

The purpose of the regional roundtable discussions is to allow an opportunity for all interested individuals to discuss and provide input into important issues within the Pathways to Prosperity Partnership. The goal of having these roundtables organized by region is to ensure that input from all parts of the country is considered.

◆ **Roundtable – Atlantic — Location: Tom Thomson**

Facilitators: Nabiha Atallah, Manager, Communications and Research, Immigrant Services Association of Nova Scotia (ISANS), and James Baker, Banting Postdoctoral Fellow, McMaster University

◆ **Roundtable – Quebec — Location: York**

Facilitators: Michèle Vatz-Laaroussi, Professor, University of Sherbrooke, and Stephan Reichold, Director, Table de concertation des organismes au service des personnes réfugiées et immigrantes (TCRI)

◆ **Roundtable – Larger Ontario Cities — Location: Toronto 1**

Facilitators: Victoria Esses, Co-chair, Pathways to Prosperity Partnership, and Sarah Wayland, Project Lead – Global Hamilton, City of Hamilton

◆ **Roundtable – Smaller Cities, Towns, and Rural Communities in Ontario — Location: Governor General**

Facilitators: Scott Fisher, Project Manager, Faculty of Management, Laurentian University, and Reem Ali, Community Development Worker, New Canadians Centre – Peterborough

◆ **Roundtable – Prairies and Territories — Location: Carmichael/Jackson**

Facilitators: Danielle Gaucher, Associate Professor, University of Winnipeg, and TBD

◆ **Roundtable – British Columbia — Location: Osgoode**

Facilitators: Jean McRae, Co-chair, Pathways to Prosperity Partnership, and Suzanne Huot, Assistant Professor, University of British Columbia

12:15 PM to 1:30 PM — Location: Convention Level Foyer

Lunch Provided

1:30 PM to 3:00 PM — Location: Toronto Ballroom

Plenary:

Understanding and Addressing Public Anxiety about Immigration

Chair: Irving Lewis, Manager, Réseau de développement économique et d'employabilité (RDÉE) Canada

Though Canada is defined as a nation of immigrants and we pride ourselves on our openness to diversity, there is at times underlying public anxiety about immigration, and recent surveys suggest that this anxiety is particularly salient at this time. This session explores the determinants and drivers of public anxiety surrounding immigration, and discusses strategies for allaying fears and concerns that individuals and groups have about the role of immigration in our nation-building, and for supporting more favourable attitudes that benefit us all.

◆ **How Inclusive are Canadians @150? Public Opinion and Immigrant Experience**

Keith Neuman, Executive Director, Environics Institute

◆ **The Politics of Immigration Policy — The View from Parliament Hill**

Stephanie Levitz, National Politics Reporter, The Canadian Press

◆ **Brexit and Trump: Lessons for Canada**

Keith Banting, Stauffer-Dunning Fellow and Professor Emeritus, Queen's University

◆ **The Role of Nonprofit and Community Organizations in Addressing Public Anxiety about Immigration**

Farah Kotadia, Acting Executive Director, Affiliation of Multicultural Societies and Service Agencies of BC (AMSSA)

3:00 PM to 3:15 PM — Location: Convention Level Foyer

Refreshment Break

3:15 PM to 4:45 PM — Location: Toronto Ballroom

Plenary:

What Have We Learned about Refugee Resettlement? Lessons from the Syrian Refugee Program

Chair: Josie Di Zio, Senior Director, COSTI Immigrant Services

The large-scale resettlement of Syrian refugees in Canada has presented both challenges and successes. Stepping back from the publicity surrounding the Syrian Refugee Project, what have we learned about refugee resettlement from the experiences over the last two years and where should we put our future efforts in this regard? The speakers in this session will discuss strategies that can be implemented to assist refugees in the process from

pre-arrival to integration. The lessons learned can be applied not only to future large-scale resettlement projects, but also to refugee resettlement in Canada more generally.

♦ **Refugee Resettlement: Using the Past to Inform the Future**

Gerry Mills, Executive Director, Immigrant Services Association of Nova Scotia (ISANS)

♦ **We Used to Watch a Cartoon Series Called *Adnan Wa Lina***

Ümit Kiziltan, Director General, Research and Evaluation Branch, Immigration, Refugees and Citizenship Canada, and Tracey Donaldson, Director, Settlement and Integration Policy Branch, Immigration, Refugees and Citizenship Canada (IRCC)

♦ **Resettlement Funding: Are We Missing the Opportunity?**

Cara Benjamin-Pace and Len Senater, Co-founders, Newcomer Kitchen, Toronto

♦ **Refugee Resettlement in Victoria: Looking Back and Moving Forward**

Winnie Lee, Director of Operations, Inter-Cultural Association of Greater Victoria (ICA Greater Victoria)

4:45 PM to 5:00 PM — Location: Toronto Ballroom

Summing Up and Closing Remarks

Conference Chairs: Jean McRae and Victoria Esses, Pathways to Prosperity Co-chairs

Workshops

Thursday, November 16 | Time: 2:15 PM to 3:45 PM

1. Faith and Settlement Partnerships: Making Them Work — Location: Toronto 1

(In English)

Chair: Rich Janzen, Centre for Community Based Research

This workshop focuses on innovation in the settlement sector through partnerships between faith-based groups and government-funded settlement organizations. These types of partnerships are important as many immigrants of faith turn to faith communities for support upon arrival. The workshop is based on a SSHRC-funded research partnership called Faith and Settlement Partnerships: Setting Immigrants and Canada up for Success. The research includes six case studies of faith and settlement partnerships, and a survey of organizations in Waterloo, London, Peel and Toronto. The workshop will present key research findings, highlighting what can be done to make effective partnerships in local communities.

◆ **Why Faith and Settlement Partnerships? (Rationale)**

Rich Janzen, Centre for Community Based Research

◆ **What Makes Them Work? (Key Findings)**

Joanna Ochocka, Centre for Community Based Research

◆ **What Do They Look Like? (Case Studies)**

World Renew Refugee Case Study: Hector Acero Ferrer, Institute for Christian Studies

Interfaith Council Case Study: Subhi Tarim, Peel Newcomer Strategy Group

◆ **How Can They Work in Your Community? (Workshop Toolkit)**

Chris Brnjas, Wilfrid Laurier University

2. Fostering the Resettlement of Refugee Children and Youth in Canada — Location: Carmichael/Jackson

(In English)

Chair: Leah Hamilton, Mount Royal University

Among the nearly 22.5 million refugees around the world, over half are children under 18 years of age (UNHCR, 2017). Similarly, nearly 50% of the Syrian refugees who have resettled in Canada are under 18 (Immigration, Refugees and Citizenship Canada, 2017). Thus, better understanding the resettlement and integration experiences of refugee children and youth is vital. In this workshop, presenters will showcase findings from recent research projects examining the settlement and integration experiences of refugee youth. Most of these projects were funded by SSHRC-IRCC targeted grants on Syrian Refugee Arrival, Resettlement and Integration. First, Papazian-Zohrabian will discuss findings from a project examining the impact of a school program aimed at increasing Syrian refugee students' sense of belonging to the school, and their psychological well-being. Second,

Stewart and El Chaar will present their research exploring the mental health and well-being of Syrian refugee youth, with a focus on understanding how schools and agencies can better support refugees' long-term adjustment in Canada. The authors will present a model for creating trauma-sensitive schools and for preparing educators to meet the needs of trauma-affected and vulnerable youth. Third, Omar and colleagues will discuss insights gained into the integration and wellbeing of Syrian newcomer youth from in-depth interviews conducted with 42 mothers of school-aged children. Fourth, Baker will present research findings on the experiences of racism among a cohort of refugee youth living in Hamilton, Ontario. Innovative practices for fostering the integration of refugee children and youth will be discussed.

- ◆ **Promoting the Social and Educational Integration of Syrian Refugee Students by Developing Their Sense of Belonging to the School, Their Psychological Well-being and that of Their Families**
Garine Papazian-Zohrabian, University of Montreal
- ◆ **Syrian Youth: A Focus on Settlement, Education, and Mental Health**
Jan Stewart and Dania El Chaar, University of Winnipeg
- ◆ **"It Was Like a Nervous Condition": Insights into the Integration and Wellbeing of Syrian Newcomer Youth from Research with Mothers**
Laila Omar, Neda Maghbouleh, Melissa Milkie, and Ito Peng, University of Toronto
- ◆ **The New Racism: Examining Refugee Youths' Experiences of Racial Microaggressions in Hamilton, Ontario, Canada**
James Baker, McMaster University

3. **Francophone Immigration 'On the Ground': Research, Policy, and Practice for Contemporary Issues Regarding Immigration to Francophone Minority Communities — Location: York**

(In French)

Co-chairs: Suzanne Huot, University of British Columbia and Christophe Traisnel, University of Moncton

This panel will address local practices and policies (provincial, municipal, and community-based) concerning immigration to Francophone minority communities. The issue is important, as it is at the local level and 'on the ground' that the great challenges and successes (or failures) of migratory experiences are played out. The panel will seek to propose several perspectives on these issues and to envision the future of Francophone immigration, through presentations from researchers and local policy actors.

- ◆ **Recommendations for Enhancing Social and Cultural Integration of French-speaking Immigrants and Refugees**
Suzanne Huot, University of British Columbia and Luisa Veronis, University of Ottawa
- ◆ **Francophone Migration and Immigration in the Territories**
Christophe Traisnel, University of Moncton

♦ **The Contribution of Francophone Immigrants in the Early Childhood Education Sector**

Bonnie Gallant, Réseau de développement économique et d'employabilité (RDÉE) Prince Edward Island

♦ **Defining Oneself as Francophone: The Meeting of Newcomers and Established Fransaskois**

Jerôme Melançon, Centre canadien de recherche sur les francophonies en milieu minoritaire

♦ **The Réseaux en Immigration Francophone (RIF): Vectors of Change for Francophone Minority Communities**

Yasmina Bouzbazi-Kotevski, Fédération des communautés francophones et acadienne (FCFA) du Canada

4. **Graduate Student-Faculty Workshop on Migration-Related Research — Location: Casson**

(In English)

Chair: Serperi Sevgur, Dalhousie University

This workshop will provide three graduate students with the opportunity to receive feedback and guidance on an unpublished piece of migration-related research. Graduate students who conducted original research on any aspect of migration, settlement and integration in Canada will present their research. After receiving feedback from an expert in the field and following discussions, graduate students will be one step closer to getting their work published in an academic medium.

♦ **Neoliberal Racism and Migration in Canadian Media**

Hillary Geneau (Student), Dalhousie University and Chedly Belkhodja (Faculty), Concordia University

♦ **Rethinking Inclusive Education: The Challenges of Refugee Students' Inclusion in a Small Urban Setting**

Keith Power (Student), Memorial University of Newfoundland, and Julie Drolet (Faculty), University of Calgary

♦ **The Impact of Focusing Events: Tracing the Evolution of Immigrant Detention in Canada**

Vanessa Wachuku (Student), Ryerson University, and Danielle Gaucher (Faculty), University of Winnipeg

5. **Intercultural Competency: Building Your Capacity for a More Vibrant Workplace — Location: Osgoode**

(In English)

Co-chairs & Facilitators: Michele Manocchi and Rifat Hussain, London Cross Cultural Learner Centre

Cultural diversity is now fully recognized as an asset for organizations and companies. Nonetheless, it can also create misunderstandings and conflict in the workplace. As a participant of this workshop, you will:

- Explore concepts like culture, diversity, and intercultural competence
- Evaluate your own cultural frameworks and learn how assumptions arise and affect your daily interactions
- Identify cultural elements in your workplace that can affect organizations, groups, and individuals
- Improve your knowledge of intercultural competency tools that can be used when you interact with others
- Learn about communication strategies and best practices for culturally diverse workplaces

6. **The Participation of Ethnocultural Minorities in the Various Spheres of Collective Life — Location: Simcoe** (In French)

Chair: Solène Lardoux, Université de Montréal

The participation of ethnocultural minorities or immigrants in various spheres of collective life begins, gets intensified, succeeds (or is slowed down or even hindered), through a process during which their social, economic and other characteristics are evolving as the societal context evolves. What factors promote individual engagement and successful participation? How do individuals' life trajectories impact their engagement? What are the societal contexts that facilitate, encourage, or discourage these individuals' engagement? Which individual and societal factors must exist to ensure successful participation?

◆ **Measuring Ethnocultural Minority Quebecers' Participation in the Various Spheres of Collective Life**

Elke Laur, Ministry of Immigration, Diversity, and Inclusion

◆ **Visible Minority Sense of Belonging: Insights on the Provincial Variations**

Antoine Bilodeau, Concordia University

◆ **Refugee and Immigrant Social Participation in Light of Intercultural Relations in Local Communities**

Michèle Vatz Laaroussi, University of Sherbrooke

◆ **What is the Impact of Temporality on Immigrant Participation: The Case of Skilled Temporary Workers in the Mile End**

Gabrielle Désilets, Institut National de Recherche Scientifique – Centre for Urbanization, Culture and Society (INRS-UCS)

◆ **Dimensions of Ethnocultural Minority Participation: Questions Proposed for the Biographical Questionnaire of Future Surveys**

Solène Lardoux, University of Montréal

7. **Refugee Reception, Resettlement, Integration and Retention in Secondary and Rural Communities** — Location: Governor General

(In English)

Chair: Victoria Esses, Western University

This workshop will explore key issues related to refugee reception, resettlement, integration and retention in secondary and rural communities. The majority of these projects were funded by SSHRC-IRCC targeted grants on Syrian Refugee Arrival, Resettlement and Integration. First, Belkhodja and Vatz-Laaroussi will discuss recent findings from a project on welcoming and integrating Syrian refugees in Moncton, New Brunswick and Sherbrooke, Quebec. Second, Fang and colleagues will present research on factors influencing Syrian refugees' intention to stay in or leave the province of Newfoundland and Labrador, including an analysis of factors that could impact the long-term retention of Syrian refugees in the province. Third, Kyriakides will present findings

from a recent project on the rural resettlement of Privately Sponsored Syrian Refugees, examining how pre-arrival contact between 'sponsors' and 'sponsored' has a significant impact on post-arrival resettlement, particularly on the restoration of social trust. Fourth, Cullen and Walton-Roberts will present research examining the role of Local Immigration Partnerships in the Syrian Refugee Resettlement Initiative through a case study of Waterloo Region, Ontario. Last, Newbold and colleagues will explore the concept of disability amongst the immigrant population, along with implications for health and social inclusion within secondary communities. A discussion will focus on identifying promising strategies for fostering refugee resettlement and retention in secondary and rural communities.

♦ **Welcoming and Integrating Syrian Refugees in New Destinations: The Cases of Moncton, New Brunswick and Sherbrooke, Quebec**

Chedly Belkhodja, Concordia University and Michèle Vatz-Laaroussi, University of Sherbrooke

♦ **Syrian Refugee Arrival, Resettlement and Integration in Newfoundland and Labrador**

Tony Fang, Halina Sapeha, Opeyemi Jaunty-Aidamenbor, and Kerri Neil, Memorial University of Newfoundland

♦ **(Mis)Trusted Contact: The Impact of Pre-Arrival Sharing on Refugee-Host Relations**

Christopher Kyriakides, York University

♦ **Syrian Refugee Resettlement and Second Tier-Cities: A Case Study of Local Immigration Partnerships from Waterloo, Ontario**

Blair Cullen, Wilfrid Laurier University/University of Waterloo and Margaret Walton-Roberts, Wilfrid Laurier University

♦ **Immigration, Health and Disability: Perceptions and Understanding**

Bruce Newbold, Stine Hansen, and Rob Wilton, McMaster University

8. **Telling Our Stories: Arts-based and Community-led Strategies for Responding to Systemic Racism While Raising Awareness About Violence Against Women — Location: Tom Thomson**

(In English)

Chair: Sajedeh Zahraei, Ontario Council of Agencies Serving Immigrants

Mainstream discourses on violence against women in newcomer communities rely on racist stereotypes that stigmatize newcomer cultures and religions as the source of violence, rather than acknowledging that violence occurs across all cultures, and is rooted in patriarchy. We have challenged this form of racism by developing a graphic novel that centers the voices of immigrant women survivors of violence, and by training peer champions from immigrant communities to host innovative educational events. In this workshop, we will discuss how these creative approaches can be used to engage community and promote critical policy-level discussion using accessible language and the arts.

- ◆ **Using a Community-based Arts Project to Change Perceptions of Sexual Violence**
Krittika Ghosh and Siham Chakrouni, Ontario Council of Agencies Serving Immigrants

- ◆ **Using a Peer Champion Model to Engage with Community**
Sidrah Maysoon Ahmad, Ontario Council of Agencies Serving Immigrants

9. **Welcoming Migrants to Canadian Cities: New Challenges and Innovative Practices in Social Work**
— **Location: Varley**

(In French)

Co-chairs: Sonia Ben Soltane, McGill University and University of Ottawa and Stéphanie Garneau, University of Ottawa

The number of newcomers, economic migrants, and refugees in Canadian cities is increasing. The diversity of origins, migration journeys, and migrant needs, means that the way to welcome and integrate them requires continuous reactivity and innovation. Several “crises” over the past few years have shown that integration policy and practice focusing on economic integration faces limits depending on immigration category (for example, asylum-seekers, refugees, skilled workers, and temporary workers), but also according to specific moments in their life trajectory (education/training, marriage, birth and parenthood, ageing, bereavement). This workshop presents recent, innovative research about new challenges faced by migrants in integrating and socializing. We propose innovative intervention practices to meet these challenges.

- ◆ **Between Integration Issues and Productive Wealth: Getting Immigration (and Migrants) out of this False Dichotomy**

Stéphanie Garneau, University of Ottawa

- ◆ **The Unsettling Exclusion of Precarious Status Migrants from Settlement Services: Implications for Employment**

Jill Hanley, McGill University

- ◆ **Urban Trajectories of North African Immigrants in Montreal and Professional Integration when Retired**

Selma Tannouche Bennani, Sherbrooke University

- ◆ **Domestic Violence against Muslim Women in Montreal: Innovative Solutions**

Rana Ahmad, Amal Centre for Women, Montreal

- ◆ **Intervening with Visible Minority Immigrants: The Need for an Intersectional Approach**

Sonia Ben Soltane, McGill University and University of Ottawa

Workshops

Thursday, November 16 | Time: 4:00 PM to 5:30 PM

1. Anti-racism and Diversity Public Awareness Campaigns: Do They Work? — Location: Governor General

(In English)

Chair: Olga Shcherbyna, Surrey Local Immigration Partnership

Over the last several years, Canada witnessed dramatic events taking place in the US, Europe and even in our home country. Horrific attack on religious groups in Quebec this year showed that Canada is not immune to extremism and hate crimes. Racism and xenophobia are on the rise worldwide, which prompted many local activist groups, municipalities and Local Immigration Partnerships (LIPs) to step in by developing anti-racism/myth busting campaigns. This session will provide an opportunity to learn about four such campaigns developed by LIPs, led by municipalities. We will brainstorm the pros and cons of developing anti-racism vs. celebrating diversity public awareness campaigns. In addition, we will discuss the challenges of measuring the effectiveness of such campaigns, which requires a more rigorous, evidence-based approach to campaign development.

◆ **Toronto for All**

Nicole Watson, City of Toronto Newcomer Office

◆ **Difficult Conversations about Racism**

Roberto Montiel, Halifax Local Immigration Partnership

◆ **We Are Surrey**

Olga Shcherbyna, Surrey Local Immigration Partnership

◆ **Hamilton for All**

Nicole Longstaff, Hamilton Immigration Partnership Council

◆ **Best Practice Research on Public Awareness Campaign Effectiveness, County of Lambton**

Aruba Mahmud, Sarnia-Lambton Local Immigration Partnership

2. At the Crossroads of a New Frontier: Historical and Contemporary Perspectives on the Economic Integration of Canada's Immigrant Population — Location: Casson

(In English)

Co-chairs: Megan MacCormac and Katherine MacCormac, Western University

This workshop examines both historical and contemporary issues concerning the economic integration of newly arrived immigrants through the lens of social mobility. Specific issues to be considered include the influence of family and kin networks on participation in the Canadian labour market and the role of education and the state in providing opportunities for immigrants to equally participate in Canada's economic vitality. The goal of the workshop is to explore future policy and educational practice innovations aimed at improving access to the Canadian labour market for Canada's immigrant population through greater consideration of their unique social and economic needs.

- ♦ **Language, Identity, and the Commodification of Official Bilingualism in Canada: Towards a Greater Inclusion of the Identities and Linguistic Capital of Multilingual Immigrant Students**
Katherine MacCormac, Western University
- ♦ **Does the 'Healthy Immigrant Effect' Extend to Oral Health in Ontario, Canada?**
Yuji Sano, Western University
- ♦ **The Better Measure of Inequality? An Examination of Differences in Income and Net-worth Outcomes of Immigrant Families**
Cavita D. Meetun, Western University
- ♦ **The Shift to Three-Dimensional Thinking of the Family: Conceptualizing the Importance of Whole-Family Methodology to Examine Social Mobility Patterns of Canada's Immigrant Population**
Megan MacCormac, Western University

3. **Focusing on Mentorship to Foster the Economic Integration of Immigrants — Location: Varley** (In French)

Chair: Irving Lewis, Réseau de développement économique et d'employabilité (RDÉE) Canada

Individual or group mentorship in companies or employment is one of the best ways to foster immigrant integration. Mentorship ensures the training of a new generation and the survival of assets in all sectors, particularly in minority Francophone communities. This workshop will discuss the importance of reinforcing mentorship practices to foster quick and easy newcomer integration when newcomers are searching for employment, want to start a company, or simply want to engage actively in their host community. The workshop will focus on 1) contemporary experiences of mentorship in Canada; 2) factors for success; and 3) innovative practices for better economic integration of Francophone immigrants.

- ♦ **Mentorship in the Workplace: An Efficient Integration Practice**
Aline Ayoub, Aline Ayoub HR Consulting
- ♦ **Mentorship for Immigrant Entrepreneurs**
Christian Fais, Economic Development Council for Manitoba Bilingual Municipalities and RDÉE Canada
- ♦ **Coaching the Immigrant Entrepreneur: Approach 360° for Successful Integration**
André Menand, SAJE Coach for Entrepreneurs
- ♦ **Knowledge Sharing in a Knowledge Economy**
Marc Lijour, Savoir-faire Linux
- ♦ **Informal Mentorship between Old and New International Francophone Students in Moncton: A Way to Overcome Barriers in the Labour Market**
Leyla Sall, Moncton University

4. From Simple to Sophisticated: The Role of Technology in Settlement — Location: Tom Thomson

(In English)

Chair: Julia Mais, Ontario Council of Agencies Serving Immigrants

This workshop will examine how technology, from simple email communications to sophisticated online platforms, can support the social and economic integration of newcomers to Canada. The workshop sheds light on how different mediums can be effective (or not) at various points in the migration journey, from pre-arrival to citizenship. Presenters will examine the different ways that using technology can engage relevant stakeholders, facilitate relationship-building, fill information needs, complement traditional service-delivery methods and cultivate a sense of belonging in Canadian society.

♦ **Online Service Delivery: The New Way to Conduct Business in the Settlement Sector**

Tania Amaral, Centre for Education and Training

♦ **Digital Migration: Lessons from Canadian Orientation Abroad's Refugee Youth and Planning for Canada Programs and the Front Lines of Online Pre-arrival Orientation**

Shaheera Rahin and Nader Kaddour, International Organization for Migration

♦ **Facilitating Youth Citizenship through Technology: A Case Study of CitizenshipCounts.ca**

Julia Mais, Ontario Council of Agencies Serving Immigrants

♦ **Leveraging the Success of Online Communities to Enhance the Settlement Experience for All Stakeholders (Service Providers, Pre-Arrivals and Newcomers) — Best Practices from Tutela.ca, the Settlement Language Training Community**

Michael Gilbert and Nelson Ko, Synergiq Solutions

5. Naming and Situating Linguistic Minorities: The Role of Researchers on Francophone Immigration

— Location: York

(In French)

Chair: Suzanne Huot, University of British Columbia

The final report from the Research meeting on Francophone Immigration to Canadian Francophone Minority Communities (hosted in 2016 and funded by IRCC) indicates that researchers must renew their perspectives on issues related to Francophone immigration to improve and expand their knowledge of this subject. The goal of this panel is to present the findings from recent studies that adopt critical and novel perspectives in the field. The themes shared will serve to stimulate a dialogue on innovation in research in Francophone immigration.

♦ **Immigration as a Development Tool for Francophone Minority Communities: Objective or Ideal?**

Nicolas Garant, Immigration, Refugees and Citizenship Canada

- ◆ **Negotiation of Spaces of Participation and Identities by French-speaking Immigrants in Minority Contexts**
Suzanne Huot, University of British Columbia and Luisa Veronis, University of Ottawa
- ◆ **The Settlement Experience of Syrian Refugees in Greater Moncton**
Aïcha Benimmas and Lamine Kamano, University of Moncton
- ◆ **The Important Contribution of Immigrants to the Cultural Vitality of Francophone Minority Communities**
Aurélié Lacassagne, Laurentian University
- ◆ **Implications of Vocabulary for Identity in a Minority Context**
Carlo Lavoie, University of Prince Edward Island

6. **Nascent Sanctuary City-Hall Actions: Activism Within Institutional Settings — Location: Carmichael/Jackson**
(In English)

Chair: Michele Manocchi, Ryerson University

With federal pressure against U.S. sanctuary cities, Canadian counterparts receive renewed activist, scholarly, and policy attention. Yet, the Canadian context makes for an unreliable comparison due to differing U.S.-Canada federal-state/provincial-municipal relations. Nevertheless, new efforts to enact sanctuary city policies emerged in Toronto, Montreal, Hamilton, London, Ottawa, Vancouver and Victoria. Speaking from London and Victoria activist experiences, our workshop discusses the promises and challenges of working within local city hall efforts striving to become sanctuary cities. Speakers address dilemmas concerning municipal governmental and jurisdictional limitations in key service provision, ensuring indigenous involvement, promoting intersectionality, and maintaining grassroots input within bureaucratic processes.

- ◆ **Sanctuary City Policy: Conceptualization, Implementation and Identification of Local Responsibility**
Sofija Vrbaski, University of Victoria and Michele Manocchi, Ryerson University
- ◆ **Delegated Private Sovereignty within Sanctuary Spaces: Local Immigration Policy in Canadian Cities and Law**
sasha kovalchuk, McMaster University and Sharmarke Dubow, Refugees Welcome – Lkwungen Territory

7. **Neighborhood-based Community Development to Enhance Housing Support for Syrian Refugees**
— **Location: Osgoode**

(In English)

Chair: Jason Brown, Western University

“Hello Neighbour” was a collaboration between Neighborhood Resource Centres in London, Ontario, to: (a) connect Syrian refugees with one another as well as local community and government resources, and (b) increase their awareness of housing rights and responsibilities. Eight-month funding was provided to the South London

Neighbourhood Resource Centre, in partnership with Glen Cairn Community Resource Centre, LUSO Community Services and Crouch Neighbourhood Resource Centre. Families were identified through the Settlement Services of the agency staff and their contacts throughout the city, and were invited to two neighbourhood events in their areas for a total of 18 events. The presentations will reflect upon both the successes and challenges faced in the integration of newcomers from different perspectives.

- ◆ **Settlement of Newcomers through a Community Development Approach**

Nancy Needham, South London Neighbourhood Resource Centre

- ◆ **Trust Building and Outreach**

Mohamed Al-Adeimi, South London Neighbourhood Resource Centre

- ◆ **Partner Perspective – Advisory Committee Member**

Chris Green, City of London

- ◆ **Evaluation of Hello Neighbour, London from an Academic Perspective**

Jennifer Perkins, Western University

8. **The Role of the Settlement Sector, Community Members, and Local Immigration Partnerships in the Resettlement of Syrian Refugees — Location: Toronto 1**

(In English)

Chair: Laurel Madro, Bow Valley College

This workshop will present findings from four recent research projects designed to examine challenges, promising practices, and key lessons learned about the resettlement of Syrian refugees. All of these projects were funded by SSHRC-IRCC targeted grants on Syrian Refugee Arrival, Resettlement and Integration. First, Hamilton and Esses will present research that examines the information needs of recently arrived Syrian refugees and how to best fill these needs. Second, Rose will present findings from a project on finding housing for Syrian refugees. Based on a series of interviews with Resettlement Assistance Program providers in 13 cities, the authors will discuss housing challenges, successful initiatives and key lessons learned. Third, Wayland and Dam will present findings from a comparative examination of Syrian refugee resettlement as it pertains to innovative local resettlement policy in the form of Local Immigration Partnerships. Finally, Janzen and Ochocka will use a systems change framework to discuss main lessons from Waterloo Region's response to the Syrian refugee influx. Discussion will focus on identifying innovative practices for fostering the resettlement of Syrian refugees.

- ◆ **The Provision of Information to Facilitate the Settlement and Integration of Syrian Refugees in Canada**

Leah Hamilton, Mount Royal University, Victoria Esses, Western University, Mohammed El Hazzouri, Mount Royal University, Alina Sutter and Ajit Pyati, Western University

- ◆ **Finding Housing for the Syrian Refugee Newcomers in Canadian Cities: Challenges, Tactics, Initiatives and Lessons Learned**

Damaris Rose, Institut national de la recherche scientifique and Alexandra Charette, University of Ottawa

- ◆ **Local Responses to Syrian Refugee Resettlement: A Comparison of Three Local Immigration Partnerships**
Sarah Wayland, City of Hamilton and Huyen Dam, McMaster University
- ◆ **The Impact of the Syrian Influx on Local Systems of Support: Disruption Leading to Innovation**
Rich Janzen and Joanna Ochocka, Centre for Community Based Research and Renison University College

9. **Welcoming and Integrating English-Speaking Immigrants and Refugees When They Arrive in Quebec**

— **Location: Simcoe**

(In French and English)

Chair: Chedly Belkhodja, Concordia University

This workshop will discuss recent research focusing on refugees and immigrants settling in various cities in Quebec and who, besides their mother tongue, speak English upon their arrival. We will take stock of the progress in this sector, both in terms of immigrants and organizational practices, thanks to studies subsidized by IRCC and with the participation of Quebec partners. We will discuss integration trajectories and socio-professional integration of refugees and immigrants in Montreal, Sherbrooke, and Quebec City. We will particularly focus on good practices implemented by settlement and integration organizations of the Anglophone community; on consultation and dialogue between Anglophone and Francophone community organizations and institutions; as well as differences according to pre-existing networks and transforming networks among privately-sponsored refugees, government-sponsored refugees, and economic immigrants. In all these cases, we will attempt to understand the social, economic, institutional and political dimensions fostering successful integration of refugees and immigrants in Quebec cities.

- ◆ **Settlement and Integration of Refugees with English as their FOLS in the City of Sherbrooke: The Role Played by Networks and the Location of Anglophone and Francophone Communities**
Claude Charpentier and Stefanie Fournier, Bishop's University, in collaboration with Shannon Lemay, University of Sherbrooke and Javorka Sarenac, University of Sherbrooke, UQAM
- ◆ **Privately-Sponsored Refugees with English as their FOLS: Trajectories, Welcoming, Integration and Bilingualism in Montreal**
Michèle Vatz Laaroussi, University of Sherbrooke, in collaboration with Jade Fauteux, University of Sherbrooke, Zahia Agsous and Javorka Sarenac, University of Sherbrooke, UQAM, and Chedly Belkhodja, Concordia University
- ◆ **Employment Integration of English-Speaking Immigrants in Quebec – Individual Experiences and Collective Issues**
Nicole Gallant, INRS-Urbanisation Culture Société, and Alexandra Martin, University of Montréal, with the collaboration of Stéphanie Arsenault, Laval University, Patricia Lamarre, Marie-Odile Magnan and Deirdre Meintel, University of Montréal, Lorraine O'Donnell, Quebec English-Speaking Communities Research Network (Quescren), Michel Racine, Laval University, and Luisa Veronis, University of Ottawa

Discussant: Elke Laur, Ministry of Immigration, Diversity, and Inclusion

Listing of Poster Presentations

1. Zahia Agsous, University of Sherbrooke, UQAM, Jade Fauteux, University of Sherbrooke, Stéphanie Fournier, Bishop's University, Shannon Lemay, University of Sherbrooke, & Javorka Sarenac, University of Sherbrooke, UQAM

Welcoming and Integrating Refugees in Quebec whose First Official Language Spoken is English: Montreal to Sherbrooke

Refugees whose first official language spoken is English are in a unique situation when they arrive in Quebec, which varies from individual to individual and from one region to another. The key issues are access to a quality job and the difficulties linked to learning French. In Montreal, the bilingual services offered by several organizations foster refugee integration. The collaboration between organizations and sponsoring groups also plays an important role, noticeably in the Syrian refugee settlement. In Sherbrooke, the personal contacts between organizations and sponsors are efficient, contrary to the distribution of written documentation.

2. Alberta Association of Immigrant Serving Agencies; HABITUS Consulting Collective & Julie Drolet, University of Calgary; Stephanie Kot, Alberta Syrian Refugee Resettlement Experience Study

Alberta Syrian Refugee Resettlement Experience Study

The Albertan Syrian Refugee Resettlement Experience Study was a six-month study exploring the unique experiences and perspectives of Syrian refugees who resettled in Alberta in 2015 and 2016. Using a mixed methods approach, the study explored three areas: employment, language, and social connections. Overall, refugees were found to be successfully establishing ties in their communities and social networks. Securing gainful employment was a key challenge. LINC and informal supports were critical to developing language skills among refugees. The study provided insight into factors such as gender and geographical location in settlement and provided systems- and service-level recommendations.

3. Vassanthanathan Aruljothi, Pembina Valley Local Immigration Partnership

Dine Locally; Eat Globally

Newcomers from diverse cultural backgrounds were given the opportunity to have one menu item from their home country authentically prepared and served at participating local restaurants. Locals were given an opportunity to sample culturally-authentic food while newcomers had the opportunity to gather and share familiar meals, creating a platform for the two groups to meet and integrate. Participating restaurants had a monetary incentive to participate in this program, which gave a boost to local commerce and entrepreneurs and generated positive media attention.

4. Awish Aslam & Robert Nonomura, University of Western Ontario

Name-Based Discrimination in the Labour Market: The Perspectives and Experiences of Young Second Generation Immigrants

Second-generation immigrants report high levels of educational attainment, yet those who are racialized struggle in their transitions from school to work. Discriminatory hiring practices on the basis of ethno-racial characteristics can help to explain this labour market disadvantage. In particular, research has drawn attention to the phenomenon of name-based discrimination, showing that those with “non-White” sounding names face a penalty in the job market. Using interviews, surveys, and focus groups, this study examines the phenomenon

of name-based discrimination in the labour market with a particular focus on the perspectives and experiences of young second-generation immigrants.

5. Stéphanie Atkin, Katherine Labrecque, & Nicole Gallant, Institut national de la recherche scientifique, Eddy Supeno, University of Sherbrooke, & Johanna Cardona, Institut national de la recherche scientifique

Who Gets Information on Employment and Where? Informal Practices in Employment Search – The Case of Young People and Recent Immigrants in Quebec

This project was designed to document and understand the informal practices of young Quebecers and recent immigrants trying to find employment in Quebec. More precisely, the research examines the location and impact of information sources in accessing the job market. Our analyses helped to identify three types of informational configurations which tend to emerge around three participant profiles: (1) those looking for and finding unskilled jobs; (2) those looking for and finding skilled jobs; (3) those looking for a skilled job, but finding a non-skilled job.

6. Bahara Ayubi, Morgane Defalque, Jaime McKenzie-Mohr, & Alesia Ricci, University of Western Ontario, & Suzanne Huot, University of British Columbia

Exploring How Those Working in the Canadian Employment Services Sector Perceive the Labour Market Integration of Immigrants

Eighteen participants were recruited from employment service agencies throughout London, Ontario for qualitative interviews. Secondary analysis revealed structural and systematic factors that influence employment service provision, the implications of these factors for those experiencing long-term unemployment, and strategies used to assist clients in spite of constraints within the context of the current labour market. We discuss the need for change in policy and eligibility constraints, as well as in employer attitudes, to better support immigrants' efforts toward obtaining employment.

7. Julie Drolet, University of Calgary

Fostering Research Partnerships for Improved Labour Market Integration and Employment of Skilled Immigrants and Refugees in Edmonton, Calgary, and Fort McMurray

The poster presentation will share the results of an exploratory project that engaged service providers in immigrant sector agencies to better understand how labour market integration and employment outcomes can be improved for skilled immigrants and refugees in Edmonton, Calgary, and Fort McMurray in Alberta. The Albertan context is considered given recent economic and environmental challenges (e.g., 2016 wildfires). The study contributes to P2P research priorities in the social and economic integration of immigrants.

8. Dania El Chaar, University of Calgary, Jan Stewart, University of Winnipeg, Thomas Ricento & Brianna Hillman, University of Calgary

Refugee Student Integration: Building Welcoming Communities and Schools for a Sustainable Future

Canada plays a large role in welcoming newcomers and refugees. Statistics Canada (2010) predicts that by 2031, roughly 30% of the population will be a visible minority and 36% will be under 15 years of age, which means schools and classrooms are becoming increasingly diverse. Research has identified significant gaps in both teacher preparation and school readiness to receive and provide successful integration for newcomers, particularly children who have come from conflict-affected countries (Stewart, 2011). Our goal is to investigate

programs and services that celebrate diversity, encourage intercultural understanding, and support the integration of newcomer and refugee youth.

9. Brianna Elliot, Trent University, Reem Ali, New Canadians Centre, Heather Nicol, Trent University, & David Tough, Trent Community Research Centre

Supporting Immigrant Entrepreneurs

Immigrants have established businesses in many cities within Canada, thereby contributing to Canada's economy, society, and increasingly diverse culture. The City of Peterborough, Ontario currently has the highest percentage of immigrant entrepreneurs in Canada; it is therefore especially important to focus on implementing programs that are able to assist new and potential immigrant entrepreneurs in Peterborough to help them realize their full potential in the community. This research focuses on improving immigrant entrepreneurship in Peterborough, drawing on identified best practices from programs and supports available for immigrant entrepreneurs in other similar-sized communities.

10. Setareh Ghahari, Ramann Gill, & Stephanie Ting, Queen's University

Development and Evaluation of a Health Literacy Program for Immigrants: From Development to Testing

Immigrants face informational, language, and cultural barriers to access health care services in Canada. These barriers limit immigrants' ability to stay healthy. The aim of this project was the development and evaluation of the Accessing Canadian Healthcare for Immigrants: Empowerment, Voice & Enablement (ACHIEVE) program, a four-day program for immigrants to improve their skills in accessing and navigating the Ontario healthcare system. The program was developed based on pre-existing literature, results of interviews with immigrants and healthcare professionals, and input from immigrant stakeholders. The preliminary evaluation results of the ongoing study (current n=24) are promising.

11. Setareh Ghahari, Shawna Burnett, & Mahytab Elmaghraby, Queen's University

Evaluation of a Mental Health Literacy Program for Refugees

As immigration to Canada increases, many new immigrants are exposed to stress-related experiences during migration which can affect their mental wellbeing and lead to mental illness if not properly treated. The lack of knowledge and stigma surrounding mental illness leads to poor healthcare literacy and decreased confidence in accessing healthcare. We have designed a program 'Not OK?' focusing solely on mental health education. By delivering the program to a sample of refugees, we aim to test its effectiveness in improving their self-management skills in recognizing mental illness and accessing mental healthcare services.

12. Sandra Guerra, WoodGreen Community Services, Toronto South Local Immigration Partnership

Use of IRCC Settlement Services in Toronto

A series of five infographics were developed to support Toronto area settlement agencies in their program planning. The infographics use IRCC custom data for the Toronto Census Metropolitan Area for the fiscal year 2016. Service use is displayed both by Immigration Category and by Program to give program planners an overview of who is (and who is not) using services. This information can inform both outreach strategies and program design.

13. Fadi Hamdan, InHae Park & Kathryn Bates-Khan, YMCA of Greater Halifax/Dartmouth

Initiatives to Support Newcomer Children and Youth Across Nova Scotia

YMCA Immigrant Services of the YMCA of Greater Halifax/Dartmouth has partnered with schools and the community to support the settlement of children, youth, and families new to Canada. The program encompasses more than 60 schools across Nova Scotia. Hearing the experiences of children and youth gave insight into the expectations and challenges of being a newcomer in the Canadian school system and have led to the development of effective initiatives to help youth overcome obstacles. This presentation will outline the successes and challenges over the 25 years the YMCA has worked with school systems and communities across the province.

14. Leah Hamilton & Bailey McCafferty, Mount Royal University, Victoria Esses, Western University, & Bruce Randall, Calgary Region Immigrant Employment Council

Connecting International Talent with Local Champions: An Examination of the Outcomes of CRIEC's Mentorship Program

What outcomes do mentees and mentors experience as a result of participating in the Calgary Region Immigrant Employment Council (CRIEC)'s Mentorship Program? The current study used a mixed-methods design incorporating quantitative and qualitative data from both mentors and mentees. Preliminary results indicate that mentees and mentors experienced a wealth of benefits in three broad categories: 1) psychosocial benefits, 2) professional benefits, and 3) increased intercultural understanding. Ultimately, mentorship programs that pair newcomers with local champions may facilitate the social and economic integration of newcomers and increase the intercultural competence of both mentors and mentees. Strategies for fostering successful mentoring relationships are discussed.

15. Anahita Khazaei, University of Guelph & Fanshawe College

First Generation Immigrants' Engagement in Public Consultation and Planning Processes

This research provides a deeper understanding of the traditional approach to immigrants' engagement in public decision-making activities and suggests underlying principles for designing more inclusive community engagement processes. An inductive and interpretivist approach was adopted for this research, conducted in the context of Canada's first National Urban Park. Data were collected from planners, partner/community organizations, and community leaders. The study emphasizes the heterogeneous nature of communities and focuses on immigrants as important yet under-represented and under-studied tourism stakeholders. It provides a foundation for future studies aiming to improve the scope and quality of community engagement by addressing the challenges of dynamic and diverse communities.

16. Katherine MacCormac, Western University

Negotiating Multilingual Immigrant Identities and Linguistic Repertoires Within Canada's Bilingual Framework: A Critical Discourse Analysis of the Market for Official Bilingualism in Canada

This poster presentation documents the findings of a critical discourse analysis study examining the language used to attract Canadian students to invest in official bilingualism and French as a second language education. Through critical analysis of stakeholder promotion efforts, it was discovered that the identities and linguistic repertoires of multilingual Canadian immigrant students remain underrepresented within the national dialogue on official bilingualism. The findings of this study highlight the need for a renewed perspective on Canada's

bilingual framework to ensure that all Canadian students can equally invest in the market for official bilingualism while negotiating multiple forms of belonging.

17. Megan MacCormac, Western University

Adult Canadian and Immigrant Attitudes Towards Official Bilingualism: The Impact of Education on Bilingual Policy in Canada

With immigration levels at an all time high, Canada has transformed from a bicultural to a multicultural society. However, Canada's language policies remain in a bilingual state. By examining public education as the largest government vessel for sociolinguistic promotion and reproduction, this study explored whether Canadian and immigrant attitudes towards official bilingualism change based on increased levels of education. Using data collected by the Centre for Research and Information on Canada, the findings of this study demonstrate that education impacts attitudes towards official bilingualism concerning employment opportunities for both native Canadians and immigrants to Canada.

18. Emma Patricia Manalo, Adi Rittenberg, Sara Morassaei, & Setareh Ghahari, Queen's University

Exploring the Multidirectional Relationships of Immigration, Health, and Employment: A Scoping Review of Quantitative and Qualitative Evidence

In this scoping review, we explored the multidirectional relationships of immigration, health, and employment. A systematic search narrowed from 418 publications to 26 articles after applying an inclusion/exclusion criteria. Five general themes emerged: 1) with longer stay in the new host country, immigrant workers exhibited poor health compared to their native counterparts; 2) those who entered the country as skilled workers experience worse health than recipients of family sponsorship; 3) detrimental psychosocial working conditions; 4) poor work characteristics, and 5) macro-level forces negatively impacted the health of immigrants. Our findings inform implications important for immigration policies and future research.

19. Zenaida Ravanera & Victoria Esses, Western University

Integration and Cultural Identity of Refugees in Canada: An Analysis of the 2013 General Social Survey on Social Identity

With data from the 2013 General Social Survey on Social Identity, we develop a summary measure of integration (including economic, social, and civic/political dimensions), examine the relation between cultural identity and integration, and identify factors associated with the integration of refugees in Canada. We find that refugees with a strong sense of belonging to Canada and those who are strongly culturally identified are equally highly integrated, while refugees weakly attached to Canada and to their cultural groups are the least integrated. We also find that compared to men, women are less integrated; African-born refugees are less integrated than those born in other world regions; highly educated refugees are more integrated than those with lower levels of education; and Muslim refugees are less integrated than refugees of other religious backgrounds.

20. Neal Santamaria, Maisonneuve College

Towards New Innovative Practices for Immigration Regionalization

Despite Quebec regionalization policy, the majority of immigrants in Quebec still choose to settle in the metropolitan area of Montreal. Yet, several researchers propose that regionalization is a solution for the

socio-professional integration of Montreal immigrants. This research-action focuses on the development of innovative practices for regionalization advisers, particularly with new instruments. The poster will present these tools and discuss their use in other Canadian provinces.

21. Vanessa C. Wachuku, Ryerson University

Punctuations in the Policy Window: Tracing the Evolution of Immigration Detention Policy in Canada

The public policy design surrounding irregular migrants and permanent residents with criminal convictions legitimize the adoption of immigration detention centres in Canada. This practice is considered harsh and arbitrary by domestic and international actors such as the United Nations. Meanwhile, policy changes that reinforce immigration detention of non-citizens are enacted without an empirical investigation tracing the evolution, embedment, and systematic nature of immigration detention in Canada's immigration policy. This interdisciplinary qualitative study aims to fill the knowledge gap by exploring when the policy changes occurred, why they occurred, and if the practice has become systematic in Canada. Accordingly, this conference poster traces the evolution of immigration detention policy, using the concept of "focusing events" as the lens of analysis to expand the literature on Canada's immigration detention policy.

22. Meghan Wankel, Michelle Gordon, & Maria Krumov, PASS Program

Engaging Internationally Educated Nurses for Successful Integration

Since 2001 the CARE Centre for Internationally Educated Nurses (IENs), a non-governmental organization, has supported over 3,500 IENs in achieving registration, employment and integration into the nursing workforce through profession-focused case management, communication courses, exam preparation, professional development workshops, mentorship and networking opportunities. This poster shares our model and experience in ensuring a smooth transition and continuum of services for newcomer IENs migrating to anywhere in Canada, while still overseas through our Pre-Arrival Supports and Services; those arriving in Ontario continue to receive support from CARE. For IENs destined to other provinces, upon arrival referrals are made to partner agencies and appropriate services.

23. Ping Zou, Nipissing University

Examination of Older Immigrants' Health Status and Contributions to Canadian Society: A Pilot Mixed Method Study

Previous studies on older immigrants focused on health problems and ignored their many contributions. This study described older immigrants' contributions in Canada and explored innovative services which meet older immigrants' health care needs and promote their continuous contributions to society. A sequential explanatory mixed methods design was used. Using convenient sampling, 200 older immigrants were recruited in community to complete a survey. The qualitative phase comprised one focus group interview and eight one-on-one interviews. Findings indicated that older immigrants contributed to families, communities, and society. Services in translation in health care, public transportation and physical activity facilities are needed.

Biographical Notes

Rana Ahmed is a social worker. In 2016, she joined the team of the Amal Centre for Women. She is currently finishing her Master of Social Work at McGill University, with a specialization in children and families. Her main areas of interest are domestic violence, domestic and family conflicts, and mental health.

Sidrah Ahmad is a researcher, writer and activist. She is the coordinator of the Immigrant and Refugee Communities — Neighbours Friends and Families (IRCNFF) Campaign at OCASI — a public education campaign dedicated to bystander intervention for domestic violence. She has also conducted a research project on Islamophobic violence against Muslim women at the University of Toronto. Sidrah has worked with racialized, immigrant, and marginalized communities in the Greater Toronto Area, both as a front-line worker and as an educator for 6 years. She has also mentored Muslim young women in expressive arts programming centered around Islamophobia.

Abdikheir Ahmed is the Director of the Immigration Partnership Winnipeg (IPW). He has previously served as the Executive Director of the Immigrant and Refugee Community Organization of Manitoba (IRCOM) Inc. Abdi has extensive experience working with immigrant and refugee communities in Winnipeg's inner city and is a passionate advocate for immigrants and refugees in Canada. He has received numerous awards for his work creating life-changing opportunities for new Canadians. He was a CBC Manitoba Future 40 Finalist in 2014 and is the recipient of the Order of the Buffalo Hunt, one of the province of Manitoba's highest honors for his work advocating for refugees and building bridges with Canadian communities. Abdi has a Master's degree in International Peace and Conflict Resolution from the University of Queensland where he studied on a Rotary Peace Fellowship. He immigrated to Canada in 2003 where he joined the University of Winnipeg to study International Development, graduating in June 2006 with a four-year BA as a student of high distinction.

Mohamed Al-Adeimi holds a Ph.D. in human genetics. Since 2002, Mohamed has initiated new programs and services at the South London Neighbourhood Resource Centre (SLNRC) to engage newcomers in the community. Since 2005, Mohamed has worked with a number of London stakeholders to enhance settlement services and facilitate the successful integration of new immigrants in London. With the establishment of the London & Middlesex Local Immigration Partnership (LMLIP) in 2009, he continues to engage immigrants in the capacity of the Chair of the Settlement Sub-council. Mohamed is the Director of the Newcomer Settlement Services at SLNRC, which is IRCC-funded.

Reem Ali started her career in life sciences, earning an MSc in Biochemistry from McMaster University, and working as a Researcher and Lecturer at Trent University. Her passion for international development led her to Egypt, where she spent 6 years specializing in the field of child rights and working with local and international organizations, most notably CIDA, UNICEF, and the Drosos Foundation. Reem is currently leading two projects at the New Canadians Centre (NCC) Peterborough that focus on the empowerment of Syrian newcomer women. She also coordinates working groups under the Peterborough Immigration Partnership that focus on immigrant integration. Reem holds an MPA from Carleton University and is a teaching assistant for Political Studies and International Development Studies at Trent University.

Tania Amaral has over 10 years of experience in the settlement sector working primarily with newcomers. She currently leads the PrepCan team, a program that assists newcomers to Canada with their pre-arrival employment needs. She started her career in the non-profit sector straight out of University, where she earned her Honours B.A. in Psychology & French Studies. Her previous work includes developing and launching an online learning portal for Canadian Citizenship preparation. She has sat on several Steering Committees and is passionate about social development. Tania earned her PMP certification in 2014 and is also a Mediator and Conflict Resolution Workshop Facilitator, focusing mainly on the public housing sector in Southwestern Ontario.

Nabiha Atallah is Manager of Communications & Research at Immigrant Services Association of Nova Scotia (ISANS). Previously she managed the ISANS Immigrant Business Development team. She has worked in immigrant settlement for over twenty years and prior to that, taught English as an Additional Language in Winnipeg, Vancouver and Cairo for ten years. Nabiha has been active in the Canadian Metropolis and Pathways to Prosperity research networks and has made numerous presentations at national conferences. She has also managed projects for the Atlantic Population Table and the Atlantic Region Association of Immigrant Serving Agencies.

Alec Attfield has served since June 2016 as Director General, Citizenship, with Immigration, Refugees and Citizenship Canada, responsible for Canada's citizenship policies. Alec brings a breadth of international, policy and operational experience having worked in the Privy Council Office, Treasury Board Secretariat, the Canada Border Services Agency, and the Embassy of Canada in Washington D.C. Alec's expertise encompasses citizenship, intelligence, national security, Canada-US, and border management issues. Alec was educated at Queen's University, and holds degrees in mathematics, education as well as a Master degree in Public Administration.

The Honourable **Lloyd Axworthy** is the Chair of the World Refugee Council – an independent group of global leaders and innovators aimed at advancing new solutions to the global refugee crisis. Hon. Axworthy has served in several cabinet roles, including Minister of Foreign Affairs and Minister of Employment and Immigration. He also served as President and Vice-Chancellor of The University of Winnipeg where he expanded the university's Indigenous studies program and worked to increase access to education for Aboriginals and newcomers to Canada. Hon. Axworthy has devoted his life's work, in academia, politics and civil society, to highlighting and building the United Nations as a vehicle for peace and to promoting Canadian leadership and engagement in the UN. In 2017, Hon. Axworthy was invested as Companion of the Order of Canada. He was also a recipient of the Canadian Red Cross' Manitoba Humanitarian of the Year Award and the 30th Pearson Peace Medal.

Aline Ayoub is the executive director of HR Consulting, a firm that delivers HR consulting and workshops for employers and individuals. She holds a Myers-Briggs certification, a foundation of career coaching practice. She developed the education program for the certificate in HR Management for small enterprises. She has offered this program through the Human Resources Professionals Association (HRPA). Aline is the chair of the Human Resources Committee of the Mississauga Chamber of Commerce and sits on the Advisory Committee of the Canadian Association of Marketing Professionals.

James Baker is a Banting Postdoctoral Fellow at McMaster University whose research examines racial micro-aggressions as experienced by refugee youth living in St. John's and Hamilton. James' work has appeared in *Sociological Inquiry*, *Journal of Youth Studies*, *National Identities*, *Studies in Ethnicity and Nationalism*, and *Refugee*:

Canada's Journal of Refugees. James has taught courses in both sociology and political science and, for the past 14 years, has worked as a Program Manager with the Association for New Canadians, a non-profit community-based immigrant settlement agency located in Newfoundland and Labrador.

Keith Banting is the Stauffer-Dunning Fellow and Professor Emeritus at Queen's University. His most recent publication in the field of immigration and diversity is *The Strains of Commitment: The Political Sources of Solidarity in Diverse Societies*, coedited with Will Kymlicka (OUP 2017). Previous publications include: *Multiculturalism and the Welfare State: Recognition and Redistribution in Contemporary Democracies*, also co-edited with Will Kymlicka (OUP 2007), and *Belonging? Diversity, Recognition and Shared Citizenship in Canada*, coedited with Thomas Courchene and Leslie Seidle (IRPP 2007). Professor Banting is a member of the Order of Canada and a Fellow of the Royal Society of Canada.

Chedly Belkhodja is principal and professor at the School of Community and Public Affairs, Concordia University. Before that, he taught in the department of Political Science at l'Université de Moncton, where he was also chair for two terms. Until recently he was the director of the Atlantic Metropolis Centre and is currently a Co-Investigator in the pan-Canadian Pathways to Prosperity Social Sciences and Humanities Research Council (SSHRC) Partnership. His research focuses on immigration policies and mobility of migrants in the case of less common destinations. He is also interested in the processes of integration and inclusion.

Sonia Ben Soltane is a part-time professor at the School of Social Work, University of Ottawa. Her research focuses on racialized immigrant integration through intersectional feminist lenses. Her work examines immigration policies as well as support practices to integration, as developed by individuals and communities.

Aïcha Benimmas, Ph.D, is associate professor in the Faculty of Education, University of Moncton. She holds a PhD in Geography from Laval University. Her research focuses on interculturalism in a Francophone minority context and human sciences didactic. She studies school and social integration of immigrant students, immigrant civic participation and sense of belonging, and partnership between schools and multicultural organizations. She co-directed a special issue of the Review of the University of Moncton (published in 2009) entitled "Immigration: An Issue for Education".

Cara Benjamin-Pace is the Co-founder and Project Director of Newcomer Kitchen. Newcomer Kitchen is an exciting new not-for-profit that emerged out of an organic call to action to find ways to welcome and provide meaningful engagement for Syrian refugees as they arrived in Canada. It has grown into a vibrant community that embraces newcomers, local community and educators with small and large business support. Cara has a varied background in start-ups and innovation. She is passionate about the intersection of the economy and civic engagement, cultural and social diversity, and equity and accessibility in the workplace. She has four grown children with start-ups of their own.

Antoine Bilodeau is full professor in the Department of Political Science, Concordia University. His research focuses on immigrant political integration and on the dynamics of openness towards immigration and ethno-cultural and religious diversity. His work appeared in the following scientific reviews: Journal of Ethnic and Migration Studies, International Migration Review, Ethnic and Racial Studies, Nations and Nationalism, the International

Political Science Review, Democratization, and the Canadian Journal of Political Science. A. Bilodeau received the 2016/2017 Concordia University Research Award.

Chris Brnjas is a Research Assistant with the Centre for Community Based Research on their Faith & Settlement Partnerships: Setting Immigrants and Canada Up for Success Project. He is also a student at Waterloo Lutheran Seminary completing a Masters of Arts in Theology: Spirituality and Psychotherapy. Chris enjoys studying the intersection between faith and civil society and its implications for those who are marginalized in our local communities.

Jason Brown is a Psychologist and Professor who teaches counselling psychology in the Faculty of Education at the University of Western Ontario in London. He is interested in equity and social justice and connections between community and personal strengths.

Siham Chakrouni is a bilingual Violence against Women (VAW) coordinator at OCASI with a background in economics and sustainable development. Since her arrival to Canada in 2008 she has been active in women's agencies in the Francophone community. She managed the Mouvement Ontarien des Femmes Immigrantes Franco-phone, was involved as a board member in Alliance des femmes de la francophonie canadienne and Oasis centre des femmes where she was treasurer and President. She is also co-creator and co-founder of an app called "Par Ici" to help the francophone community access information quickly on their phone.

Claude Charpentier worked as a social worker in Ontario prior to receiving a Bachelor of Arts (Honours, Applied Psychology) from Bishop's University. She holds a PhD in psychology from the University of Edinburgh, Scotland. She is associate professor and teaches in psychology at Bishop's University. Her current research interests focus on community health and well-being. She has experience in conducting needs assessment, program evaluation, and action research bearing on the health, wellbeing, and integration of minority communities (Quebec Anglophones; immigrant/refugee). She has used mixed methodological approaches in research projects including semi-structured interviews and focus groups.

Blair Cullen is a PhD candidate in the Geography program at Wilfrid Laurier University and the University of Waterloo. As part of a Social Sciences and Humanities Research Council grant, Blair's research examines the role of Local Immigration Partnerships (LIPs) in Syrian refugee resettlement in second-tier cities. This project is a culmination of previous Royal Canadian Geographical Society, CERIS and Welcoming Communities Initiative funded research focused on LIPs, immigrant settlement, governance, and regionalization in second and third tier cities across Canada.

Huyen Dam is a Ph.D. candidate in the School of Geography and Earth Sciences at McMaster University. Her current doctoral work in health geography is focused on immigrant youth and mental health. In her Master's research, she studied the sense of place and identity of the former Vietnamese Boat People in Hamilton and explored the meaning of 'home' for this migrant group. She has a broad interest in immigration research and has recently worked on projects examining refugee resettlement, racialized youth and unemployment, and barriers to permanent residence faced by international students after they graduate.

Gabrielle Désilets, Ph.D., SSHRC Postdoctoral Fellow, Institut National de Recherche Scientifique – Centre for Urbanization, Culture and Society, is the coordinator of the Montreal network for the SSHRC Partnership, Building Migrant Resilience in Cities (BMRC-IRMU, 2016-2021). She has 15 years of research and professional experience on issues such as immigration, transnationalism, ethnocultural diversity management and intercultural relations in a globalized context. Thanks to her academic background in urban anthropology and human geography (B.A. Concordia University, 2006; M.Sc. Université de Montréal, 2009; Ph.D. Australian National University, 2015), she favors qualitative, ethnographic and comparative methodologies, and her research program focuses on the relations between mobility and urbanity in different regions of the world : Australia, Singapore, and Canada.

Josie Di Zio has over thirty five years of experience in Senior Management of agencies serving newcomers. She was the Executive Director of the Working Women Community Centre, an immigrant women’s agency in downtown Toronto for 10 years. Josie joined COSTI in 1999 as the Director of Employment Services and in 2004 was appointed Senior Director of Planning and Program Development. Josie was a longstanding member of the Board of the Ontario Council of Agencies Serving Immigrants (OCASI), where she held the positions of President and Treasurer. Josie has represented the community-based sector at the National Settlement Council, the Service Delivery Advisory Group to the Ministry of Training, Colleges and Universities, the Youth Justice Advisory Committee, and was a member of the national Voluntary Sector Advisory Committee to Service Canada. Josie has served on a number of community Boards including Cecil Community Centre, Canadian Multilingual Literacy Centre, and the National Congress of Italian Canadians – Toronto. Josie is a graduate of York University majoring in socio-cultural Anthropology.

Tracey Donaldson is a Director in the Settlement and Integration Policy Branch at Immigration, Refugees and Citizenship Canada. Her role is focused on priority-setting and policy development for federal settlement programming with a view to improving outcomes for clients and for Canada. A social worker by training, Tracey has more than 20 years of experience in the federal public service in program-policy development and evaluation, addressing poverty and other social determinants of health, human rights, multiculturalism, and, currently, settlement and integration for newcomers. Her passion is working closely with communities to address barriers to social inclusion.

Debbie Douglas is the Executive Director of OCASI — the Ontario Council of Agencies Serving Immigrants. Through her work in the NGO sector and particularly at OCASI, Ms. Douglas has highlighted issues of equity and inclusion including race, gender and sexual orientation within the immigration system and promoted the creation of safe, welcoming spaces within the settlement and integration sector. Ms. Douglas worked for many years in frontline, management and executive positions with community-based service agencies. A well-known face in Ontario and across the country, Ms. Douglas is often called upon by governments to share her expertise. She was a member of the provinces’ Expert Panel on Immigration which published the report *Routes to Success* and led to the province’s first immigration legislation (2015); currently sits as a member of the provincial government’s Income Security Reform Working Group; and is a member of the Immigration and Refugee Advisory Committee of Legal Aid Ontario and the federal government’s National Settlement Council. Ms. Douglas co-chairs the Newcomer Leadership Table at the City of Toronto and is a member of the management Board of Centre of Excellence for Research in Immigration and Settlement. Ms. Douglas is the recipient of several awards including the Women of Distinction from YWCA Toronto (2004), the Amino Malko award from the Canadian Centre for Victims of Torture (2008), and the Urban Alliance on Race Relations Anti-Racism Award (2014), among others.

Julie Drolet is Associate Professor in the Faculty of Social Work at the University of Calgary in Edmonton, Alberta. She is a co-investigator in Pathways to Prosperity Partnership, and engaged in research on immigrant and refugee settlement and integration. In 2016 she was awarded a Killam Emerging Research Leader (SSHRC) Award.

Alison Dudley is the LIP Coordinator for North and West Vancouver, the North Shore Immigrant Inclusion Partnership. Alison has worked in the area of immigrant settlement and integration for most of her career. For more than a decade she was the Director of Stakeholder Relations for the BC provincial government's Immigrant Integration Branch. In her personal life, she has also been active in refugee sponsorship, coordinating two Group of Five private sponsorships in 2016 and 2017.

Dania El Chaar is a PhD candidate at the Werklund School of Education, University of Calgary and arrived in Calgary in 2012 as an immigrant with two teenagers. She is passionate about the success of her own children as well as the youth arriving from Arab countries. Her topics of interest include refugee youth mental health and educational attainment, and the role of cultural brokers in immigrant and refugee settlement. Dania contributes to her community by helping newly arrived Syrian Refugees settle in Calgary, as well as being a member of the Immigrant Advisory Table (IAT), Calgary Local Immigrant Partnership (CLIP), at the City of Calgary.

Victoria Esses is Co-chair of the Pathways to Prosperity Partnership, Director of the Western Centre for Research on Migration and Ethnic Relations, and Professor of Psychology at the University of Western Ontario. Her research focuses on immigration policy and practice, including public attitudes toward immigrants, immigration and cultural diversity; promising practices in settlement and integration; factors promoting the settlement and integration of immigrants; and the measurement of community welcome-ability and immigrant outcomes. Victoria has extensive experience conducting research in this area, including work for federal, provincial, and municipal governments and for the settlement sector. Victoria has been a Central Council member of the London & Middlesex Local Immigration Partnership since its inception in 2009, and serves as its Research Liaison.

Christian Fais assists entrepreneurs who are starting or growing their business through the Centre of Excellence in Entrepreneurship of the Economic Development Council for Manitoba Bilingual Municipalities. He has developed several initiatives such as a mentorship program, a co-working space, and the organization of many workshops. He offers personalized and tailored services, particularly to rural communities, in order to assist them in exploiting their full economic, social, and touristic potential. His professional experience in the private as well as the public sector in a variety of countries gives him a sharp eye for project management. He is also a member of the board of directors of a major charity in Manitoba.

Tony Fang is the Stephen Jarislowsky Chair in Economic and Cultural Transformation at Memorial University of Newfoundland. Currently he holds the J. Robert Beyster Faculty Fellowship at Rutgers University and sits on a World Bank's Expert Advisory Committee on Migration and Development. He served as the President of the Chinese Economists Society (2012-13) and the Domain Leader at CERIS, Ontario Metropolis Centre (2009-12). He was a visiting professor at Harvard University and Wharton School of the University of Pennsylvania. He is widely published in the areas of immigration, equity, diversity; pension, retirement policy and ageing workforce; minimum wages and youth employment; and union impact on wages, innovation, and firm growth.

Héctor Alfonso Acero Ferrer was appointed Associate Director of the Centre for Philosophy, Religion, and Social Ethics at the Toronto School of Theology in September 2017, where he had previously served in the capacity of research assistant. He is also an adjunct faculty at the “Global Citizenship and Christianity” program of Waterloo Lutheran Seminary, leading the course “Engaging Youth Cultures.” Originally from Bogotá, Héctor began undergraduate studies in philosophy at the National University of Colombia, completing his BA in philosophy at the University of Toronto. He holds a Master of Divinity and a Bachelor of Sacred Theology from the Toronto School of Theology. Currently, Héctor is a PhD student in philosophy of religion at the Institute for Christian Studies.

Scott Fisher, a Project Manager with the Faculty of Management at Laurentian University, is Co-Chair of the Standing Committee on Northern, Rural, and Remote Communities (NRRC) for Pathways to Prosperity. Mr. Fisher has recently completed a Master of Industrial/Organizational (I/O) Psychology from Colorado State University. Connected to his Alma Mater, Scott participated as an Assessor for the Jefferson County Commission in Birmingham, Alabama. Certified as a Career Development Professional (CCDP), he has extensive experience assisting internationally educated professionals with integrating into the Canadian job market. He is a Board member of the Career Development Association of Alberta (CDAA) and the Canadian Council for Career Development (3CD), as well as the Chair of the Global Connections Committee (GCC) for the American based National Career Development Association (NCDA).

Kevin FitzMaurice is an Associate Professor of Indigenous Studies at the University of Sudbury/Laurentian where he specializes in Indigenous - Settler politics and law, Urban Aboriginal Studies, and Indigenous Critical Theory. He is presently a Regional Co-Director for the SSHRC national study ‘Urban Aboriginal Knowledge Network’ and a Research Associate with the CURA, ‘Community-Based Responses to Poverty and Homelessness in Northern Communities’. He was the Principal Investigator for the 2016 ‘Pathways to Mino Biimadiziwin Study’ on Indigenous Economic Success and a Research Associate for the 2011 Toronto Aboriginal Research Project (TARP) and the 2007 Ontario Urban Aboriginal Task Force (UATF).

Stéfanie Fournier holds a Bachelors in Liberal Arts from Bishop’s University and is completing a second degree in the same institution in Psychology. Interested in gerontologic and community psychology, she currently works on needs assessment of elderly people with diminished autonomy, and on the implementation of new services to enhance their well-being in collaboration with a local community organization. Her strong interest in social justice also led her to focus on social issues pertaining to refugee resettlement and integration in Quebec.

Bonnie Gallant, born in Prince Edward Island, studied at Sainte-Anne University from 1992 to 1996 and earned her Bachelors in Business Administration. After 15 years managing private companies, Bonnie joined the Réseau de développement économique et d'employabilité (RDÉE) of PEI in the summer of 2011 as a development agent. In April 2013, she became the executive director of that same organization. RDÉE PEI Inc. is the Francophone Provincial Economic Development Council for PEI, Canada. The economic priorities of the RDÉE are youth, tourism, and immigration.

Nicole Gallant (PhD in Political Science, Laval University) is full professor-researcher in the Centre for Urbanization, Culture and Society — INRS. Her immigration-related work focuses on attitudes towards immigration and social representations of Francophonie, as well as immigrant trajectories and the role played by settlement organizations.

Her main areas of interest are Identities, citizenship, social networks, and digital technology. Her work has been published in many books and a variety of journals such as *Politique et société*, *Lien social et politiques*, *Recherches sociographiques*, and *Canadian Ethnic Studies*.

Nicolas Garant holds a PhD in Political Science from the University-Paris I. He taught Political Science and Sociology at Glendon College and the University of Ottawa. In 2010, he joined the public service to work as a political analyst for the Citizenship and Multiculturalism Branch at Citizenship and Immigration Canada. In 2013, he joined the Research and Evaluation Branch (IRCC) in order to implement a research program on immigration in Official Language Minority Communities. He co-edited the *Proceedings, Produire et reproduire la francophonie en la nommant*, N. Bélanger, N. Garant, P. Dalley, T. Desabrais (eds.), *Prise de parole*, Sudbury, 2010.

Stéphanie Garneau is a sociologist and associate professor at the School of Social Work at the University of Ottawa. Her research focuses on migration, interethnic relations, public action in migrations, and education and research methods.

Danielle Gaucher holds a PhD in Social Psychology from the University of Waterloo (2010) and completed a Social Sciences and Humanities Research Council of Canada Post Doctoral Fellowship at Princeton University. Dr. Gaucher is currently an Associate Professor and Director of the Social Justice and Intergroup Relations Laboratory at the University of Winnipeg. Her research centers on issues of social justice, intergroup relations, social change, and the factors that facilitate welcoming communities. Her work has been published in journals such as the *Journal of Personality and Social Psychology* and *Personality and Social Psychology Bulletin*.

Hillary Geneau completed her undergraduate degree at Dalhousie University with honours in both Economics and International Development Studies. She continued at Dalhousie to complete an MA in International Development Studies. Throughout both degrees, Hillary had the opportunity to study in Cuba, Germany, and Poland to learn in an intercultural context. For her research thesis, Hillary conducted interviews in the Dominican Republic examining the connection between people's perceptions of migration and development in the country. Hillary is currently working on community development projects for a Downtown Business Improvement Area and is gaining new knowledge about the small business environment.

Krittika Ghosh is the Senior Coordinator for the Violence against Women's Program at OCASI. She has managed various VAW and Immigrant rights programs in both the U.S and Canada over the past 18 years as a community organizer, activist, and program manager. She is the founder of the Shakti Peer group, a NYC based peer grassroots collective in the South Asian immigrant community working to end VAW through community education. Krittika represents OCASI at the Provincial VAW Roundtable. She is the Vice-Chair of The Housing Help Centre. She holds a M.Sc. in Gender Studies for the London School of Economics.

Michael Gilbert has led work on the agency side for over 175 clients in various areas of marketing, advertising, design and business planning for more than 25 years. Prior to this, Michael gained business-building and general management experience through 12 formative years in the food industry. Four years ago, Michael co-founded Synergiq Solutions, digital communications specialists redefining innovation and delivering solutions that enable groups to achieve their goals through enhanced knowledge sharing and collaboration. As President and CEO,

Michael leads the organization in the ideation, development and management of ground-breaking and transformational projects in areas including language, education, culture and healthcare.

Chris Green holds a Master of Business Administration and a Graduate Diploma in Public Administration. A primary responsibility of Chris' role with the City of London is to provide support to Community Organizations. With a focus on alignment of the organizational goals of the Community Partners with the strategic priorities of Civic Administration and Council, Chris looks to assist projects and programs however possible. Chris also manages community centres, arenas, public spaces, and recreation programs, often leveraging those assets and programs to assist in community projects.

Leah Hamilton is Associate Professor in the Department of Management and Human Resources, Bissett School of Business; and Adjunct Assistant Professor in the Department of Psychology, University of Calgary. Leah is a community-engaged scholar whose program of research focuses on the social and economic integration of immigrants and refugees in Canada. She frequently collaborates on projects commissioned by Immigration, Refugees and Citizenship Canada and the Government of Alberta. She has extensive experience conducting community-based research with the settlement sector. Her research is funded by the Social Sciences and Humanities Research Council of Canada. In 2017 she was the recipient of the Distinguished Faculty Award at Mount Royal University.

Jill Hanley, PhD, is Associate Professor at the School of Social Work, McGill University. Her research focuses on access to social rights (work, housing, health) for migrants with a precarious status. She is also the co-founder of the Centre for Immigrant Workers, in which she now has been involved for 18 years.

Suzanne Huot is Assistant Professor at the University of British-Columbia in the Department of Occupational Science and Occupational Therapy. Her qualitative and critical research examines international migration to Canada, with a focus on Francophone minority communities. She studies how migration and integration experiences interact with the intersections of identities, places and human activity. She has published in a variety of journals in geography, immigration and occupational science.

Rifat Hussain, Settlement Manager at the London Cross Cultural Learner Centre, has extensive knowledge of settlement services and immigration regulations and procedures, with a special interest in human rights issues and practices within governmental, non-governmental organisations and unions. She was raised and educated here and has achieved two post-secondary degrees in Criminology and International Politics (with Honours). In her spare time, she volunteers with many youth related initiatives that range from anti-bullying, positive esteem/respect with young women, youth mentoring, interfaith groups, etc. Organizations include DIAAC (Diversity and Inclusion, Anti-Oppression Advisory Committee) for the City of London, and the Islamic Centre, just to name a few.

Rich Janzen has worked at the Centre for Community Based Research since 1996, becoming Research Director in 2004 and Co-Executive Director in 2015. Rich sees research as a tool for social innovation and change - to find new ways of bringing people who are on the edge of society to live within community as full and equal members. Rich has an academic background in community psychology and religious studies. He is an adjunct assistant professor at Renison University College at the University of Waterloo.

Nader Kaddour – a second-generation Lebanese Canadian – draws from his background in journalism, policy, and public relations to lead the reporting, web, and communications operations for the Canadian Orientation Abroad and Planning for Canada projects. Utilizing skills cultivated from a range international and intercultural exposures, Nader uses his affinity for technology to help newcomers prepare for life in Canada by enhancing pre-arrival experiences with multimedia content and communication.

Bayan Khatib is the Co-Founder of the Syrian Canadian Foundation and the Syria Film Festival in Toronto. Bayan works as a Communications Consultant for non-profit organizations, including the recently launched Al-Qazzaz Foundation for Education and Development. For the past five years, Bayan led a multinational media campaign, had numerous media appearances, and participated as a speaker on the Syrian crisis at local and international events. Bayan is the translator of *Just Five Minutes: Nine Years in the Prisons of Syria*, a memoir of a female political prisoner, and is also the author of numerous short works of fiction and opinion articles.

Ümit Kiziltan has taught at Boğaziçi University, Syracuse University, University of Victoria, and College of New Caledonia. He worked for more than a decade in northern British Columbia for Tl'azt'en Nation as an educator, researcher, and manager in treaty negotiations. Subsequently, he worked as the Deputy Executive Director of CUSO with a focus on community based civil society capacity building and inclusive governance in the global south. After a year and a half with the Assembly of First Nations as senior economist, Ümit joined Citizenship and Immigration Canada (CIC) in 2006 as Director of Program Management and Control with a focus on refugee health. Since then, he has worked at Canadian Heritage as Deputy Director General, Multiculturalism and Human Rights, and at CIC as Acting Director General, Citizenship and Multiculturalism, and subsequently as Director General, Integration Program Management. Since April 2011 he has been in the position of Director General, Research and Evaluation, Immigration, Refugees and Citizenship Canada.

Nelson Ko has successfully architected many leading-edge Internet solutions brought to market across the world over the past 18 years. He is the Chief Technology Officer at Synergiq Solutions Inc. and of Tutela, an online community of thousands of members collaborating in the area of Language Training for Newcomers to Canada. A high-impact inter-disciplinary innovator with multi-cultural understanding gained through years of international experience, he is also a project admin of the global Tiki open source software community. Nelson holds an M.A. Economics degree from the University of Toronto and an M.Eng. Technology Innovation Management degree from Carleton University.

Farah Kotadia is currently the Acting Executive Director for AMSSA, the umbrella organization for the settlement serving agencies in British Columbia. She has over 10 years of experience in the Settlement Sector, with various roles in Human Resources, Communication, and Program Administration. She holds an undergraduate degree in Communication and an MBA with a CHRP designation.

Yasmina Kotevski holds a Masters in economic development. She worked for 15 years in the international development sector and humanitarian aid sector in a variety of countries and contexts. Before joining the FCFA as a manager for the immigration portfolio, Yasmina worked for the Société de la francophonie du Manitoba (SFM) where she was coordinator of the Réseau en immigration francophone of Manitoba. In this capacity, she contributed to the cohesiveness of the network aiming at ensuring service continuum for French-speaking immigrants.

sasha kovalchuk is a PhD student at McMaster University (supervisor Dr. Peter Nyers). His research concerns the Canadian Sanctuary City movement and how activists, undocumented migrants, and municipal actors are altering international subject-formation processes and redefining notions of citizenship and the city. sasha's experience includes being an activist on refugee and migrant issues, civil liberties, and student rights. He has also worked in the federal government such as in the Departments of National Defence and Foreign Affairs. His upbringing as a refugee from the Soviet Union and being trained in the arts inform his interests on the intersections between aesthetic representation and citizenship politics.

Christopher Kyriakides holds the Canada Research Chair in Socially Engaged Research in Race and Racialization, Department of Sociology, and is an Executive Committee Member of the Centre for Refugee Studies, at York University, Canada. Kyriakides currently leads a number of research programs on the reception of refugees including a five year comparative study of the reception of Syrian refugees in Canada, the US, Jordan, Italy, and Greece. His forthcoming book (with Rodolfo Torress) is titled *Multicultural Apocalypse: Anti-Immigration at 'History's End'*, and will be published by Oxford University Press.

Aurélie Lacassagne is Associate Professor in Political Science at Laurentian University, Sudbury, traditional territory of the Atikameksheng Anishnaabeg. She holds a BA in Applied Languages (English and Russian), and is a graduate from the Institute of Political Studies of Grenoble (France). She received her PhD from the Institute of Political Studies of Bordeaux. Her research focuses on social theories, identities, minority Francophone communities, and cultural studies. She has been involved in many Franco-Ontarian organizations in Northern Ontario. She can be heard every week commenting on international politics on CBON-CBC. Her work can be found in many edited volumes (particularly Demeter Press focusing on motherhood and mothering); journals such as *Historical Social Research*, *Figurations*, *European Journal of Cultural Studies*, and the *International Journal of Cultural Policy*. Her latest book is entitled *Perspectives créoles sur la culture et l'identité franco-ontariennes. Essai sur une prise de parole*, Sudbury, *Prise de parole*, 2017.

Stacey LaForme is the elected Chief of the Mississaugas of the New Credit First Nation (MNCFN). Born and raised on MNCFN, Chief Laforme has served his community for over fifteen years, being first elected to Council in 1999. Chief Laforme is committed to increasing involvement and communication between Elected Council and both on- and off-reserve membership. He is very active throughout MNCFN's traditional territory, which encompasses 3.9 million acres of Southern Ontario, not only as a Chief, but as a notable storyteller and poet. His dedication to the land, history, language and culture of the Mississaugas of the New Credit First Nation are helping to guide his First Nation toward a prosperous future.

Solène Lardoux is an Associate Professor in the Department of Demography, Université de Montréal. As a demographer, she specializes in the theme of fertility and the family with the populations of Quebec and Canada, including immigrants and populations in countries of the Global South. More specifically, she is responsible for a new project funded by MIDI (Ministry of Immigration, Diversity and Inclusion) for 3 years, focusing on the participation of immigrants and ethnocultural minorities in Quebec society. This project is entitled "Individual trajectories and dynamics of participation of women and men in Quebec society (TrajIPaQ)".

Elke Laur holds a PhD in Sociolinguistic from the University of Montreal. She studied in France, Germany and in Quebec. Her published research focused on linguistic norm and perception, identity, segregation, and different aspects of intergroup contact. After her university research experience, she joined in 2001 the Government of Quebec at the Office québécois de la langue française. Since 2011, she has worked at the Ministry of Immigration, Diversity, and Inclusion Quebec, first as a research coordinator, and since 2017, as Director of research and statistics.

Carlo Lavoie is co-investigator for Pathways to Prosperity and Associate Professor of French as a Second Language, Acadian and Québécois culture and literature at the University of Prince Edward Island. His research and publications go beyond literary analysis and extend into interdisciplinary studies. He is interested in the historical, geographic, structural, and memorial identity links which bind the individual to his or her community in developing new possibilities for inhabiting any given territory.

Stephen Law is the Community Outreach Coordinator for the Immigrant Services Association of Nova Scotia (ISANS) and is responsible for designing and delivering the Welcome Ambassador Program to support the integration and inclusion of newcomers to Nova Scotia. An internationally certified mediation coach in Dialogue for Peaceful Change, Stephen has mediated conflicts in families, groups and amongst community-based organizations — working to build bridges across difference. At the Coady International Institute at St. Francis Xavier University he teaches the Community-Based Conflict Transformation and Peacebuilding course. He is the author of two novels, *Tailings of Warren Peace* and *Under Her Skin*.

Alex LeBlanc has over 12 years of leadership experience in the nonprofit sector. Most recently, Alex helped to launch and is co-leading a provincial Social Lab, along with the Government of New Brunswick and the New Brunswick Business Council. The Economic Immigration Lab is tasked with developing and testing policy and service prototypes that could enhance New Brunswick's ability to become a leader in attracting, integrating and ultimately retaining newcomers to participate meaningfully in the economy. Alex has a keen interest in social innovation, public engagement and change management.

Winnie Lee has worked in the settlement sector for the last 20 years. Her work with the Inter-Cultural Association of Greater Victoria (ICA) started in 1997. She is currently the Director of Operations at ICA and is responsible for the operations of all newcomer client services, while providing managerial support to senior staff. Winnie immigrated from Hong Kong as a child with her family and has firsthand experience of the Canadian immigration process. Winnie has sat on numerous committees related to supporting newcomers to Canada. She is a past Board Member of ELSANet, past President of Volunteer Victoria, and past member of AMSSA's BC Settlement Program Planning Committee & Advisory Group. Winnie is an alumna of the University of Victoria.

Stephanie Levitz is a reporter in the Ottawa bureau of The Canadian Press, Canada's national newswire agency. She has covered the politics and policy of immigration and refugee issues since 2011, including a recent focus on populism and the potential for its emergence in Canada. Prior assignments include being CP's lead reporter for the 2010 Winter Olympics in Vancouver and, in 2007 and 2008, being part of a rotating group of correspondents based in Kandahar, Afghanistan. Stephanie holds a Master of Science degree from the Columbia University Graduate School of Journalism and a Bachelor of Arts degree from McGill University.

Irving Lewis, Ph.D., is organizational development, research, and innovation manager at Réseau de développement économique et d'employabilité (RDÉE) Canada since 2014. In this capacity, he is responsible for managing the agenda and research activities of the organization. Before joining the RDÉE Canada team, Mr. Lewis worked in the business sector, taught at the university and was a member of research teams in Canadian and foreign institutes. Author and co-author of more than twenty publications (book chapters, peer-reviewed articles, studies and reports), Mr. Lewis participated in many conferences as a speaker, organized several scientific forums (workshops, seminars, roundtables, and conferences) and appears regularly in the media. Irving Lewis holds a PhD in Political Science from Laval University. He co-chairs the Standing Committee on Francophone Immigration for Pathways to Prosperity.

Marc Lijour helps people and organizations realize their full potential, leveraging technology and freedom to innovate. He started his career in education, later focusing on system change in government and large public sector organizations. His current focus is on empowering Youth, SMBs, and regional Tech Clusters. Marc serves on a number of boards including ColliderX, the Information and Communications Technology Council (ICTC), the Toronto French Business Network (TFBN), TechConnex, Prepr, and Techweek. Marc holds degrees in Mathematics, Computer Science, and Business (MBA in the Management of Technology and Innovation), as well as several certifications in Education, and in IT Management.

Nicole Longstaff is the Senior Project Manager of the Hamilton Immigration Partnership Council (HIPC). Prior to this she coordinated the Mayor's Advisory Committee on Syrian Newcomers and was awarded an Outstanding Achievement Award for her work on a multi-year project at McMaster University. Nicole holds an Honours Bachelor of Arts degree in Political Science from the University of Toronto and is credentialed as a Project Management Professional (PMP) and Certified Scrum Master (CSM). Nicole has presented professionally at national and municipal conferences and is an active volunteer committed to projects welcoming newcomers and celebrating diversity.

Katherine MacCormac is a PhD candidate in the Applied Linguistics program at Western University. Katherine's current doctoral research involves examining the intricate relationship between language, identity, and power in bilingual Canada and its impacts on how multilingual immigrant FSL students negotiate their identities while acquiring proficiency in Canada's official languages. With multilingualism on the rise in Canada (OCOL, 2014; Statistics Canada, 2017), Katherine's research has important implications for the future of Canadian FSL education by highlighting the increased need, from the multilingual immigrant student's perspective, of working towards more inclusive FSL curriculum and pedagogy.

Megan MacCormac is a PhD candidate in the Department of Sociology at the University of Western Ontario. Her research interests include historical sociology, whole family methodology, aging and the life course, and multi-generational mobility. Currently, her doctoral research addresses the lack of three dimensional models for family research. By expanding the boundaries of whole-family methodology, Megan's work advocates for the use of new research strategies which better reflect the lived experiences and social mobility patterns of whole families and extended kin throughout their life courses.

Laurel Madro has developed and delivered training to assist internationally educated employees, employers, and job seekers in strategies to find meaningful employment and the skills to build successful careers in Calgary through her work at Bow Valley College. She leads the unit that delivers the Corporate Readiness Training Program, Diverse-City on Board, Intercultural Competencies for Leaders Certificate, and the full range of the CRIEC/Bow Valley College Mentorship Initiatives.

Neda Maghbouleh is Assistant Professor of Sociology at the University of Toronto. Her research program integrates the study of race with the study of immigration by examining settlement and discrimination-related challenges faced by Middle Eastern-heritage people in North America. Her first major project, on Iranians in the U.S., is now a book titled *The Limits of Whiteness: Iranian-Americans and the Everyday Politics of Race* (Stanford University Press, 2017). She teaches courses on race, ethnicity, and international migration.

Aruba Mahmud is a Social Planner for the County of Lambton and works with the Sarnia-Lambton Local Immigration Partnership. She is currently focused on (and very passionate about!) the Sarnia-Lambton LIPs anti-racism/anti-discrimination campaign and the Ministry of Citizenship and Immigration funded Anti-Racism Arts Project. Aruba is an Ontario Certified Teacher and has an Honors BA in Visual Arts, a Bachelor of Education degree and a Master of Education degree, all from Western University in London, Ontario.

Julia Mais is a Senior Coordinator with the IT and New Media team at the Ontario Council Agencies Serving Immigrants (OCASI). Her accomplishments have included leading the communications strategy for the award-winning Settlement.Org website, developing multilingual guides for migrant workers across Ontario and co-authoring a report for the United Nations Committee for the Rights of the Child (UNCRC). Julia has a Master of Arts Degree in Human Geography and a Graduate Diploma in Refugee and Migration Studies from York University.

Michele Manocchi holds a Ph.D. in Comparative Social Research (earned in Italy), and he is involved in several research activities across Canada and internationally. He is a member of the Centre for Research on Migration and Ethnic Relations at Western University, and he collaborates with Ryerson University and McGill University, in addition to Universities of Turin and Milan in Italy. His main research interests focus on undocumented migrants, intercultural education, evaluation research, reception and settlement services, social policies, labelling processes, and practices of resistance. His current main position is Intercultural Education Specialist at the Cross Cultural Learner Centre, London Ontario.

Jean McRae, B.A., C.P.Ed, M.B.A., is Chief Executive Officer of the Inter-Cultural Association of Greater Victoria (ICA). Jean is sector Co-Chair for Pathways to Prosperity, President of the Affiliation of Multicultural Societies and Service Agencies of BC (AMSSA), represents AMSSA on the National Settlement Council (NSC), the Canadian Immigrant Settlement Sector Alliance (CISSA), and co-chairs the Western Region Working Group, and until recently served on the Executive Committee of the Canadian Council for Refugees. She served on the University of Victoria's Institute for Community University Engagement Council, as co-chair of the National Working Group on the Attraction and Retention of Immigrants and Refugees to Smaller Communities, and currently is on the Advisory Council for Royal Roads University's School of Communication and Culture, where she has also been an instructor. Jean has been working in the immigrant and refugee services sector since 1982, including three years working with refugees in Central America.

Cavita Meetun is a MA student in Sociology at Western University Canada. Her research interests primarily focus on the economic integration of immigrants in Canada, specifically their income and net-worth outcomes. Cavita is also interested in researching economic sociology and diversity and inclusion within corporate Canada. In addition to her academic work, Cavita is an active member of her community and is a Director on the London & Middlesex Housing Corporation Board of Directors.

Jérôme Melançon teaches in the French and Francophone Intercultural Studies program at La Cité universitaire francophone at the University of Regina. He is the director of the Centre canadien de recherche sur les francophonies en milieu minoritaire (CRFM). His research is interdisciplinary, mostly tied to philosophy, and inscribed in the phenomenological movement. His current projects deal with the philosophy of democracy, understood on the basis of the personal experience of politics, and with the local practice of democracy in francophone communities in minority settings. He is also writing a book on reconciliation with Indigenous peoples.

André Menand is Director for the specialized services at SAJE Accompagnateur d'Entrepreneurs where he manages projects such as Succès-Numérique, Infosociofinancement, and Trajectory C3. He worked in France for the company CEP organizing international professional fairs, and for CNGF managing technological projects for ice cream manufacturers. He was a training coach in growth management for the SAJE where he had the opportunity to follow and support more than 500 entrepreneurs in their growth. He also coordinated the mentorship programming at SAJE in collaboration with the Fondation de l'Entrepreneurship.

Gerry Mills is the Executive Director of Immigrant Services Association of Nova Scotia (ISANS), which is the largest immigrant settlement agency in Atlantic Canada. ISANS is a one-stop service settlement organization for immigrants and refugees to Nova Scotia, providing an integrated range of programs and services along the settlement and integration continuum. An immigrant herself, Gerry has worked in the not for profit immigrant settlement sector for 27+ years. Her career has been in the field of adult education, EAL and immigrant settlement. Gerry has participated extensively in provincial, regional and national boards, committees and working groups on immigration, language and settlement, is currently a member of the National Settlement Council, Canadian Immigrant Settlement Sector Alliance – Alliance canadienne du secteur de l'établissement des immigrants (CISSA-ACSEI), Halifax Local Immigration Partnership Advisory Committee, Atlantic Immigration Research Committee, Performance Measurement Advisory Group, Pathways to Prosperity board, and is currently the President of Atlantic Region Association of Immigrant Serving Agencies (ARAISA).

Roberto Montiel immigrated to Canada from Mexico City, where he taught at the Communications Department at the Universidad Iberoamericana. He came to Halifax to earn his PhD in Interdisciplinary Studies, which he completed in 2014. He has been coordinating the Halifax Local Immigration Partnership since August 2015.

Maria Morrison is the Coordinator of the Citizen Equity Committee of the City of Winnipeg and works on issues of equity, diversity and racism. She sits on the Canadian Commission for UNESCO's Advisory Committee of the Canadian Coalition of Municipalities Against Racism and Discrimination and is the Chair of Immigration Partnership Winnipeg's Indigenous Newcomer Engagement Sector Table. She is a member of Big Grassy River First Nation in Treaty 3 territory with a background in Indigenous education publishing. Maria is an active community member sitting on the Manitoba Arts Council Indigenous Advisory Committee and a board member of Animikii Ozoson Child and Family Services.

Nancy Needham is the Executive Director/Community Development Co-ordinator at the South London Neighbourhood Resource. She brings a wealth of community development knowledge gained from 34 years of working actively within the very diverse and multicultural community of South London. The programs and services she has developed over the years support the needs of first time mothers, youth, newcomers, and seniors. She has constantly sought to address community needs by facilitating local focus groups, supporting community board development and encouraging the collective celebration of all cultures through a resident engagement approach. Her work has led to the development of the South London Neighbourhood Resource Centre. Through the collective efforts of 53 staff and over 300 volunteers, the South London Neighbourhood Resource Centre welcomed over 134,000 visitors in 2016 to the over 100 programs and services.

Keith Neuman is the Executive Director of the Environics Institute, a non-profit research organization founded in 2006 to promote public opinion and social research on important issues of public policy and social change in Canada. The Institute sees public opinion research as a valuable lens that enables organizations and citizens to better understand their own diverse and evolving society. Keith has directed a number of groundbreaking studies, including the first-ever Survey of Muslims in Canada, the Urban Aboriginal Peoples Study, and the Black Experience in the GTA. Previous to this role, Keith held senior positions with leading research firms in Toronto, Halifax and Ottawa. His work has covered many sectors and types of clients, with much of the focus on public affairs, social and environmental issues at the national, regional and local levels. Keith holds a Ph.D. in Social Ecology from the University of California, and is a Fellow of the Marketing Research and Intelligence Association. He is a frequent media commentator on social trends and public opinion.

Bruce Newbold is a Professor of Geography in the School of Geography and Earth Sciences (SGES) at McMaster University. He earned his PhD from McMaster in 1994 and worked at the University of Illinois Urbana-Champaign (1994-2000) before returning to McMaster in 2000. He has held guest scholar positions at the University of California San Diego's Center for Comparative Immigration Studies, and at the University of Glasgow's Social and Public Health Sciences Unit. His research interests focus on population issues, including migration, immigration, aging and health. He has authored numerous peer-reviewed papers, along with two textbooks on population issues. Between 2004 and 2013 he was the Director of the McMaster Institute of Environment and Health, and has served as the Director of the School of Geography and Earth Sciences (2012-2017).

Joanna Ochocka of the Centre for Community Based Research has led community-based research and knowledge mobilization activities for almost 20 years. She has been a principle investigator in over 60 research studies involving multiple partnerships. She sees research as a catalyst for social innovation, for public policy improvements and for promoting knowledge democracy in which local knowledge is valued in building local solutions. She has worked with many not-for-profit organizations, academic institutions, government funders, philanthropic foundations, and community groups on a variety of social issues. She is adjunct associate professor at both University of Waterloo and Wilfrid Laurier University.

Robert Oliphant, MP, is the Chair of the House of Commons Standing Committee on Citizenship and Immigration. He was first elected to the House of Commons in the 2008 General Election to represent the Toronto riding of Don Valley West, and served until 2011. He was elected again in 2015 to represent the people of Don Valley West. Mr. Oliphant has worked in a variety of positions in business, government, church and community. Prior to his

election, Mr. Oliphant worked as an accountant in the steel industry, was a senior advisor in the Office of the Premier of Ontario, and is an Ordained Minister, having held senior positions in the United Church of Canada.

Garine Papazian-Zohrabian is a member of the Ordre des Psychologues du Québec and an associate professor in the Department of Psycho-Pedagogy and Andragogy of the Faculty of Education of the University of Montreal as well as a regular member of the Research center SHERPA (Research, Immigration, Society). Her clinical experience, research, and teaching focus on the development of children and adolescents and their mental health, the normal and pathological processes of loss and trauma. She has also studied their influence on students' school adjustment and achievement as well as the development of their identity, with a particular emphasis on migratory paths and processes and the inter-influence of these various phenomena. Currently she is conducting various action-researches in schools in order to promote the psychological well-being of young refugees and immigrants.

Jennifer Perkins has an HBA in Psychology, and is currently working towards an MA in Counselling Psychology. Since 2010, Jennifer has been working with individuals across differences in group home environments, one-on-one counselling settings and via cross-cultural learning experiences abroad. Jennifer is currently engaged in researching London, Ontario's resources as described by Syrian refugees who have settled in the past 2 years, to identify strengths and areas of opportunity that the City of London has in building a welcoming and inclusive community for refugees.

Keith Power is a PhD candidate in the Faculty of Education at Memorial University of Newfoundland. His research interests revolve around child and youth development, child and youth mental health, comprehensive school health, and teacher professional development. He is currently working towards the completion of his doctoral thesis, which is focused on understanding how schools and the greater school system in the province of Newfoundland and Labrador influence the psychosocial wellbeing and academic development of refugee youth.

Shaheera Rahin has over 8 years of experience working with newcomer youth both post-arrival and pre-arrival. With a background in Social Work and Education, she currently works with the International Organization for Migration providing pre-arrival services to refugee youth as part of the Canadian Orientation Abroad (COA) Refugee Youth Program.

Stephan Reichhold has been the Director of the Table de concertation des organismes au service des personnes réfugiées et immigrantes (TCRI) since 1989. In this capacity, he is responsible for coordinating and developing the group of 142 community organizations working with immigrants, refugees and people without status. The TCRI mission aims at supporting and defending the rights of immigrants and refugees in Quebec in their migration and integration journey, with services, support, critical reflections and solidarity. Stephan Reichhold holds an MA in French literature and Political Science from the Freie Universität Berlin.

Damaris Rose is Honorary Professor of urban studies and social geography at the Urbanisation Culture Société research centre of Québec's Institut national de la recherche scientifique. She took early retirement from her Full Professor position in September 2017 in order to diversify her activities. She has published extensively and remains an active researcher in the fields of housing, immigration, and neighbourhood change in large cities. She was a domain coordinator for many years at the Montréal Centre of Excellence of the Metropolis Project. She is a collaborator and executive committee member in the SSHRC Partnership "Building Migrant Resilience in Cities."

Leyla Sall is Associate Professor in Sociology at the University of Moncton (Moncton Campus). After defending his PhD thesis on the Strategies of Occupation of Paris Urban Space by Senegalese Sellers and Merchants in 2007 (University of Poitiers, France), he published a dozen articles on immigrant entrepreneurship in France and in New Brunswick. Recently, he has developed a research program on foreign temporary workers in the seafood processing industry in New Brunswick and also on Francophone newcomers integration in Atlantic Canada (with funding from IRCC).

Yuji Sano is a PhD candidate in the Department of Sociology at the University of Western Ontario. He is interested in immigration, health, and quantitative methodology. His dissertation explores the oral health and oral health care utilization of immigrants in Canada.

Len Senater is the founder and owner of The Depanneur, "a place where interesting food things happen." The Depanneur specializes in hosting pop-up food events showcasing the incredible diversity of culinary talent in Toronto. By providing a space for amateur and professional cooks to host events, The Dep seeks to foster more meaningful food experiences, and foster community and economic opportunity. In early 2016, The Dep extended an invitation to newly arrived Syrian refugees to prepare and share familiar food. From this small gesture emerged Newcomer Kitchen, an exciting new model for newcomers to prepare and sell traditional home cooking.

Serperi Sevgur is a PhD Candidate at the department of Sociology and Social Anthropology, Dalhousie University. She holds a MA degree in International Development Studies from the same university. Her PhD thesis is on Georgian women who work and live in Turkey. Serperi is in the process of analyzing her data collected via qualitative methods during the field work. Her research interest range from the migration of highly skilled in Canada to global feminization of migration.

Olga Shcherbyna is a Social Planner with the City of Surrey and a Coordinator of Surrey LIP. Olga holds M.Sc. in Economics (Odessa State Economics University) and M.Sc. in Urban Planning (School of Community and Regional Planning, UBC) and has over ten years of experience in research and policy development, stakeholder engagement/partnership development and project management. In her work, Olga is driven by engaging diverse voices in community building processes.

Kathy Sherrell is the Associate Director - Settlement Services at the Immigrant Services Society of BC. She holds a PhD in Geography with an emphasis on refugee resettlement in Canada, including regionalization, legal status, housing, and settlement experiences. In addition to participating in multiple LIPs tables, she continues to be engaged in research with refugees. At present Kathy is a co-investigator on two pan-Canadian, multi-year refugee research projects.

Jan Stewart, Ph.D., is a Professor in the Faculty of Education at The University of Winnipeg and currently the Acting Dean of The Gupta Faculty of Kinesiology and Applied Health. Jan is the lead investigator of a three-year national research program funded by SSHRC, CERIC, and Mitacs to examine best practices for supporting refugee and newcomer youth. She is the lead investigator of a provincially-funded research program exploring the mental health needs and challenges for refugee youth and a SSHRC funded study on the settlement, education and psychosocial needs of Syrian refugees in Canada. Jan is the author of *Supporting Refugee Children: Strategies for Educators*.

Selma Tannouche Bennani is a Ph.D candidate in Gerontology at the University of Sherbrooke. Her research interests focus on retirement and ageing processes of immigrants in their host communities, as well as the influence of culture on retirement perceptions. Since February 2017, she has worked for the Human and Children's Rights Commission (Quebec).

Subhi Tarim has been working at Peel Newcomer Strategy Group as their Policy & Research Specialist since May 2017. She has an undergraduate degree in Gender Studies and Political Studies from Queen's University, and Master's Degree in Global Affairs from University of Toronto Munk School of Global Affairs.

Christophe Traisnel is Associate Professor of Political Science at the School of Public Affairs, University of Moncton. He is a graduate of the University of Montreal (Ph.D in Political Science), Paris II (graduate in Political Science), and Lille II (Master in Law and Political Science). His doctoral thesis offered a comparative analysis of nationalism of protest in Belgium and in Canada. His research focuses on immigration, minority recognition, Canadian Francophonies and international Francophonie. He recently published an article in the journal *Hermès*, entitled « La Francophonie, entre langue partagée et espace de négociation politique ». He is the author of *Le français en partage*, Timée éditions, and *Francophonie, francophonisme : groupe d'aspiration et formes d'engagement* (LGDJ - Panthéon-Assas).

Michèle Vatz-Laaroussi holds a PhD in intercultural psychology and is Professor of Social Work at the University of Sherbrooke. Her research focuses on immigration and social action with immigrants. More particularly, she is interested in family dynamics in immigration, local dynamics, cultural diversity outside big metropolitan areas. She initiated the International Research Network on Immigration outside Metropolises and she is a member of the Centre of Ethnic Studies of the Universities of Montreal, as well as the Pathways to Prosperity Partnership. Her latest research focuses on geographic and social mobility of immigrant and refugee families in Quebec and in Canada, on English-speaking immigrants and refugees arriving in Quebec, on welcoming and integration processes of refugee families and women, on divorces in migrations, and on mediations between women of different origins and religions. Since 2016 she has led an action research project on mediations among women from all origins and religions in Quebec and 9 countries from the South and the North.

Vanessa C. Wachuku is a Doctoral Candidate in the Ph.D. Policy Studies Program at Ryerson University, specializing in the Immigration policy field. Approaching her work from interdisciplinary standpoints, she is interested in questions relating to policy design and changes surrounding the immigration detention of non-citizens in Canada. Vanessa's areas of interest include immigration detention, criminalization and securitization of migration, migration and border control, forced displacement, refugee and non-citizens' protection, and human rights. With over 17 years of professional experience in all sectors, Vanessa currently serves as the Assistant Editor of the *International Journal of Migration and Border Studies* (IJMBS). Vanessa holds a Masters degree in Public Administration (MPA) from the University of Victoria and both a Bachelor of Arts degree in Community Studies and a Diploma in Public Administration and Management from Cape Breton University.

Nicole Watson is a community planning and policy professional with expertise in partnership development and project management. She has extensive experience in place-based community engagement and consultation processes, group facilitation and strategic planning in the non-profit, public and private sector.

Sarah V. Wayland is the Project Lead for Global Hamilton, an economic development initiative of the City of Hamilton that seeks to attract and support immigrants to Hamilton, including international students. Sarah is a dual U.S.-Canadian citizen, with a PhD in political science from the University of Maryland. She has completed immigration-related projects for Citizenship and Immigration Canada, Maytree, Metcalf Foundation, Community Foundations of Canada, Region of Peel, City of Hamilton, and others. As one of her numerous volunteer activities, she was a director of the St. Joseph Immigrant Women's Centre from 2005 to 2014.

Kory Wilson, BSc. JD, is the Executive Director of Indigenous Initiatives and Partnerships for British Columbia Institute of Technology. She is Kwakwaka'wakw. Kory is Chair of the National Indigenous Education Committee of Colleges and Institutions Canada and a Global Access to Postsecondary Education Ambassador. With over 20 years of experience in post-secondary education, community development, and the legal profession, Kory's passion lies "in ensuring success for Indigenous Learners and other multi-barriered learners." She has a deep commitment to education and has dedicated her working life to ensuring that underrepresented learners succeed, both within learning institutions and the larger community.

Yoko Yoshida is an Associate Professor in the Department of Sociology and Social Anthropology at Dalhousie University. As a Co-Investigator of the Pathways to Prosperity, among other affiliations, she works closely with partners from settlement service providers and government agencies. Drawing extensively on large datasets, she challenges widely-held perceptions with evidence. These include the under-valuing of parent and grandparent immigrants as well as those arriving through family pathways. Recently she started working on a SSHRC-funded project, which closely examines the impacts of Canadian experience on the integration and retention of newcomers to Atlantic Canada.

Sajedeh Zahraei is Senior Manager of Professional Development and Training at the Ontario Council of Agencies Serving Immigrants (OCASI). She completed her MSW and PhD at the Factor-Inwentash Faculty of Social Work, University of Toronto. Her research interests include social determinants of immigrant and refugee mental health, women, war, structural violence, and trauma. Sajedeh has 20 years of experience in the mental health field with a particular focus on equity, inclusion, community development, community-based research, partnerships, and collaborations addressing the needs of racialized communities with mental health and addictions issues.

Exhibitors at the Pathways to Prosperity 2017 National Conference include:

- ◆ Actions interculturelles de développement et d'éducation (AIDE)
 - ◆ Canadian Immigrant Settlement Sector Alliance – Alliance canadienne du secteur de l'établissement des immigrants (CISSA-ACSEI)
 - ◆ Collaborative Graduate Program in Migration and Ethnic Relations at The University of Western Ontario
 - ◆ Le Réseau de développement économique et d'employabilité (RDÉE) Canada
 - ◆ London Cross Cultural Learner Centre (LCCLC)
 - ◆ Magnet and New Horizons Media
 - ◆ Ontario Council of Agencies Serving Immigrants (OCASI)
 - ◆ Pathways to Prosperity Partnership
 - ◆ Refugee Sponsorship Support Program
 - ◆ Refugee Sponsorship Training Program
 - ◆ Ryerson University's MA program in Immigration and Settlement Studies and Ryerson Centre for Immigration and Settlement
-

Featured Exhibitors

Actions interculturelles de développement et d'éducation (AIDE)



In 2015, **Actions interculturelles** celebrated 25 years marked by hundreds of projects, events, research studies and training programs aimed at promoting the richness of cultural diversity. Whether they are aimed at seniors, women, youth or employability, all our actions pursue a single goal: to promote sharing between the various communities – be they from here or elsewhere – so

that all of us may live well, together, in a single community: our host country! By encouraging sociocultural and economic integration, Actions interculturelles promotes a society enriched by its diversity, be it within the Eastern Townships, throughout Canada or abroad.

Featured Exhibitors

Réseau de développement économique et d'employabilité



RDÉE Canada (Réseau de développement économique et d'employabilité) promotes the economic development of the Francophone and Acadian communities (FACs) in Canada so that they are actively involved in Canada's economic growth.

This not-for-profit organization maintains a presence in every province and territory (except Quebec) via provincial and territorial organizations.

Together, they form the national Network and support two main areas of the Canadian economy: business development (francophone entrepreneurship) and employability of francophone skilled workers.

As a leader, RDÉE Canada:

- ◆ Positions the Network in discussions about public policy and determining government and ministerial priorities.
- ◆ Maintains strategic linkages and sustainable partnerships.
- ◆ Supports leadership and innovation.
- ◆ Promotes best practices and continuous learning.
- ◆ Conducts research and reports on the findings.
- ◆ Celebrates and shares success stories.

Refugee Sponsorship Support Program (SSP)



The **Refugee Sponsorship Support Program's (SSP)** aim is to harness the incredible energy of Canadian sponsors and pro bono lawyers in order to bring refugees to safety in Canada, faster. The SSP is a core program of the University of Ottawa's Refugee Hub and we train and support lawyers who then provide support to Canadians in private sponsorship applications. By connecting dedicated volunteer lawyers to private sponsors, the program helps mitigate the challenges

of a complex and technical sponsorship application process and we are proud to say that thousands of refugees have been named on SSP-supported private sponsorship applications.

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