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16<sup>TH</sup> NATIONAL CONFERENCE  
16<sup>E</sup> CONGRÈS NATIONAL

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MARCH 12<sup>TH</sup> TO 15<sup>TH</sup>, 2014  
12 AU 15 MARS 2014

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HILTON LAC-LEAMY  
GATINEAU, QUÉBEC

# METROPOLIS



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CONFERENCE PROGRAM  
PROGRAMME DU CONGRÈS

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PARTNERING FOR SUCCESS:  
FACILITATING INTEGRATION  
AND INCLUSION

PARTENAIRES POUR LA RÉUSSITE:  
FACILITER L'INTÉGRATION ET  
L'INCLUSION

IN PARTNERSHIP WITH  
EN PARTENARIAT AVEC



**icim** Institut canadien pour  
les identités et les migrations | The Canadian Institute  
for Identities and Migration

FLOOR PLAN  
PLAN D'ÉTAGE





## JACK JEDWAB

Chair, 2014 Metropolis Conference Steering Committee  
Président, Comité d'organisation du Congrès Metropolis 2014

Last year was a turning point for the Metropolis Conference with its oversight moved to the

Association for Canadian Studies. After fourteen national conferences there was some uncertainty about the future. But the strong attendance at the 2013 edition in the National Capital Region dispelled any doubts about the importance of the issues addressed and the energy, enthusiasm and dedication of the participants. I felt truly privileged to have played a small role in what some described as the revival of the Metropolis Conference. In fact rather than revival, the word continuity comes to mind when thinking about the Metropolis experience over the past 18 months.

The "Sweet 16<sup>th</sup>" edition of the Metropolis Conference will be held at the Hilton Casino Lac Leamy in Gatineau, Quebec from March 12<sup>th</sup> to 15<sup>th</sup>, 2014. As reflected in the program for the 2014 edition of the Conference the 16<sup>th</sup> year will be sweet indeed. The quality of the content further vindicates the raison d'être of the Conference. It offers reasons to celebrate the depth of Canadian research in the field of immigration, integration and identities. The pre-forums, plenaries, workshops, round tables and posters will provide much in the way of intellectual stimulus.

This edition of the Conference will celebrate Metropolis' achievement in advancing national and international work with the establishment of the Canadian Institute for Identities and Migration (CIIM). Going forward, the CIIM will be the ACS research institute/think tank on issues of immigration, integration and identities. The web site of the CIIM will contribute to the national migration conversation by being the repository for the contributions to knowledge offered at the Metropolis Conference this year and in the future.

To the advisory committee and the team from the Association for Canadian Studies, thank you for putting together the 16<sup>th</sup> edition of the Conference. Suffice to say the strength of the Metropolis Conference comes from its participants and I want to thank you all for your continued engagement. I look forward to seeing you in Gatineau.

L'année dernière a été un point tournant pour le Congrès Metropolis alors que son organisation a été prise en charge par l'Association d'études canadiennes. Après 14 congrès nationaux, l'avenir semblait incertain. Mais le taux élevé de participation à l'édition de 2013 dans la région de la Capitale nationale, ainsi que l'énergie,

l'enthousiasme et le dévouement de ses participants, ont dissipé tout doute à propos de l'importance des enjeux qui y sont abordés. Je me suis senti vraiment privilégié d'avoir joué un petit rôle dans ce que certains ont décrit comme étant la seconde vie du congrès Metropolis. En fait, plutôt qu'une seconde vie, je crois qu'il serait plus juste de parler de continuité lorsque l'on considère l'expérience de Metropolis au courant des 18 derniers mois.

Cette 16<sup>e</sup> édition du congrès Metropolis va être tenue au Hilton Casino du Lac Leamy à Gatineau, au Québec, du 12 au 15 mars 2014. Comme le programme de l'édition de 2014 le laisse présager, ce 16<sup>e</sup> anniversaire est très prometteur. La qualité du contenu justifie encore plus la raison d'être de ce congrès. Celui-ci nous offre de nombreuses raisons de se réjouir de l'envergure de la recherche au Canada dans le domaine de l'immigration, de l'intégration et des identités. Les séances de pré-congrès et plénières, les ateliers, les tables rondes et les présentations par affiches vont nous proposer d'excellentes stimulations intellectuelles.

Cette édition va souligner les réalisations de Metropolis dans l'avancement des débats nationaux et internationaux sur l'immigration et l'intégration. Au cœur du succès de Metropolis, il y a la collaboration entre les gouvernements, le milieu universitaire et la société civile. Le thème de cette 16<sup>e</sup> édition du congrès, «Partenaires du succès: Faciliter l'intégration des nouveaux arrivants», reflète bien l'expérience de Metropolis à travers les années. L'Association d'études canadiennes est encore une fois honorée de travailler de concert avec le Projet Metropolis de l'Université Carleton à l'organisation de ce rassemblement unique. En 2013, l'AEC a lancé une nouvelle initiative en mettant sur pied l'Institut canadien des identités et des migrations (ICIM). L'ICIM va désormais être l'institut de recherche/groupe de réflexion de l'AEC sur les enjeux liés à l'immigration, l'intégration et les identités. Le site Web de l'ICIM va participer à la discussion sur la migration nationale en devenant un lieu de référence pour les contributions au savoir qui vont être faites cette année et dans les années à venir durant le congrès Metropolis.

Je tiens à remercier le comité consultatif et l'équipe de l'Association d'études canadiennes d'avoir organisé cette seizième édition du congrès. Il est bien entendu évident que la force du congrès Metropolis vient de ses participants et je veux vous remercier tous pour votre engagement soutenu. Au plaisir de faire votre rencontre à Gatineau.



## HOWARD DUNCAN

Executive Head, Metropolis Project, Carleton University  
Président, Comité d'organisation du Congrès Metropolis 2014

The Metropolis Secretariat and the Association for Canadian Studies are very happy to welcome you all to the 16<sup>th</sup> National Metropolis Conference in Gatineau, Quebec, the province with arguably the longest history of actively managing immigration and integration in Canada. Our discussions this year will focus on partnerships, and we will take this characteristically Canadian theme beyond the usual federal-provincial framework that is found in Canada's Constitution to include, to a degree greater than in the past, civil s mentioned in the Constitution. We tend in Canada to regard immigration from a jurisdictional point of view, as a federal-provincial/territorial endeavour. In this Metropolis conference, we will encourage a shift towards thinking of immigration and integration as a national project, as opposed to a federal or provincial/territorial project, designed to meet national goals, and to deliver national benefits. This is not to deny that there are specific goals within particular jurisdictions, but it is to ask that we set aside some of our more parochial concerns to look at how we ought to manage immigration and integration for the benefit of the country as a whole and not only the interests of some of our authorities.

Bringing the business community into Metropolis conferences is important, especially now with the introduction in 2015 of the Expression of Interest approach to selecting some of Canada's future citizens and the important role that the business sector is expected to play in its administration. We will not, however, forget that immigrants are more than workers, innovators, and entrepreneurs. The plenary and workshop program features considerations of the human rights of immigrants, of the important cultural aspects of immigration and integration, and the well-being of the communities in which we all live.

We are very pleased to be able to continue the tradition of Metropolis conferences with their non-partisan exchanges among policy officials, researchers, civil society organizations, and the business community. We hope that this gathering of people from these areas of our society is mutually enlightening and to the benefit of all living in Canada.

Le Secrétariat Metropolis et l'Association d'études canadiennes sont très heureux de vous accueillir tous au 16<sup>e</sup> congrès national Metropolis à Gatineau, au

Québec, la province qui a fort probablement la plus longue tradition quant à sa gestion active de l'immigration et de l'intégration au Canada. Nos discussions de cette année vont être axées sur les partenariats, et nous allons considérer ce thème typiquement canadien au-delà du cadre fédéral/provincial contenu dans notre Constitution pour y inclure, à un degré plus fort que dans le passé, les organisations de la société civile et du milieu des affaires. Les débats autour des partenariats dans la gestion de l'immigration et de l'intégration ont été dominés par les responsabilités respectives des deux paliers du gouvernement qui sont mentionnés dans notre Constitution. Nous avons tendance, au Canada, de considérer l'immigration d'un point de vue juridique, en tant que responsabilité relevant du fédéral et des provinces/territoires. Durant ce congrès Metropolis, nous allons privilégier la réflexion sur l'immigration et l'intégration en tant que projet national, contrairement à un projet fédéral ou provincial/territorial, qui est conçu afin de répondre à des objectifs nationaux et offrir des bénéfices nationaux. Nous ne tenons pas à nier les objectifs spécifiques des provinces/territoires, mais nous voulons tenter de mettre de côté nos intérêts plus particuliers afin de pouvoir nous pencher sur comment nous devrions gérer l'immigration et l'intégration pour que celle-ci soit bénéfique pour le pays en entier et non pas uniquement avantageuse à certaines de nos autorités.

Inclure le milieu des affaires au sein des congrès Metropolis est important, particulièrement maintenant que le système de déclaration d'intérêt lors de la sélection de certains citoyens futurs va être introduit en 2015 et du rôle important qui va être attribué au milieu des affaires lors de son administration. Nous n'allons cependant pas oublier que les immigrants sont plus que des employés, des créateurs et des entrepreneurs. Notre programme de séances plénières et d'ateliers va prendre en considération les droits de la personne des immigrants, l'importance des aspects culturels de l'immigration et de l'intégration, et le bien-être des communautés dans lesquelles nous vivons tous.

Nous sommes très heureux d'être en mesure de poursuivre la tradition des congrès Metropolis en favorisant des échanges non partisans entre les décideurs politiques, les chercheurs, les organisations de la société civile et le milieu des affaires. Nous espérons que ce rassemblement de gens en provenance de tous ces secteurs de notre société va nous permettre de nous enrichir mutuellement et va être bénéfique pour tous ceux qui vivent au Canada.

TIME HEURE	WEDNESDAY, MARCH 12 <sup>TH</sup> MERCREDI 12 MARS	LOCATION EMPLACEMENT
9:00 am - 5:00 pm 9h00 - 17h00	Metropolis Pre-Conference Workshop On Future Directions In Foreign Credential Recognition Précongrès Metropolis sur l'orientation future du programme de reconnaissance des qualifications	Julien Gagnon Walker
8:30 am - 5:00 pm 8h30 - 17h00	A Day To Reflect On Francophone Immigration <i>Canadian Francophonie And Immigrant Diversity: Challenges Of A Successful Partnership</i> Journée de réflexion sur l'immigration francophone <i>Francophonie canadienne et diversité immigrante: les défis d'une rencontre réussie</i>	Beethoven
TIME HEURE	THURSDAY, MARCH 13 <sup>TH</sup> JEUDI 13 MARS	LOCATION EMPLACEMENT
8:00 am - 9:00 am 8h00 - 9h00	Registration & Breakfast Inscription et déjeuner	Foyer
9:00 am - 10:30 am 9h00 - 10h30	Plenary Session 1 Séance plénière 1	Mozart

### Pathways To Permanence: Ramifications For Settlement?

While some immigrants and refugees have converted their immigration statuses from temporary to permanent in Canada for many years (primarily in-land refugee claimants and live-in caregivers), in the last few years this movement has shifted significantly (now including international students and a wider swathe of temporary foreign workers). Today, up to a third of all "landings" in some Canadian jurisdictions result from such conversions. Many people assume that those newcomers following a pathway to permanence will have better settlement and integration outcomes, and less need for scarce settlement services.

This panel will examine these assumptions through presentations focused on the scale of this phenomenon, its impact on the settlement and integration outcomes of these newcomers and the role settlement services can play in impacting these outcomes.

### Parcours vers la permanence : les ramifications de l'établissement ?

Alors que cela fait plusieurs années que nombreux immigrants et réfugiés passent du statut d'immigrant temporaire à celui de résident permanent (principalement les demandeurs du statut de réfugié qui sont déjà au pays et les aides familiaux résidents), cette tendance s'est modifiée significativement au cours des dernières années (et inclus désormais les étudiants internationaux et de plus en plus de travailleurs temporaires étrangers). Aujourd'hui, près d'un tiers de tous les nouveaux arrivants dans certaines provinces canadiennes sont le résultat de telles conversions. Plusieurs gens supposent que de tels parcours vers la résidence permanente aboutissent en des établissements et des intégrations plus faciles, et que ceux-ci nécessitent moins d'aide des services d'établissement (services qui sont déjà peu nombreux).

Ce panel va examiner ces suppositions à travers des présentations axées sur l'ampleur de ce phénomène, de ses effets sur les résultats de l'établissement et de l'intégration de ces nouveaux arrivants et du rôle que les services d'établissement peuvent avoir sur ces résultats.

**PARTICIPANTS:** **Umit Kiziltan**, Director General, Research and Evaluation Branch, Citizenship and Immigration Canada  
**Carl Nicholson**, Executive Director of the Catholic Immigration Centre  
**Adrian Conradi**, Thompson Rivers University  
**Arthur Sweetman**, McMaster University

**CHAIR/PRÉSIDENT:** **Catrina Tapley**, Associate Assistant Deputy Minister, Strategic and Program Policy, Citizenship and Immigration Canada

10:30 am - 11:00 am Refreshment Break Foyer  
 10h30 - 11h00 Pause-café

11:00 am - 12:30 pm Plenary Session 2 Mozart  
 11h00 - 12h30 Séance plénière 2

### Meeting The Challenges In Recognizing Foreign Credentials

The panel will consider the future orientations in recognizing foreign credentials. In keeping with the overall theme of partnering for settlement success, the panel will focus on how to maximize effectiveness in the FCR process and notably ensure collaboration between key institutions and decision-makers. To do so panelists will examine progress and future work on the Pan-Canadian Framework for the Assessment of Foreign Qualifications; current research including immigrant needs pre- and post-arrival, effective partnership models and the impact of policies and programs.

### Relever les défis de la reconnaissance des titres de compétences étrangères

Cette séance va examiner l'orientation future de la reconnaissance des titres de compétences étrangères. En accord avec notre thème central qui est le partenariat envers un établissement réussi, nous allons réfléchir à la manière de maximiser l'efficacité du processus de RTCE en considérant notamment comment assurer une collaboration harmonieuse entre les institutions concernées et les décideurs. Afin d'arriver à ce but, les intervenants vont réfléchir aux progrès et au travail qu'il reste à réaliser sur le Cadre pan-canadien d'évaluation et de reconnaissance des qualifications professionnelles acquises à l'étranger; les recherches actuelles portant sur les besoins des immigrants avant et après leur arrivée, les modèles de partenariat efficaces et les effets de certaines politiques et certains programmes.

**CHAIRS/PRÉSIDENTS:** **Andrew Staples**, Director, Labour Market Integration, Employment and Social Development Canada  
**Margot Morrish**, Director, Ministry of Labour and Immigration Province of Manitoba and Co-Chair of the F-P/T Foreign Qualifications Working Group  
**Diana Delgado**, Program Director, SUCCESS  
**Ann Mann**, Vice Chair, National Nursing Assessment Service (TBC)  
**Derek Kunsken**, Director, Governance and Engagement Division, Integration-FCRO Branch, Citizenship and Immigration Canada

12:00 pm - 1:30 pm Lunch Beethoven & Chopin  
 12h00 - 13h30 Pause-repas

1:00 pm - 1:30 pm 13h00 - 13h30	Poster Presentations Présentations par affiches	Foyer
1:30 pm - 3:00 pm 13h30 - 15h00	<b>WORKSHOP BLOCK A</b>	--
3:00 pm - 3:30 pm 8h00 - 9h00	Refreshment Break Pause-café	Foyer
3:30 pm - 5:00 pm 15h30 - 17h00	<b>WORKSHOP BLOCK B</b> <b>ATELIER BLOC B</b>	--
5:00 pm - 7:00 pm 17h00 - 19h00	<b>WELCOME COCKTAIL RECEPTION</b> <b>COCKTAIL DE BIENVENUE</b>	Foyer
<b>TIME HEURE</b>	<b>FRIDAY, MARCH 14<sup>TH</sup> VENDREDI 14 MARS</b>	<b>LOCATION EMPLACEMENT</b>
8:00 am - 9:00 am 8h00 - 9h00	Registration & Breakfast Inscription et déjeuner	Foyer
9:00 am - 10:30 pm 9h00 - 10h30	Plenary Session 3 Séance plénière 3	Mozart

### **Engaging Employers: Improving Integration Outcomes By Partnering With Canadian Business**

There is growing awareness of the value of engaging business more centrally into partnerships with government and nonprofit organizations for immigrant integration. Better utilization of immigrant human capital in the labour market remains key to more meaningful newcomer integration and to ensure that Canadian society gets the greatest benefit from the potential that immigrants bring to this country. The value of business engagement is evident in the expanding newcomer internships, mentoring and training partnerships that have been developing. This panel brings together leaders from the business, community and government sector to explore the benefits of business partnerships to immigrant settlement.

### **Engager les employeurs: améliorer les résultats de l'intégration par le partenariat avec les entreprises canadiennes**

Il y a une prise de conscience grandissante de la valeur d'impliquer davantage les entreprises dans un partenariat avec le gouvernement et les organisations à but non lucratif pour l'intégration des immigrants. Un meilleur usage du capital humain représenté par les immigrants sur le marché du travail demeure un élément crucial afin de favoriser l'intégration des nouveaux arrivants et de nous assurer que la société canadienne tire les plus grands bénéfices du potentiel que ceux-ci amènent au pays. La valeur que représente la participation des entreprises à cette fin peut être attestée par les nombreux partenariats de stages, de mentorat et de formation pour les nouveaux arrivants qui ont été mis sur pied. Cette séance rassemble des dirigeants du secteur des affaires, communautaire et gouvernemental qui vont examiner les avantages des partenariats d'affaires sur l'établissement des immigrants.

**PARTICIPANTS:** **Carla Campbell-Ott**, Executive Director, Petroleum Human Resources Council  
**Allison Pond**, Executive Director, ACCES Employment  
**Wendy Cukier**, Vice-President, Research and Innovation, Ryerson University  
**Corinne Prince St-Armand**, Director General, Integration, Citizenship and Immigration Canada

10:30 am - 11:00 am 10h30 - 11h00	Refreshment Break Pause-café	Foyer
11:00 am - 12:30 pm 11h00 - 12h30	WORKSHOP BLOCK C & ROUDTABLE R1	--
12:30 pm - 1:30 pm 12h30 - 13h30	Lunch Pause-repas	Beethoven & Chopin
1:00 pm - 1:30 pm 13h00 - 13h30	POSTER PRESENTATIONS PRÉSENTATIONS PAR AFFICHES	Foyer
1:30 pm - 3:00 pm 13h30 - 15h00	WORKSHOP BLOCK D ATELIER BLOC D	--
3:00 pm - 3:30 pm 15h00 - 15h30	Refreshment Break Pause-café	Foyer
3:30 pm - 5:00 pm 15h30 - 17h00	WORKSHOP BLOCK E ATELIER BLOC E	--

TIME HEURE	SATURDAY, MARCH 15 <sup>TH</sup> SAMEDI 15 MARS	LOCATION EMPLACEMENT
8:00 am - 9:00 am 8h00 - 9h00	Registration & Breakfast Inscription et déjeuner	Foyer
9:00 am - 10:30 pm 9h00 - 10h30	Plenary Session 4 Séance plénière 4	Mozart

### Talking About Security And Resilience In A Multicultural Society

This session examines research, policy, and programming tied to how narrative can shape perception and behaviour. Dominant narratives about adversity and safety, justice and injustice, trust and distrust, conflict and reconciliation, have impact on perceptions and possibilities for action. How people attribute blame for disasters affects how they participate in recovery. Expectations of the criminal justice system are shaped by popular television. The transmission of images, words, and video, in the right circumstances, can rapidly inflame passions, mobilize giving and volunteering, or stigmatize a group or individual. And people carry narratives with them to make sense of their direct experiences of such events and of their interactions with each other and the state.

Speakers in this plenary session will consider the negative, as with examples of speech that dehumanizes and calls for retribution. They will also consider the positive, as with narratives of deep integration which emphasize common bonds across lines of division. The aim is to support discussion about how state and society can address the risks inherent in the force of narrative, and better draw on the opportunities to support more 'resilient' social interactions and relationships in countries like Canada.

### Discussion à propos de la sécurité et de la résilience dans une société multiculturelle

Cette séance se penche sur la recherche, les politiques et les programmes en lien avec la façon dont les discours peuvent modeler les perceptions et les comportements. Les discours dominants à propos de l'adversité et de la sécurité, de la justice et de l'injustice, de la confiance et de la méfiance, du conflit et de la réconciliation, ont des effets sur nos perceptions et nos façons de réagir. La manière que la responsabilité pour certains événements catastrophiques va être attribuée influence la façon que les gens vont s'impliquer lorsque vient le temps de se reconstruire. Ce qui est présenté sur les chaînes de télévision populaires façonne en grande partie nos attentes envers le système judiciaire. La transmission d'images, de mots et de vidéos, dans les circonstances appropriées, peut rapidement exalter les passions, mobiliser la générosité des gens et les stimuler à faire du bénévolat, ou bien, inversement, stigmatiser un groupe ou un individu. Et les gens possèdent tous des discours qui leur permettent d'attribuer du sens à leurs expériences directes de ces événements et de leurs interactions les uns avec les autres ainsi qu'avec l'État.

Les conférenciers vont considérer les discours négatifs, tels que ceux qui déshumanisent et qui prônent la vengeance, ainsi que les discours positifs, tels que ceux qui sont construits autour d'une intégration profonde qui met l'accent sur nos similitudes afin de transcender nos différences. Notre objectif est de donner libre cours à une discussion sur la façon dont l'État et la société peuvent faire face aux risques inhérents à la puissance de ces discours et la façon de prendre avantage de certaines occasions nous permettant d'encourager des interactions sociales et des relations plus « résilientes » dans des pays comme le Canada.

- PARTICIPANTS:**
- Lori Beaman**, University of Ottawa, *Seeking Deep Equality: The Religion And Diversity Project*
  - Susan Benesch**, Berkman Center for Internet & Society, Harvard University, *Voices That Poison: The Dangerous Speech Project*
  - Derek Ruths**, McGill University, *Communication And Miscommunication Through Social Media During Disaster*
  - Phil Gurski**, Public Safety Canada, *The Power Of Narratives And The Place Of Counter-Narratives*

**MODERATOR/  
MODÉRATEUR:** **Brett Kubicek**, Public Safety Canada

**DISCUSSANT/  
DISCUTANT:** **Sara Thompson**, Ryerson University, *Narratives, Community, Risk And Resilience (TBC)*

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10:30 am - 11:00 am 10h30 - 11h00	Refreshment Break Pause-café	Beethoven & Chopin
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11:00 am - 12:30 pm 11h00 - 12h30	WORKSHOP BLOCK F & ROUDTABLE R2	--
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**A1 LA DIVERSITÉ ETHNIQUE AU QUÉBEC: Y A-T-IL UN VRAIMENT UN MALAISE ?**

**DELFOSSÉ**

Cet atelier propose diverses présentations et une discussion sur la relation des Québécois avec la diversité ethnique, culturelle, religieuse. Les dernières années ont donné lieu à un certain nombre d'événements, crises médiatiques, et initiatives gouvernementales qui ont porté l'attention sur le rapport à la diversité ethnique au Québec. Cet atelier propose une discussion éclairée par l'évidence empirique et une réflexion sur les dynamiques sociales, culturelles et historiques de la société québécoise.

\* Cet atelier est organisé par le Centre pour l'étude de la citoyenneté démocratique.

**ORGANISATEURS:** **Antoine Bilodeau**, Université Concordia  
**Luc Turgeon**, Université d'Ottawa

**PARTICIPANTS:** **Antoine Bilodeau**, Université Concordia, *Les attitudes des Québécois envers l'immigration: semblables ou différents des Canadiens des autres provinces?*  
**Luc Turgeon**, Université d'Ottawa, *Les attitudes des Québécois envers l'immigration: Portrait et analyses des variations régionales*  
**Gérard Bouchard**, Université du Québec à Chicoutimi

**PRÉSIDENT ET MODÉRATEUR:** **Daniel Salée**, Université Concordia

**A2 INTERNATIONAL STUDENTS: RECRUITMENT, RETENTION AND EMPLOYMENT INTEGRATION**

**SALON DU JARDIN**

This workshop will focus on international students who are pursuing employment and permanent immigration to Canada. The presentations will focus on recent immigration policies regarding international students, strategies in higher education to support international students to gain employment experience, and issues faced by international students and their accompanying partners regarding employment integration.

**ORGANIZER:** **Dr. Nancy Arthur**, Professor and Canada Research Chair in Professional Education, University of Calgary

**PARTICIPANTS:** **Dr. Nancy Arthur**, Professor and Canada Research Chair in Professional Education, University of Calgary  
**Melissa Fama**, Assistant Director, NHQ, Immigration, Citizenship and Immigration Canada  
**Miranda Cheng**, Director, Centre for International Experience, University of Toronto  
**Dr. Dan Cui**, Post-Doctoral Scholar and former international student, University of Calgary

### SERVING VULNERABLE INDIVIDUALS: WHAT DO THEY NEED? HOW DO WE SERVE THEM?

KREIGHOFF

This workshop will examine how settlement services can serve vulnerable newcomers (e.g., resettled refugees) that face multiple barriers (i.e., low literacy, language and essential skills) to integrate. It will assess their needs pre-arrival, required integration supports after arrival, and essential toolkit they need.

**ORGANIZER:** **Ryhan Mansour**, Citizenship and Immigration Canada

**PARTICIPANTS:** **Marc-André Cossette**, Policy Officer, Integration-FCRO Branch, Citizenship and Immigration Canada, *Improving Outcomes For Vulnerable Newcomers: CIC Policy And Program Responses*

**Adela Colhon**, General Manager, National and Provincial Programs, YMCA of Greater Toronto, *Innovative Supports For Vulnerable Newcomers: A Case Management Approach*

**Lucya Spencer**, Executive Director, Immigrant Women Services Ottawa, *Creating Opportunities For Vulnerable Newcomers*

**Marc Larrivée**, MSW, RSW, Senior Manager, Specialized Programs, MOSAIC, *Moving Ahead With The Vulnerable Immigrant Populations Program: Helping Newcomers Build A Life In Canada*

### COLLABORATIONS IN RESEARCH AND PRACTICE TO BUILD WELCOMING COMMUNITIES

GAGNON

The need for respectful collaborations in academic research, professional practice, and community service will be highlighted. Four successful collaborative projects offer insights around student leadership in schools, community partnerships in local and international service-learning, and the development of pedagogical research including Indigenous and Francophone perspectives; these promising collaborative approaches have implications for research, policy, and programming.

**ORGANIZER:** **Dr. Darren E. Lund**, Professor, Werklund School of Education

**PARTICIPANTS:** **Dr. Darren E. Lund**, Professor, Werklund School of Education

**Shashi Shergill**, Graduate Student, Werklund School of Education

**Jodi Latremouille**, Graduate Student, Werklund School of Education

**Lianne Lee**, Graduate Student, Werklund School of Education

**Kari Grain**, Doctoral student, Centre for Community Engaged Learning, University of British Columbia

**David Scott**, Doctoral Candidate, Werklund School of Education

**A5****SOCIAL EXCLUSION AND IMMIGRANTS TO CANADA:  
REALIZING AND MEASURING THE IMPACT OF CURRENT POLICY CHANGES****WALKER**

This workshop examines dynamics and outcomes of various forms of social exclusion among migrants to Canada. Providing both theoretical and empirical analyses of a shifting immigration policy paradigm, the aim is to increase the effectiveness of data collection and program options for status and non-status migrants in Canada.

**CO-ORGANIZERS:** **Naomi Lightman**, Ph.D. Candidate, University of Toronto  
**Raluca Bejan**, Ph.D. Student, University of Toronto

**PARTICIPANTS:** **Raluca Bejan**, Ph.D. Student, University of Toronto and **Naomi Lightman**, Ph.D. Candidate, University of Toronto, *Where To? Harper's Foreign Policy Changes Vis-À-Vis Canadian Immigration*

**Luann Good Gingrich**, Associate Professor, School of Social Work and Centre for Refugee Studies, York University and **Naomi Lightman**, Ph.D. Candidate, OISE, University of Toronto, *The Exclusionary Dynamics Of Data Collection: Exploring Attrition And Non-Response Rates Among Immigrants And Racialized Groups Through The Survey Of Labour And Income Dynamics*

**Chris Brillinger**, Executive Director, Social Development, Finance and Administration, City of Toronto, *Municipal Leadership On Newcomer Inclusion: The Toronto Experience*

**Navjeet Sidhu**, Researcher, Social Planning Toronto, *Access To Community Programs And Services For Non-Status Residents: Organizational Challenges And Responses*

**A6****SKILLED TRADES IMMIGRANTS TO CANADA: WHAT ARE THE CHALLENGES  
TO SETTLEMENT AND COLLABORATIVE SOLUTIONS?****SUZOR-CÔTÉ**

This session examines the barriers facing newcomers selected to support Canada's labour market in the skilled trades occupations and the settlement services that are needed to support these immigrants both pre-arrival and in Canada. Discussion will focus on collaboration between the federal government, employers, and regulators in achieving positive settlement outcomes.

**CO-ORGANIZERS:** **Camille Papanek**, Citizenship and Immigration Canada  
**Sher Rana**

**PARTICIPANTS:** **Derek Kunsken**, Citizenship and Immigration Canada  
**Andrew Staples** (TBC)

Increasingly, alternative assessments and bridging programs help internationally educated professionals become licensed. Nevertheless, many immigrant professionals find themselves in a race against time, struggling to meet licensing requirements before losing currency. This workshop explores successes and challenges of alternative routes to licensing, and makes recommendations for improving access to professions.

**ORGANIZER:** **Tanya Chute Molina**, Program Adviser, Office of the Fairness Commissioner

**PARTICIPANTS:** **Tanya Chute Molina**, Program Adviser, Office of the Fairness Commissioner, *Successes And Challenges Of Alternative Routes To Licensing: A Research Perspective*

**Uche Isiuwe**, Internationally educated pharmacist, Career Transitions Program, Catholic Centre for Immigrants, *Successes And Challenges Of Alternative Routes To Licensing: An Immigrant Perspective*

**Mourad Mohand-Said**, Executive Director, Canadian Architectural Certification Board, *Successes And Challenges Of Alternative Routes To Licensing: An Assessment Perspective*

**Jan Sheppard Kutcher**, Consultant, Nova Scotia Department of Labour and Advanced Education, *Successes And Challenges Of Alternative Routes To Licensing: A Bridging Perspective*

Les inégalités chez les personnes immigrantes appartenant aux minorités racisées persistent en milieu de travail. Nous présentons ici l'analyse des effets de la combinaison des catégories immigré, minorité racisée et genre sur les stratégies de transformation des milieux de travail de concert avec les collaborations concrètes des organismes du milieu.

**CO-ORGANISATRICES:** **Hélène Cardu**, Université Laval

**Myrlande Pierre**, Chercheur associée, UQAM et candidate au Ph.D., Université d'Évry-Val d'Essonne

**PARTICIPANTS:** **Hélène Cardu**, Université Laval et **Myrlande Pierre**, Chercheur associée, UQAM et candidate au Ph. D., Université d'Évry-Val d'Essonne, *Genre, minorités racisées et travail*

**Myrlande Pierre**, Politiques publiques et intégration économique des minorités racisées, *l'angle mort des programmes visant l'égalité des chances*

**Paul Eid**, UQAM, *L'interaction de la discrimination et de la ségrégation dans le processus d'insertion en emploi des minorités racisées à Montréal*

**Éric Charest**, ENAP, *Programmes d'accès à l'égalité: un processus de managérialisation du cadre juridique pour combattre la discrimination systémique*

**Geneviève Fradette**, Bureau de la Vie étudiante, Université Laval, *Étudiants étrangers à Québec et programmes ciblant l'insertion socioprofessionnelle*

**PIAAC - SURVEY RESULTS AND THE POTENTIAL FOR RESEARCH ON CANADIAN IMMIGRANTS****SALON EXÉCUTIF**LOCATED ON THE 3<sup>RD</sup> FLOOR OF THE CASINO  
SITUÉ AU 3<sup>E</sup> ÉTAGE DU CASINO

Canada is one of the 24 countries that participated in the OECD Programme for the International Assessment of Adult Competencies (PIAAC). What does a profile of Canadian adult competencies look like? How does the Canadian result compare internationally? This workshop will highlight the recent results on Canadian adult competencies as well as the international comparative results of PIAAC. The workshop will also serve as a forum for discussion on exploring the potential for future research on the competencies of Canadian immigrant adults using PIAAC.

**ORGANIZER**                      **Xiaoyi Yan**, Citizenship and Immigration Canada

**AND CHAIR:**

**PARTICIPANTS:**                **William Thorn**, OECD, *PIAAC, International Report On Adult Competencies*  
**Patrick Bussière**, Employment and Social Development Canada, *Pan-Canadian Results From PIAAC*  
**Li Xu**, Citizenship and Immigration Canada, *The Competencies Of Canadian Adult Immigrants: Exploring The Wealth Of Information In PIAAC*

B1

**CE DONT LES IMMIGRANTS FRANCOPHONES EN MILIEU MINORITAIRE ONT  
BESOIN AVANT ET APRÈS LEUR ARRIVÉE POUR UNE INTEGRATION RÉUSSIE**

**GAGNON**

Cet atelier mettra l'accent sur les besoins spécifiques des immigrants francophones en milieu minoritaire et les partenariats gagnants pour leur intégration communautaire et économique.

**CO-ORGANISATRICES:** **Cecile Barbier**, Connection Center for Francophone Immigrants  
**Moussa Magassa**, Table Nationale de Concertation Communautaire immigration

**PARTICIPANTS:** **Cecile Barbier**, Connection Center for Francophone Immigrants  
**Moussa Magassa**, Table nationale de concertation communautaire immigration  
**Fatoumata Niane**, I.S.S.B.C  
**Tanniar Leba**, Directeur exécutif, La Boussole  
**Georges Bahaya**, Directeur exécutif, Centre d'accueil et d'établissement de l'Alberta

B2

**MY CANADA INCLUDES ALL FAMILIES: CANADA'S CHANGING FAMILY  
REUNIFICATION POLICY AND ITS IMPACT**

**MORRICE**

This workshop will explore the new family reunification policy in Canada and the impact that these policy changes are having. Panelists will unpack the narrative around burdensome sponsored relatives and their use of 'limited resources'. This workshop will explore the contributions that 'dependent' sponsored relatives make in their families, communities and to the wider Canadian society.

**ORGANIZER:** **Bronwyn Bragg**, Research and Policy Analyst Educator, Ethno-cultural Council of Calgary

**PARTICIPANTS:** **Bronwyn Bragg**, Research and Policy Analyst Educator, Ethno-cultural Council of Calgary, *Families Together/Families Apart: The Impact Of Changing Immigration Policy On Ethno-Cultural Families In Alberta*  
**Dr. Madine VanderPlaat**, Professor of Sociology, Saint. Mary's University  
**Dr. Howard Ramos**, Associate Professor of Sociology, Dalhousie University, *What Do Sponsored Parents And Grandparents Contribute*  
**Avvy Go**, Clinic Director, Metro Toronto Chinese & Southeast Asian Legal Clinic, *Family Reunification - A Right Or A Privilege?*

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**B3****BRIDGING IMMIGRANT INTEGRATION IN CANADA:  
THE ROLE OF PATHWAYS AND INSTITUTIONS****DELFOSE**

This workshop will explore the role of pathways for the integration and absorption of newcomers (including international students, skilled immigrants, and others) and the institutions that are key contributors to this process, as well as perceived mental health and well-being of immigrants and non-immigrants using the 2007/2008 Canadian Community Health Survey.

**ORGANIZER:** **Julie Drolet**, Associate Professor, Faculty of Social Work, University of Calgary

**PARTICIPANTS:** **Chedly Belkhodja**, Université de Moncton, International students  
**Allysa Gredling**, Kamloops Immigrant Services, Welcoming communities  
**Natalia Lapshina**, Ph.D. Candidate, Western University

**COMMENTARY:** **Meyer Burstein**, Pathways to Prosperity

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**B4****ALTERNATIVE CAREER OPTIONS FOR INTERNATIONALLY TRAINED  
INDIVIDUALS****SALON DU JARDIN**

This workshop will examine the labour market needs of internationally trained individuals (ITIs), including supports and tools on career options (alternative careers) related to the profession in which they were originally educated and trained, which enable them to make use of their skills and experience in the Canadian labour market.

**ORGANIZER:** **Dhan Lamba-Thebeau**

**PARTICIPANTS:** **Rob Henderson**, President, BioTalent Canada  
**Rick Tachuk**, Director, Communications and Government Relations, Canadian Council of Technicians and Technologists (CCTT)  
**Magdalene Cooman**, Director, Employer Engagement, LASI World Skills

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**B5****ORGANIC COLLABORATIONS: SUCCESSFUL PARTNERSHIPS  
AND THE ROLE OF TECHNOLOGY****JULIEN**

This workshop will explore examples of successful partnerships, outline best practices and discuss the challenges involved when working with multiple players. The panel will place an emphasis on the role of technology in facilitating successful collaborations without disregarding the importance of in-person communication and more traditional partnership building practices.

**ORGANIZER:** **Julia Mais**, The Ontario Council of Agencies Serving Immigrants (OCASI)

**PARTICIPANTS:** **Julia Mais**, The Ontario Council of Agencies Serving Immigrants (OCASI), *Leveraging Online Networks For In-Person Collaboration: The #Cdnimm Events*  
**Saleem Spindari**, MOSAIC, *Partnering To Provide Better Access To Online Information*  
**Monica Anne Brennan**, Toronto Region Immigrant Employment Council (TRIEC), *Lessons From The Mentoring Partnership*  
**Petra Kukacka**, Toronto North Local Immigration Partnership (LIP), *Building Organic Collaborations: Lip Support In Toronto*  
**Nadia Caidi**, University of Toronto, *Technology Ties That Bind*

**B6**

**EXAMINING SETTLEMENT OUTCOMES AMONG NEWCOMERS IN CANADA: RESULTS FROM NATIONAL SURVEYS**

**SUZOR-CÔTÉ**

Researchers from service providing organizations, governments and academics will share their research on various aspects of newcomer settlement in Canada. Their data is new, collected in the past 18 months, and showcases analysis of access to services, labour market participation, feelings of belonging and other aspects related to settlement outcomes.

**ORGANIZER:** **Lori Wilkinson**

**PARTICIPANTS:** **Lori Wilkinson**  
**Sharon Springer**, Citizenship and Immigration Canada  
**Wendy McCullough**  
**Richard Mueller**  
**Jill Bucklaschuk**  
**Janine Bramadat**  
**Yi (Jack) Shen**

**B7**

**CANADIAN MULTICULTURALISM: RELIGIOUS DIVERSITY AND CREED HUMAN RIGHTS IN THE PUBLIC SPHERE**

**WALKER**

As Canada becomes increasingly diverse, there is potential for tension as issues of religious diversity play out in the public sphere. This panel will examine how working to resolve these tensions enhances the settlement success of newcomers and benefits all citizens by defining a broader, more inclusive multiculturalism that promotes religious diversity.

**ORGANIZER:** **Cindy Vander Meulen**, Ph.D. Public Education and Outreach Officer Policy, Education, Monitoring & Outreach Ontario Human Rights Commission

**PARTICIPANTS:**

**Remi Warner**, Ph.D. Senior Policy Analyst Policy, Education, Monitoring & Outreach Branch Ontario Human Rights Commission

**David Seljak**, Ph.D. Associate Professor of Religious Studies, St. Jerome's University

**Ihsaan Gardee**, Executive Director National Council of Canadian Muslims (formerly CAIR.CAN)

**Maciej Mark Karpinski**, M.A., Ph.D. (c) Senior Research Analyst Knowledge Centre Research and Statistical Analysis Division Canadian Human Rights Commission

**B8**

**SHARING KNOWLEDGE IN IMMIGRATION AND SETTLEMENT:  
RESEARCH, POLICY, AND SERVICE COMMUNITY PERSPECTIVES**

**KRIEGHOFF**

This workshop will discuss knowledge sharing or exchange in immigration and settlement from the perspectives of research, policy, and service communities. The discussion will revolve around three key themes: balance of expertise and power between stakeholders, measuring the impact of shared knowledge and learning from other sectors.

**ORGANIZER:**

**Adnan Türegün**, CERIS

**PARTICIPANTS:**

**Debbie Douglas**, Ontario Council of Agencies Serving Immigrants, *Inter-Sectoral Partnerships: A Case For Change*

**John Shields**, Ryerson University, *Valuing Policy Oriented Research Partnerships*

**Dr. Xiaoyi Yan**, Citizenship and Immigration Canada, *Managing Research And Policy Connection*

**DISCUSSANT:**

**Caroline Andrew**, University of Ottawa

**CHAIR:**

**David J. Phipps**, York University

C1

**IMPROVING FRENCH COMMUNICATION SKILLS IN FRANCOPHONE  
MINORITY-LANGUAGE COMMUNITIES**

**JULIEN**

In this French presentation, recent changes to the immigration legislation requires that newcomers arrive meeting defined Canadian Language Benchmarks (CLB)/Niveaux de compétence linguistique canadiens (NCLC) level of language proficiency under the points system. For those immigrants wishing to improve their French communication skills in francophone minority-language communities, this can be more challenging than for those immigrants improving their English skills in English-mainstream communities. This presentation will present some key tools and supports that CCLB has developed to support immigrants learning and improving their French, thereby helping them work towards their goals for employment, work and integration.

**CO-ORGANIZERS:**            **Marianne Kayed**  
**Elissa Beaulieu**, Gestionnaire de programmes NCLC, CNCLC

**PARTICIPANTS:**            **Elissa Beaulieu**, Gestionnaire de programmes NCLC, CNCLC  
**Francois Bélisle**, Ph.D., Directeur général, CNCLC  
**Claude Laurin**, Gestion Laurin

C2

**LA RÉCENTE RÉFORME DU SYSTÈME D'IMMIGRATION AU CANADA ET L'IMPACT  
POTENTIEL SUR LA DIVERSITÉ ET INCLUSION**

**GAGNON**

Le reforme du système d'immigration et l'impact potentiel sur la diversité et inclusion: Récemment, le Canada s'est embarqué dans une restructuration profonde du système d'immigration, en vue d'un système qui servira à répondre aux besoins économique et du marché du travail du Canada. Cet atelier essaie de cerner si la reforme actuelle en immigration entrainera un changement du visage de l'immigrant au Canada, et quelle serait l'implication au niveau de la diversité et de l'inclusion.

**ORGANIZER:**                **Pascaline Nsekera**, Coordinatrice immigration, FFCB

**PARTICIPANTS:**            **Pascaline Nsekera**, Coordinatrice immigration, FFCB  
**Moussa Magassa**, Educateur aux droits de la personne, University of Victoria  
**Tanniar Leba**, Directeur général, La Boussole  
**Mohamed Soulami**, Directeur général, Actions Interculturelles de Développement et d'Éducation (AIDE)

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**C3** **TRANSITIONING IMMIGRANTS: WHAT ARE THEIR LABOUR MARKET NEEDS?  
HOW DO WE SERVE THEM?****KREIGHOFF**

Many spouses, youth dependents and family class immigrants arrive with economic assets, but still require integration supports to become self-sufficient. This workshop will examine their primary needs and how to serve them, including supports and tools to help them use and/or update their skills and experience.

**CO-ORGANIZERS:**      **Patrick McEvenue**, Citizenship and Immigration Canada  
                                 **John Biles**, Citizenship and Immigration Canada

**PARTICIPANTS:**      **Patrick McEvenue**, Citizenship and Immigration Canada  
                                 **Wazi Dlamini-Kapenda**, HIPPY Canada  
                                 **Jan Sheppard Kutcher**, Nova Scotia Labor and Advanced Education  
                                 **Madine VanderPlaat**, Saint Mary's University

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**C4** **FILIPINO TRANSNATIONAL FAMILIES IN CANADA****WALKER**

This workshop makes visible the struggles of transnational Filipino families settling in Canada, especially their experiences of separation of and reunification with their families. It also considers the policy and societal implications of research findings, particularly in the areas of immigration and family reunification.

**ORGANIZER:**            **Dr. Sara Torres**, Postdoctoral Fellow, Université de Montréal

**PARTICIPANTS:**      **Dr. Sara Torres**, Postdoctoral Fellow, Université de Montréal, *I Made A Very, Very, Difficult Decision In My Life: Transnational Families' Separation, Reunification And Attachment To Canada*  
                                 **Dr. Denise Spitzer**, Institute of Women's Studies, University of Ottawa, *At Home, Men Were Kings: Transnational Filipino Families In Canada Re-Negotiating Gender Roles*  
                                 **Aimee Beboso**, Philippine Migrants Society of Canada (PMSC), *Frontline Organizing To Encourage The Settlement Of Temporary Women Migrant Workers: Where Do Transnational Families Fit In?*  
                                 **Cecilia Diocson**, Philippine Women Centre of B.C., *Creating A New Path For Genuine Settlement Of Filipinos In Canada*

**COORDINATION OF SERVICES FOR VULNERABLE MIGRANTS:  
TFWS, HUMAN TRAFFICKING, UNDOCUMENTED**

HAMEL

While populations of TFWs and undocumented migrants are growing in Canada and there is an increase in identification of human trafficking cases, very few community or public services receive any funding to serve them. In this workshop, representatives of different initiatives (Quebec, Ontario, Alberta) that aim to overcome this hurdle to defend the rights of these migrants come together to discuss challenges and best practices.

**ORGANIZER:** **Jill Hanley**

**PARTICIPANTS:** **Joey Calugay**, Immigrant Workers Centre  
**Alexandra Ricard-Guay**, Coalition contre la traite humaine du Québec  
**Julie Kaye**, ACT Alberta and Ambrose University College

**C6 IMMIGRANT AND SOCIETAL PERSPECTIVES ON WELL-BEING AND INTEGRATION**

SUZOR-CÔTÉ

The concepts of (a) immigrant integration as a two-way street, and (b) well-being, both include several economic and social dimensions, as well indicators of subjective feelings. In addition, well-being and integration outcomes are impacted by (c) institutional and relational dynamics taking place in specific contexts. This workshop seeks to stimulate discussion and learning across these three perspectives.

**ORGANIZER:** **Carla Valle Painter**, Research Analyst, R&E-KMPR Citizenship & Immigration Canada

**PARTICIPANTS:** **Carla Valle Painter**, Research Analyst, R&E-KMPR Citizenship & Immigration Canada, *Sense Of Belonging: Empirical Study*  
**Kristyn Frank**, Research Analyst, Statistics Canada, *Life Satisfaction Among Immigrants To Canada: Are Immigrants Happier Than Their Source-Country Populations?*  
**Zenaida Ravanera**, Adjunct Research Professor, Centre for Population, Aging and Health, Western University, *Measurement Of Welcome-Ability And Integration: Illustrations And Potential Avenues For The Future*  
**Ratna Omidvar**, President, Maytree, *Developing Pathways To Inclusion: Promising Practices And What We Have Learned*  
**Daniyal Zuberi**, University of Toronto, *A Steeper Climb: The Increasingly Challenging Context Of Immigrant Settlement In Canada*

**DISCUSSANT:** **Lorna Jantzen**, A/Deputy Director, R&E-KMPR Citizenship & Immigration Canada

**CHAIR:** **Lorna Jantzen**, A/Deputy Director, R&E-KMPR Citizenship & Immigration Canada

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**C7 PARTNERSHIP ROLES, RESPONSIBILITIES AND RELATIONS FOR LOCAL GOVERNMENTS AND LOCAL AUTHORITIES: OBSTACLES AND OPPORTUNITIES****MORRICE**

This workshop contributes to discussions regarding how local/regional governments and authorities participate constructively and collaboratively in partnerships for facilitating the settlement and integration of newcomers. It examines the existing, emerging and future partnership roles, responsibilities and relationships of such governments and authorities and the obstacles and opportunities they face.

**ORGANIZER:** **Joseph Garcea**, Department of Political Studies, University of Saskatchewan

**PARTICIPANTS:** **Joseph Garcea**, Department of Political Studies, University of Saskatchewan  
**Leanne Holt**, Senior Policy Advisor, Federation of Canadian Municipalities  
**Valerie McLeod**, Managing Director, Canadian School Boards Association  
**Bill Ashton**, Rural Development Institute, Brandon University  
**Terry Wotherspoon**, Department of Sociology, University of Saskatchewan  
**Ian Culbert**, Executive Director, Canadian Public Health Authorities Association

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**C8 PRE-DEPARTURE ORIENTATION: ENABLING NEWCOMERS' INTEGRATION****SALON DU JARDIN**

This workshop highlights the benefits of pre-departure orientation services to refugees and immigrants, and how overseas and domestic service provider organizations collaborate to provide newcomers with in-depth information related to settlement and integration. Examining recurring and emerging needs for information prior to departure, the panelists will analyze existing service delivery models and discuss best practices to maximise migrants' preparedness.

**ORGANIZER:** **Maha Surani**, Canadian Immigrant Integration Program (CIIP), ACCC

**PARTICIPANTS:** **Joanie Durocher**, Project and Liaison Officer, Canadian Orientation Abroad, IOM  
**Maha Surani**, Canadian Immigrant Integration Program (CIIP), ACCC  
**Jan Carter**, Manager, Immigrant Education, PLAR, George Brown College  
**Josie Di Zio**, Senior Director, Planning & Program Development, COSTI Immigrant Services

In the past five years, significant changes have been made to all aspects of our country's immigration policies. We have already experienced some of the impacts of these changes, and more effects are still to come. Crucial changes, for instance, have been made to the selection process, with the focus of recruitment becoming more employer-driven through Expressions of Interest. We have also seen changes in refugee selection, with focus turned to more adaptable individuals, rather than those with higher needs. We have also seen expedited pathways to permanent residency for TFWs, and new strategies to increase the number of international students and welcoming them to stay in Canada after graduation. All of these changes will ultimately alter the profile of the newcomers coming to Canada with a different support requirements to succeed in their settlement and integration process. as well as the challenges and opportunities that they will encounter upon their arrival.

In this session, practitioners, academia and policy makers will explore and discuss potential changes in different immigration categories and share new ideas and approaches that would ensure design and delivery of client-centered services that are efficient and relevant.

**ORGANIZER:** **Fariborz Birjandian**, Executive Director, Calgary Catholic Immigration Society

**PARTICIPANTS:**

**Ather Akbari**, Professor of Economics, Saint Mary's University, *Rationale For Government Policy In Immigrant Settlement In Smaller Areas Of Host Nations*

**Naomi Alboim**, Fellow, School of Policy Studies, Queen's University, and Senior Fellow, Maytree, *A New Refugee Resettlement Strategy For The Future*

**Tatjana Beocanin-Donald**, Mentorship and Networking For Success Coordinator, Calgary Catholic Immigration Society, *Moving Out Of The Box: Creating New Partnerships And Introduction Of New Tools*

**John Biles**, Director, Partnerships and Knowledge Transfer, Citizenship and Immigration Canada

**Leah Hamilton**, Assistant Professor, Mount Royal University, *Labour Market Programming For Newcomers: Getting Results*

**Claudette Legault**, Executive Director, Immigrant Settlement and Integration Services, *Program Delivery Innovation To Respond To And In Anticipation Of Changing Profiles Of Skilled Immigrants And Their Integration In The Work Force*

**R1.1 A "COMPLICATED CONVERSATION": CITIZENSHIP, THE HIDDEN CURRICULUM  
AND THE CANADIAN LANGUAGE BENCHMARKS 2000 AND 2012**

**BEETHOVEN**

The issues of Temporary foreign workers or migrant workers are well publicized to the civil society. Topics such as access to benefits, employment standard legislation, access to services and awareness campaigns seems to be in the forefront of migrant advocacy work. As children of Migrant workers we aim to present a different point of view to this cause. It is a struggle to be left behind back home, it is even a greater struggle to integrate in a society that looks down on the hard work of our parents. We would like to present issues within family separation, family re unification and offer our analysis for policy recommendation. Case studies and analysis will be our way of presenting.

**ORGANIZER:** **Jesson Reyes**, Anakbayan Toronto/Migrante Youth

**PARTICIPANTS:** **Jesson Reyes**, Anakbayan Toronto/Migrante Youth  
**Yshmael Cabana**, Anakbayan Toronto/Migrante Youth  
**Rhea Gamana**, Anakbayan Toronto/Migrante Youth  
**Mari Acejo**, Anakbayan Toronto/Migrante Youth

**R1.2 UNDERCOVER ALLIES: ADVOCACY CHALLENGES FOR COMMUNITY ORGANIZERS  
WORKING ALONGSIDE TEMPORARY FOREIGN WORKERS IN CANADA**

**BEETHOVEN**

The lives of temporary foreign workers in Canada are shaped not by regulatory policy alone, but also through a myriad of extra-legal codes. We explore the impact of these codes on workers' lives and the challenges they present for community organizers and migrant advocates.

**ORGANIZER:** **Elise Hahn**, Master's Candidate at the University of British Columbia, Co-Founder of Migrant Farmworkers Support Network (Spanish acronym RAMA)

**PARTICIPANTS:** **Elise Hahn**, Master's Candidate at the University of British Columbia, Co-Founder of Migrant Farmworkers Support Network  
**Amy Cohen**, Professor of Anthropology, Okanagan College, Co-Founder of RAMA  
**Evelyn Encalada Grez**, York University, Co-Founder of Justicia for Migrant Workers  
**Adriana Paz Ramirez**, Master's Candidate at the University of British Columbia, Co-Founder of Justicia for Migrant Workers

**R1.3 UNDER THE COVER: A REFLECTION ON RELIGIOUS RADICALIZATION AND  
SECURITIZATION IN CANADA AND BEYOND, EDITED BY PAUL BRAMADAT AND  
LORNE DAWSON (UNIVERSITY OF TORONTO PRESS, FORTHCOMING)**

**BEETHOVEN**

Authors will discuss two closely related concerns: securitization, how state and society frame and respond to individuals and groups drawn to radical religious sub-cultures; and violent *religious radicalization*, the processes of coming to embrace ultra-conservative religious feelings, beliefs and practices at odds with society and (often) family members.

**ORGANIZER:** **Paul Bramadat**, University of Victoria

**PARTICIPANTS:** **Peter Beyer**, University of Ottawa, *Securitization And Young Muslim Males: Is None Too Many?*  
**Doris Jakobsh**, University of Waterloo, *The Sikhs In Canada: Culture, Religion And Radicalization*  
**Edna Keeble**, Saint Mary's University, *The Cross-Cultural Roundtable On Security As A Response To Radicalization: Personal Experiences And Academic Reflections*  
**Afzal Upal**, Defence Research and Development Canada, *Narratives, Identity and Terrorism*

**DISCUSSANTS:** **Senior staff member**, Citizenship and Immigration Canada (TBC)  
**Brett Kubicek**, Public Safety Canada

**D1 LES ENTREPRISES: DES ACTEURS INCONTOURNABLES DE L'INTÉGRATION  
PROFESSIONNELLE DES IMMIGRANTS**

**HAMEL**

Plusieurs recherches évoquent les difficultés d'intégration professionnelle des immigrants. Les solutions impliquent nécessairement les entreprises mais doivent reposer sur des partenariats. Cet atelier vise à faire dialoguer des acteurs issus de différents secteurs (recherche, milieu non gouvernemental et gouvernemental) autour de la question des meilleures façons de faciliter l'intégration des immigrants dans les entreprises.

**CO-ORGANISATEURS:** **Thomas Gulian**, Institut de recherche sur l'intégration professionnelle des immigrants, Collège de Maisonneuve  
**Monica Schlobach**, Institut de recherche sur l'intégration professionnelle des immigrants, Collège de Maisonneuve

**PARTICIPANTS:** **Thomas Gulian** et **Monica Schlobach**, Institut de recherche sur l'intégration professionnelle des immigrants, Collège de Maisonneuve, *Une recherche-action en entreprise à Montréal*  
**Marie-Christine Ladouceur-Girard**, Chambre de commerce du Montréal métropolitain, *Le programme Interconnexion*  
**Anne-Marie Jean-Montenegro**, Conseil emploi métropole, *La stratégie du Conseil emploi métropole en matière d'intégration professionnelle des personnes immigrantes*  
**Al Yahya**, Service d'aide et de liaison pour immigrants, La Maisonnée, *Les services spécialisés d'Aide à l'emploi*

**D2 CIC-CFSM: UN EXEMPLE DE COLLABORATION FRUCTUEUSE ENTRE LES  
GOUVERNEMENTS ET LES COMMUNAUTÉS**

**DELFOSE**

Au cours de la dernière décennie, la collaboration entre les gouvernements et les communautés francophones en situation minoritaire a donné lieu à de nombreuses avancées en matière d'immigration francophone. Cet atelier permettra d'examiner l'approche synergique entre ces intervenants ainsi que les retombées pour l'établissement et l'inclusion des immigrants d'expression française.

**CO-ORGANISATEURS:** **Marjie Brown**, Fédération des communautés francophones et acadienne (FCFA) du Canada  
**Jean Viel**, Citoyenneté et Immigration Canada

**PARTICIPANTS:** **Suzanne Bossé**, Fédération des communautés francophones et acadienne (FCFA) du Canada  
**Corinne Prince-St-Amand**, Citoyenneté et Immigration Canada  
**Stephanie Shatilla**, Ministère des Affaires civiques et de l'Immigration de l'Ontario, *CIC-CFSM: un exemple de collaboration fructueuse entre les gouvernements et les communautés*  
**Christophe Traisnel**, Université de Moncton

**COMMENTATEUR:** **Jean Viel**, Citoyenneté et Immigration Canada

**D3****IMMIGRANT CHILDREN AND YOUTH: FROM THE SOCIO-ECONOMIC CONTEXT TO THE ACADEMIC ACHIEVEMENTS AND MULTICULTURAL EDUCATION IN CANADA AND FINLAND****MORRICE**

The workshop reports immigrant children and youth with regard to their academic achievement as related to community socio-economic contexts and illustrates school and community programs to support them and their families. Research and programs are drawn from Canada and Finland. Implications are suggested for policy, schools, and research.

**ORGANIZER:** Lily Dyson, Simon Fraser University

**PARTICIPANTS:** Lily Dyson, Simon Fraser University  
 Maryanne Trofimuk, Roger Elementary School  
 Valerie Carson, Roger Elementary School  
 Minttu Rätty, Laurea University of Applied Sciences  
 Queenie Choo, SUCCESS  
 Sandra Wilking, SUCCESS  
 Jean McRae, Victoria Inter-cultural Association

**D4****EDUCATION AND LABOUR MARKET OUTCOMES ACROSS GENERATIONS: FILIPINO YOUTH AND THE ECHOES OF IMMIGRANT DEPROFESSIONALIZATION****KRIEGHOFF**

Is the deprofessionalization and marginal labour market position of some immigrant communities reproduced intergenerationally? While many in the 1.5 and 2<sup>nd</sup> generations show evidence of positive outcomes, there are anomalies. This workshop will examine the educational and labour market outcomes of Filipino youth in diverse urban settings across Canada.

**CO-ORGANIZERS:** Pamela Golah, Research Evaluation Branch, CIC, Knowledge Management, Partnerships and Research Division  
 Philip Kelly, York University

**PARTICIPANTS:** Philip Kelly, York University, *Does Deprofessionalization Run In The Family? Comparing Intergenerational Labour Market Positioning In The Filipino Community*  
 Darlyne Bautista, Trustee, Winnipeg School Division, *The Difference That Winnipeg Makes: Distinctive Patterns Of Filipino Youth Outcomes*  
 Alex Felipe, Anaybayan Toronto and York University, *Filipino Youth Outcomes In Ontario: The Role Of Identity And Community Engagement*  
 Mila Garcia, Community Alliance for Social Justice  
 Kathleen Burr, Policy Analyst, CIC, Integration Branch, *In-School Settlement Support For Newcomer Youth*

**CHAIR:** Philip Kelly, York University

**D5****ALTERNATE CAREER PATHWAYS FOR INTERNATIONALLY-TRAINED HEALTH PROFESSIONALS****JULIEN**

Internationally-trained health professionals who wish to become licensed in the U.S. or Canada are often unsuccessful because of the time, cost, complexity and competition involved in the process. This workshop will examine the challenges they face and introduce research, partnership models and program initiatives that support individuals pursuing alternate career pathways.

**ORGANIZER:** **Tim Owen**, World Education Services

**PARTICIPANTS:** **Tim Owen**, World Education Services  
**Christine Neilson**, Canadian Society of Medical Laboratory Science  
**Gerald Whelan**, MD, FACEP  
**José Ramón Fernández-Peña**, MD, MPA, Welcome Back Initiative

**D6****UNEASY PARTNERSHIP: EXAMINE THE RELATIONSHIP BETWEEN SPO-STATE RELATIONSHIP IN SETTLEMENT SERVICE****SUZOR-CÔTÉ**

This workshop is to examine the complex relationship between non-profit settlement service provider (SPO) and the governments. Case examples are drawn from British Columbia, Manitoba, Ontario and Saskatchewan. Impacts of the recent termination of devolution of settlement programs to governments of BC and Manitoba on NPSPO-state relationship will be discussed.

**CO-ORGANIZERS:** **Miu Chung Yan**, University of British Columbia  
**Ben Pollard**, University of British Columbia

**PARTICIPANTS:** **Miu Chung Yan**, University of British Columbia  
**Ben Pollard**, University of British Columbia  
**John Shields**, Ryerson University  
**Robert Vineberg**, Canada West Foundation  
**Sherman Chan**, Director of Family and Settlement Services, MOSAIC

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**D7 THE 2014 INTERNATIONAL QUALIFICATIONS NETWORK (IQN) AWARD  
WINNING INITIATIVES: LEADERSHIP IN FOREIGN QUALIFICATION  
ASSESSMENT AND RECOGNITION**

**GAGNON**

The International Qualifications Network IQN Awards recognize leadership in foreign qualification assessment and recognition. The recipients of the 2014 awards will present their winning initiative and discuss lessons learned as part of developing and delivering their project.

**ORGANIZER:** **Allain Lauzon**, Citizenship and Immigration Canada

**PARTICIPANT:** **International Qualifications Network**, 2014 Award-Winning Initiatives

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**D8 REMOVING THE "CANADIAN EXPERIENCE" BARRIER**

**SALON DU JARDIN**

The requirement for "Canadian experience" in employment and professional accreditation raises many concerns, including human rights concerns. This workshop will explore the role employers, unions, regulatory bodies, government and social service agencies have to ensure that immigrants and newcomers are not discriminated against because they have foreign credentials and experience.

**ORGANIZER:** **Rita Samson**, Ontario Human Rights Commission (OHRC)

**PARTICIPANTS:** **Shaheen Azmi**, Director, Policy, Education, Monitoring & Outreach, Ontario Human Rights Commission (OHRC)  
**Hon. Jean Augustine**, Fairness Commissioner for Ontario, Office of the Fairness Commissioner  
**Izumi Sakamoto**, Associate Professor, Factor-Inwentash Faculty of Social Work, University of Toronto  
**Debbie Douglas**, Executive Director, Ontario Council of Agencies Serving Immigrants (OCASI)

**MODERATOR:** **Barbara Hall**, Chief Commissioner, Ontario Human Rights Commission (OHRC)

This session pursues the themes of the plenary in more depth, through highlighting recent findings from research studies funded by the Kanishka Project research initiative. Several of these studies give voice to various Canadian communities affected by issues of security, and/or examine broader public perceptions of security, identity, conflict and integration. Others look closely at efforts to engage with communities on issues of public safety and national security, to assess impact and effectiveness, and seek ways to foster more collaboration, including the dialogue between communities and government organizations.

**ORGANIZER:** **Brett Kubicek**, Public Safety Canada

**PARTICIPANTS:** **Rima Berns-McGown**, The Mosaic Institute's The Perception & Reality of Imported Conflict in Canada

**Jack Jedwab**, The Association for Canadian Studies' study on Identity and Resilience, *From Attitudes To Behaviour In Response To Security, Terrorism And Counter-Terrorism*

**Sara Thompson**, Ryerson University Collective efficacy and cultural capital, *Building And Fostering Resilience In Different Ethnic Communities* (TBC)

**Raffaello Pantucci**, Royal United Services Institute, *Uk Measuring Efforts To Counter Violent Extremism*

**DISCUSSANTS:** **Dan Hiebert**, University of British Columbia and Canadian Network for Research on Terrorism Security and Society

**Sgt. Derek McDonald**, Royal Canadian Mounted Police (TBC)

E1

**LA PROTECTION DES ENFANTS NON ACCOMPAGNÉS EN CONTEXTE  
D'IMMIGRATION: UNE LECTURE MULTIDISCIPLINAIRE**

**SUZOR-CÔTÉ**

Enfants non accompagnés / Pratiques actuelles en matière d'accueil / Moyens pour une protection efficace

**ORGANISATEUR:** **Thierno Souleymane Barry**, Doctorant en droit, Faculté de droit, Université de Sherbrooke

**PARTICIPANTS:** **Thierno Souleymane Barry**, Doctorant en droit, Faculté de droit, Université de Sherbrooke, *De la protection spécifique des enfants non accompagnés à l'aune des conventions internationales et des lois internes des États: quel en est le portrait et il y a-t-il matière à amélioration ?*

**Georges Malanga-Liboy**, professeur au Département d'éducation de l'Université, Sainte-Anne, Nouvelle-Écosse, *Education et enfants non accompagnés en contexte d'immigration*

**Fayrouz Fawzi**, Doctorante en littérature de l'immigration, Université de Québec à Montréal et Université Mohamed V de Casablanca, Maroc and Canada, *Figures de l'enfant non accompagnés dans la littérature de l'immigration*

E2

**RÉSEAUX EN IMMIGRATION FRANCOPHONE (RIF): POINTS DE CONVERGENCE  
ET CATALYSEURS AU SEIN DES CFSM**

**MORRICE**

Cet atelier donnera suite aux orientations identifiées dans le cadre de la Conférence nationale sur l'établissement (novembre 2013) tout en considérant le nouveau contexte généré par la Feuille de route pour les langues officielles 2013-2018 ainsi que les récentes orientations en matière de mobilisation des employeurs, de recrutement et d'inclusion.

**ORGANISATEUR:** **Jean Viel**, Citoyenneté et immigration Canada

**PARTICIPANTS:** **Jean Viel**, Citoyenneté et immigration Canada

**Caroline Andrew**, Université d'Ottawa

**Alain Dobi**, Réseau en immigration francophone, Centre sud-ouest de l'Ontario

**MODÉRATRICE:** **Sarah Boily**, Patrimoine canadien

**COMMENTATRICE:** **Marjie Brown**, FCFA du Canada

**WORKING WITH VULNERABLE POPULATIONS:  
BEST PRACTICES, INNOVATION AND IMPACT****JULIEN**

This workshop will share experiences of Government Assisted Refugees (GAR) who access the Client Support Services (CSS) program in Ontario: best practices and outcomes from CSS case management model for GARs and an overview of the regional collaborative coordination model; a snapshot of GAR youth experience through youth voice; and results from the CSS Impact Evaluation study.

**ORGANIZER:** **Ashley Korn**, MA, Program Coordinator, Client Support Services program, YMCA of Greater Toronto

**PARTICIPANTS:** **Ashley Korn**, MA, Program Coordinator, Client Support Services program, YMCA of Greater Toronto

**Katarina Canic**, Manager, Client Support Services program, YMCA of Greater Toronto

**Michaela Hynie**, Ph.D., Associate Director, York Institute for Health Research  
Associate Professor, Department of Psychology, York University

**FACILITATING INCLUSION FOR GUATEMALAN MIGRANT WORKERS****GAGNON**

This workshop addresses the rising employment of Mayan and non-indigenous Guatemalan migrant workers in Canada's food and agricultural system, examining challenges to their social inclusion in Quebec and other provinces. Moreover, we explore how these challenges are being addressed by governments, civil society, academic researchers, and migrants themselves.

**ORGANIZER:** **Kerry Preibisch**, University of Guelph

**PARTICIPANTS:** **Kerry Preibisch**, University of Guelph

**David Griffith**, East Carolina University

**Christine Hughes**, Carleton University

**Federico Urruela**, Embassy of Guatemala

**Stan Raper** and **Julio Lara**, Agriculture Workers Alliance

## A NEW BALANCING ACT FOR SEXUAL MINORITY REFUGEES? IMPACTS OF REFUGEE REFORM FOR LGBT ASYLUM IN CANADA

WALKER

What are some of the unique migration and resettlement challenges faced by LGBT (lesbian, gay, bisexual, transgender) refugees? How has the implementation of the Balanced Refugee Reform Act (Bill C-11, passed 2011) affected the immigration landscape for LGBT refugees seeking asylum in Canada?

**CO-ORGANIZERS:** **Erika Gates-Gasse**, Senior Policy & Research Coordinator, OCASI, and Canadian Team Community Chair, Envisioning Global LGBT Human Rights  
**Nancy Nicol**, Associate Professor (Visual Arts) and Principal Investigator, Envisioning Global LGBT Human Rights research project, York University

**PARTICIPANTS:** **Erika Gates-Gasse**, Senior Policy & Research Coordinator, OCASI, and Canadian Team Community Chair of the Envisioning Global LGBT Human Rights  
**El-Farouk Khaki**, Refugee Lawyer and LGBT Rights Advocate  
**Sharalyn Jordan**, Rainbow Refugee Committee of Vancouver and Assistant Professor (Counselling Psychology), Simon Fraser University  
**Kathleen Gamble**, Ph.D. candidate in Gender, Feminist and Women's Studies at York University

**MODERATOR:** **Debbie Douglas**, Executive Director, OCASI

## COMMUNITY HEALTH WORKERS: EXPLORING THEIR ROLES AND CONTRIBUTIONS IN ENSURING EQUITABLE AND EFFECTIVE USE OF SERVICES AND PARTICIPATION IN CANADIAN SOCIETY

DELFOSE

Community health workers (CHWs) have emerged worldwide to support community members to access and make effective and efficient use of health and social services, navigate complex systems, and play a meaningful role in society. This workshop explores the roles and contributions of CHWs as an emerging workforce in Canada

**CO-ORGANIZERS:** **Ruth R. Wolfe**, School of Public Health Edmonton, University of Alberta  
**Sara Torres**, Post-doctoral Fellow, Institut de recherche en santé public de l'Université de-Montréal (IRSPUM)

**PARTICIPANTS:** **Ruth R. Wolfe**, School of Public Health Edmonton, University of Alberta  
**Maisam Najafizada**, Ph.D. Candidate, Institute of Population Health, University of Ottawa  
**Ana Mercedes Guerra**, Latin American Women's Support Organization (LAZO)  
**Yvonne Chiu**, Multicultural Health Brokers Cooperative  
**Traicy Robertson**, Ethnocultural Program, The Society for Manitobans with Disabilities

**MODERATOR/CHAIR:** **Sara Torres**, Post-doctoral Fellow, Institut de recherche en santé public de l'Université de-Montréal (IRSPUM)

Today's knowledge-based global economy and rising demand for skilled workers have developed the concept of an international race for talent. This workshop seeks to present "talent sharing" as an alternative and recommended strategy to this commonly assumed competition model.

**CO-ORGANIZERS:** **Kara Shin**, Asia Pacific Foundation of Canada  
**Kenny Zhang**, Asia Pacific Foundation of Canada  
**Ying Xiong**, Chinese Academy of Personnel Science, Ministry of Human Resource and Social Security, PR China

**PARTICIPANTS:** **Kara Shin**, Asia Pacific Foundation of Canada, *Social Security Challenges And Lessons In Canada-China Talent Sharing*  
**Kenny Zhang**, Asia Pacific Foundation of Canada, *Canada-China Human Capital Exchange: Leveraging Shared Talent*  
**Mr. Keshi Li**, Chinese Academy of Personnel Science, Ministry of Human Resource and Social Security, PR China, *Comparative Study on Talent Policy: Canada and China*  
**Dr. Yuming Hao**, Chinese Academy of Personnel Science, Ministry of Human Resource and Social Security, PR China, *Present Situation and Suggestions on Talent Introduction Policies in China*

F1

**THE SITUATION OF IMMIGRANTS IN THE LABOUR MARKET WITH AN EMPHASIS ON THEIR OVERQUALIFICATION** **DELFOSE**

**LA SITUATION DES IMMIGRANTS SUR LE MARCHÉ DU TRAVAIL AVEC UN ACCENT PARTICULIER SUR LEUR SURQUALIFICATION**

Centred on the situation of immigrants in the labour market, this workshop will put an emphasis on their overqualification. Indeed, overqualification is a phenomenon increasingly considered, along with activity and labour income, when time comes to evaluate the economic integration of immigrants. Thus the five presentations included in this workshop are intended to analyse the prevalence, determinants and consequences of the overqualification of immigrants, at the pan-canadian level as well as in Quebec.

Axé sur la situation des immigrants sur le marché du travail, cet atelier porte avant tout sur leur surqualification. De fait, la surqualification est un phénomène de plus en plus considéré, au même titre que l'activité et le revenu en emploi, lorsqu'il s'agit d'évaluer l'intégration économique des immigrants. Aussi les cinq présentations incluses dans cet atelier visent à cerner la prévalence, les déterminants et les conséquences de la surqualification des immigrants, tant au niveau pancanadien qu'à l'échelle du Québec.

**ORGANIZER/  
ORGANISATEUR:** **Jacques Ledent**, INRS

**PARTICIPANTS:**

**Brahim Boudarbat**, Université de Montréal, *La surqualification professionnelle chez les immigrants: prévalence et conséquences*

**Mesbah Sharaf**, Concordia University, *The Role Of Source-Country Schooling Quality In Explaining Differential Returns To Schooling And Over-Education Rates By Country-Of-Origin*

**Jocelyn Lefebvre**, **Jacques Ledent** et **Alain Bélanger**, INRS, *Les conséquences salariales de la surqualification chez les travailleurs immigrants de la RMR de Montréal*

**Casey Warman**, Dalhousie University and **Christopher Worswick**, Carleton University, *Technological Change And Declining Immigrant Outcomes. Implications For Income Inequality In Canada*

**Cristiana Pescarus**, Emploi et Développement social Canada, *Être sélectionné selon le volet de professions admissibles des instructions ministérielles est-il garant de succès sur le marché du travail Canadien ?*

F2

**ON DIVERSITY AND COMMUNITY WELL-BEING: IMMIGRANT EXPERIENCE WITH CHILD AND FAMILY SUPPORT SERVICES**

**JULIEN**

Statistics show increasing numbers of newcomer families under investigation by Social Services-Child Protection across Canada. Differing cultural perspectives on parenting and linguistic barriers in working with newcomers demand careful consideration by all those involved in an investigation. Presenters from various sectors will offer a range of viewpoints on this emerging issue.

**ORGANIZER:** **Anahit Falihi**, Ph.D. Candidate, Department of Educational Administration and Manager of Settlement and Family Support programs in Saskatoon Open Door Society

**PARTICIPANTS:**

**Dr. Judy White**, Acting Dean, Faculty of Social Work, University of Regina, *Putting Children First: How Past And Current Child Welfare History, Experience And Practice Can Help In Our Responses To Newcomer Children, Youth And Their Families*

**Dr. Sadeq Rahimi**, Assistant Professor, Department of Archaeology and Anthropology, College of Arts and Science, University of Saskatchewan, *Muslim Family Integration In Saskatoon: A Tale Of Two Cities?*

**Dr. Michael Cottrell**, Associate Professor, Department of Educational Administration, College of Education, University of Saskatchewan, *Challenges Of Policy Implementation In Culturally Divers Context?*

**Anahit Falihi**, PhD candidate, Department of Educational Administration & Manager of Settlement and Family Support programs in Saskatoon Open Door Society, *More Harm Than Good!: New Comer Experience with Child and Family Services*

**Fariborz Birjandian**, Executive director of Calgary Catholic Immigration Society, *Enhanced Settlement Services For High Need Refugee Children*

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**F3 IMMIGRANT HEALTH AND WELL-BEING**

**SUZOR-CÔTÉ**

This workshop highlights recent developments in administrative linked data and the resulting groundbreaking research in the areas of immigrant health and healthcare utilization. A community-based leader will also provide a qualitative lens on the issue and will speak to the everyday health challenges faced by immigrants while addressing larger issues such as the deterioration of the 'healthy immigrant effect'.

**ORGANIZER:**

**Tara Gilkinson**, Citizenship and Immigration Canada

**PARTICIPANTS:**

**Karey Iron**, Director, Data Partnerships and Development, Institute for Clinical and Evaluative Sciences

**Edward Ng**, Senior Analyst, Health Analysis Division, Statistics Canada

**Constance Milbrath**, Research Associate, Human Early Learning Partnerships, University of British Columbia

**Yasmin Ahmed Gure**, Undergraduate Student, University of Ottawa

**Amandeep Kaur**, COO, Punjabi Community Health Services

**Martha Justus**, Director, Strategic Research, Research and Evaluation, Citizenship and Immigration Canada

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**F4 CELEBRATING AND BUILDING RURAL IMMIGRATION PARTNERSHIPS AND INTEGRATION**

**HAMEL**

**CO-ORGANIZERS:**

**Rural Development Institute**

**Bill Ashton**, Brandon University

**PARTICIPANTS:** **Bill Ashton**, Director, Rural Development Institute, *Integrated Responses To Fast Growth With TFWs: Two Manitoba Cases*  
**Hindia Mohamoud**, Director, Ottawa Local Immigrant Partnership (NGO), *Starting And Sustaining An Immigration Partnership*  
**Immaculate Nabisere**, Brandon University, *Immigrants And Responses To Emergencies: Perspectives On 2011 Flood In Manitoba*

**MODERATOR:** **Dr. Bob Annis**

F5

**MEETING OF THE "IMMIGRATION AND QUEBEC'S ENGLISH-SPEAKING COMMUNITIES" RESEARCH TEAM**

**SALON DU JARDIN**

This by-invitation workshop brings together a research team created through a project entitled: "Immigration and Quebec's English-speaking communities: Building knowledge about immigrants and community reception within an official language minority context." Goals: networking, sharing knowledge of ESCQ immigration literature/projects, identify approaches/gaps, plan research project

**CO-ORGANIZERS:** **Quebec English-Speaking Communities Research Network** in partnership with the **Quebec Community Groups Network, Pathways to Prosperity** and **Seniors Action Quebec**

**PARTICIPANTS:** **Chedly Belkhodja**, Ph.D., Principal, School of Community and Public Affairs, Concordia University  
**Domenic Beneventi**, Ph.D., Associate professor, Université de Sherbrooke  
**Licia Canton**, Ph.D., Independent Researcher for Accenti Magazine/Association of Italian Canadian Writers  
**David Cassidy**, President, Seniors Action Quebec  
**Patrick Donovan**, Research Professional, Quebec English-Speaking Communities Research Network, Concordia University  
**Cheryl Gosselin**, Ph.D., Associate Professor, Bishop's University  
**Josée Guignard Noël**, Research Officer, Canadian Institute for Research on Linguistic Minorities  
**Jean-Sebastien Jolin-Gignac**, Executive Director, Voice of English-speaking Quebec  
**Brian Lewis**, Ph.D., Dean of the School of Extended Learning, Concordia University  
**Sylvia Martin-Laforge**, Executive Director, Quebec Community Groups Network  
**Lorraine O'Donnell**, Ph.D., Coordinator-Researcher, Quebec English-Speaking Communities Research Network, Concordia University  
**Ruth Pelletier**, Vice-President, Seniors' Action Quebec

**Dominique Pépin-Filion**, Ph.D., Researcher, Canadian Institute for Research on Linguistic Minorities

**Amanda Pichette**, Lecturer, Bishop's University

**Joanne Pocock**, Ph.D., Adjunct Researcher, Carleton University, researcher for Community Health and Social Services Network (CHSSN) and research associate with Canadian Institute for Research on Linguistic Minorities

**Frances Ravensbergen**, Ph.D., Independent Researcher at Centre for Community Organizations

**Bill Reimer**, Ph.D., Department of Sociology & Anthropology, Concordia University

**Mary Richardson**, Ph.D., Chercheur d'établissement, Institut national de santé publique du Québec

**Anne Robineau**, Ph.D., Associate Director, Canadian Institute for Research on Linguistic Minorities

**David Rothwell**, Ph.D., Assistant Professor, McGill University

**Stephen Thompson**, Director of Policy, Research and Public Affairs, Quebec Community Groups Network

**Karen Urtnowski**, Research Professional, Quebec English-Speaking Communities Research Network, Concordia University

**Michèle Vatz-Laaroussi**, Ph.D., Professor, Université de Sherbrooke

F6

## SERVING SELF-SUFFICIENT IMMIGRANTS: WHAT DO THEY NEED? HOW DO WE SERVE THEM?

MORRICE

This workshop examines how settlement services can serve immigrants selected for labour market reasons. They have capacity to take ownership of their integration pathways and can benefit significantly from pre-arrival services to find their pathways early in the process. Discussions focus on their primary needs and service approaches, e.g., online and in-person services, and pre-arrival and domestic services.

**CO-ORGANIZERS:** **Patrick McEvenue**, Citizenship and Immigration Canada  
**John Biles**, Citizenship and Immigration Canada

**PARTICIPANTS:** **John Biles**, Citizenship and Immigration Canada  
**Tarcisio Falcao**, Citizenship and Immigration Canada  
**Lori Wilkinson**, University of Manitoba  
**Tanya Mendes-Gagnon**, NCR YMCA-YWCA

This workshop examines integration issues that immigrant youth face in Canada. It aims to identify and discuss issues such as identity and belonging, educational aspirations and career trajectory among different ethnic groups and across different geographic locations.

**CO-ORGANIZERS:** **Dr. Dan Cui**, Postdoctoral Fellow, Werklund School of Education, University of Calgary  
**Dr. Mehrunnisa Ali**, Professor, Ryerson University, Director of CERIS  
**Dr. Xiaoyi Yan**, Director, NHQ, Research and Evaluation, Citizenship and Immigration Canada

**PARTICIPANTS:** **Dr. Mehrunnisa Ali**, Professor, Ryerson University, Director of CERIS  
**Dr. Carl James**, Professor, Director of the York Center for Education and Community, York University  
**Dr. Yogendra B. Shakya**, Senior Research Scientist, Access Alliance Multicultural Health and Community Services, Toronto  
**Dr. Dan Cui**, Postdoctoral Fellow, Werklund School of Education, University of Calgary

**CHAIR:** **Dr. Xiaoyi Yan**, Director, NHQ, Research and Evaluation, Citizenship and Immigration Canada

Les jumelages interculturels à l'UQAM sont une pratique pédagogique qui se renouvelle depuis 2002. Cette activité interculturelle, professionnelle et linguistique favorise la réciprocité, l'engagement et le partenariat des universitaires pour l'intégration des immigrants et la sensibilisation des membres de la société d'accueil dans le but de mieux vivre ensemble. Possibilité d'atelier bilingue.

**ORGANISATRICE:** **Myra Deraïche**, maître de langue en français à l'École de langues de l'UQAM

**PARTICIPANTS:** **Myra Deraïche**, maître de langue en français à l'École de langues de l'UQAM, *Le jumelage interculturel : un atout dans un programme de français pour immigrants*  
**Marie-Cécile Guillot**, directrice de l'École de langues de l'UQAM  
**Ginette Berteau**, directrice de l'École de travail social de l'UQAM  
**Myriam Blanc** et **Baptiste Anson**, étudiants à la maîtrise en travail social, *La contribution du travail social de groupe dans le jumelage interculturel*

**Nicole Carignan**, professeur au département d'éducation et formation spécialisées de l'UQAM, *Les jumelages interculturels comme projet éducatif pour apprendre à mieux vivre ensemble*

**Cynthia Martiny**, professeur au département d'éducation et pédagogie de l'UQAM et **Philippe Turchet**, étudiant au doctorat en éducation, *Le langage corporel comme indice de la compréhension lors des conversations carriéologiques en situations interculturelles*

**MODÉRATRICE:** **Marie-Cécile Guillot**, directrice de l'École de langues de l'UQAM

F9

**TALKING ABOUT RESILIENCE AND SECURITY:  
IDENTITY, BELONGING AND POLARIZATION ONLINE**

**KRIEGHOFF**

This session pursues themes of the plenary by focusing on how the online space, in particular, can exacerbate the impact of harmful narratives, as well as support positive dynamics such as bridging lines of conflict, or encouraging compassionate behaviour such as mobilizing against acts of hatred or supporting social action to respond to a crisis. In this context, speakers will consider similarities and differences in how the online and offline shape identity and group formation, along with risks inherent in the power and reach of action and narrative online. They will also consider positive tools such as supporting digital literacy, the ability to critically assess, consume and use digital content.

**ORGANIZER:** **Pamela Matthews**, Public Safety Canada (TBC)

**PARTICIPANTS:** **Lorenzo Vidino**, Center for Security Studies, ETH Zurich, *"Terrorist Chatter": Understanding What Terrorists Talk About Online*

**Deirdre Collings**, The SecDev Foundation, *The Challenges Of Measuring The Impact Of Social Media-Based Campaigns* (TBC)

**Robert McGray**, Concordia University, *Promoting Digital Literacy To Counter Violence And Promote Social Cohesion In Primary, Secondary And Post-Secondary Contexts*

**Benjamin Ducol**, Doctoral candidate, Université Laval, *Detecting Threats Online*

**DISCUSSANTS:** **Susan Benesch**, Berkman Center for Internet & Society, Harvard University  
**Derek Ruths**, McGill University

**R2.1 DRIVING IMMIGRANT ENTREPRENEURIAL SUCCESS THROUGH MENTORING: A DISCUSSION OF CROSS-CULTURAL MENTORING, PROGRAM IMPLEMENTATION, PROGRAM DESIGN AND PROGRAM MANAGEMENT** **BEETHOVEN**

In this highly interactive round table, we will examine how Business Immigrant Mentorship Programs in cities with developing immigrant populations support immigrant entrepreneur mentees, discuss the main tenets of Reeves’ emerging theory of cross-cultural mentoring, review how we can assist others to grow in these special relationships and discuss program implementation, program design and program management. The roundtable will be useful for novices and experience mentors and for those interested in establishing mentorship programs.

**ORGANIZER:** **Roxanne Reeves**, University of New Brunswick

**PARTICIPANT:** **Roxanne Reeves**, University of New Brunswick

**R2.2 LESSONS FROM CANADA: THE ECONOMIC NECESSITY TO MAKE ALL GUEST-WORKER REGIMES “2-STEP IMMIGRATION PROGRAMS FACILITING JUST-IN-TIME INTEGRATION AND CIRCULAR MIGRATION”** **BEETHOVEN**

Statistics on occupations filled by guestworkers in Canada show that some labour shortages are less acute, and researchers have identified downward pressures on work conditions. To minimize their negative impact on labour markets, States need to restructure temporary work regimes as “2-step immigration programs facilitating just-in-time integration and circular migration”.

**ORGANIZER:** **Eugénie Depatie-Pelletier**, University of Montreal

**PARTICIPANTS:** **Eugénie Depatie-Pelletier**, University of Montreal  
**Denise Helly**, INRS-UCS  
**Adrienne Gibson**, CÉRIUM/REDTAC-(i)m/temporary foreign workers

**R2.3 ROLE OF MEDIA IN INTEGRATING IMMIGRANTS AND CREATING INCLUSIVE WORKPLACES AND COMMUNITIES** **BEETHOVEN**

The relationship between immigrants and mainstream media is not an easy one. Immigrants often draw heavily on the Internet, on local community media and on transnational satellite channels. One of the reasons is that they don’t see their lives, their circumstances or their perspective reflected in Canadian media. Today’s heterogeneous immigrant societies are increasingly reliant on communication, because we relay mutual aims and pursuits through the use of newspapers, television, radio and the internet. This session is intended to provide an opportunity to discuss the important and changing role the media plays in facilitating immigrant integration and representing immigrant perspectives.

**ORGANIZER:** **George Abraham**, Publisher, New Canadian Media

**PARTICIPANTS:** **Christopher Waddell**, Associate Professor Director, Journalism and Communication, Carleton University  
**Carl Nicholson**, Executive Director Catholic Immigration Centre and Executive Director of the Catholic Immigration Centre Foundation  
**James Baxter**, Publisher, iPolitics.ca  
**Hindia Mohamoud**, Director of Ottawa Local Immigration Partnership (OLIP)

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**R2.4** **POSSIBILITIES AND BUILDING OF ATTACHMENT TO SOCIETY AMONG IMMIGRANT AND REFUGEE YOUTH IN CANADA** **BEETHOVEN**

The roundtable looks to analyze and discuss about the current identifications and (possibilities of) allegiance to Canada (or the lack of it) among refugee and immigrant youth. This will also consider previous research about integration of refugee and immigrant youth in relation to education, employment, multiculturalism and social exclusion.

**ORGANIZER:** **Alejandro Hernandez**, Carleton University

**PARTICIPANTS:** **Professor Miu Chung Yan**, University of British Columbia, *Overcoming The Barriers Of Economic Integration Of Youth From Immigrant Families*  
**Professor Marian J. Rossiter**, Associate Professor, University of Alberta, *Immigrant And Refugee Youth: Developing A Sense Of Belonging In The Community*  
**Natasha Beg**, Policy Analyst, Integration/FCRO, Citizenship and Immigration Canada, *Newcomer Youth Attachment: CIC Policy And Programming Highlights*  
**Alejandro Hernandez**, Doctoral student at Carleton University, *Latina/o Immigrant And Refugee Youth And Its Identification With And Attachment To Canadian Values*

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**R2.5** **BRIDGING SERVICES FOR HOMELESS MIGRANT WOMEN: PERSPECTIVE OF WOMEN AND SERVICE PROVIDERS** **BEETHOVEN**

In this presentation we share the results of two recent studies in Montreal and Calgary that looked at the experiences of homeless migrant women and the collaborations between settlement agencies and housing organizations, with a particular view to the distinct housing challenges faced by refugees, immigrants and other precarious status migrants.

**ORGANIZER:** **Dr. Christine Walsh**, Faculty of Social Work, University of Calgary

**PARTICIPANTS:** **Dr. Christine Walsh**, Faculty of Social Work, University of Calgary  
**Dr. Nicole Ives**, McGill School of Social Work

**Dr. David Este**, Faculty of Social Work, University of Calgary  
**Dr. Jill Hanley**, McGill School of Social Work  
**Sonia Ben Soltane**, Student McGill School of Social Work  
**Erin Pearce**, Student Faculty of Social Work, University of Calgary  
**Meaghan Bell**, Manager Research and Policy, Calgary Homeless Foundation  
**Wendy Fehr**, Director, Immigrant Sector Council of Calgary  
**Grace Chammas**, Student McGill School of Social Work

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## **R2.6 THE VERTICAL MOSAIC IN 2015: MEASURING INEQUALITY IN CANADA**

**BEETHOVEN**

To mark the forthcoming 50<sup>th</sup> anniversary of the publication of John Porter's Vertical Mosaic, this round table will consider what the vertical mosaic would look like in 2015. Experts from various disciplines will be invited to share their observations in this regard. Round table participants will be asked to reflect upon the dominant themes in the construction of a Vertical Mosaic in 2015 and help identify those Canadians best positioned to contribute to such a contemporary version of the publication.

**ORGANIZER:** **Jack Jedwab**, Association for Canadian Studies, Canadian Institute for Identities and Migration

**PARTICIPANTS:** **Jack Jedwab**, Association for Canadian Studies, Canadian Institute for Identities and Migration  
**Rick Helmes-Hayes**, University of Waterloo  
**Wallace Clement**, Carleton University

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## **R2.7 PRE-ARRIVAL STRATEGY: A ROADMAP FOR SUCCESSFUL ARRIVAL AND INTEGRATION**

**BEETHOVEN**

There is evidence that pre-arrival supports reduce barriers to successful settlement, speed up integration and improve socio-economic outcomes of immigrants. We outline the goals the pre-arrival strategy under development, as well as the process for developing the strategy including research, and more importantly collaboration with diverse stakeholders.

**ORGANIZER:** **Izabela Ruberry**, Senior Policy Analyst, Strategies Division Alberta Jobs, Skills, Training and Labour

**PARTICIPANT:** **Fedja Lazarevic**, Senior Economist, Strategies Division Alberta Jobs, Skills, Training and Labour

**P1 AFRICAN IMMIGRANTS AND REFUGEES IN CALGARY: CHANGE AND ADAPTATION FOYER**

During the period from 2001-2006, approximately 6,035 African immigrants/refugees chose Calgary as their place of residency. There are several African communities in the city such as the Sudanese, Ghanaian, and Nigerian. However there is a paucity of literature that examines the experiences of African newcomers related to their settlement and adaptation to Canada's fourth largest urban center. Through in-depth interviews with eleven participants from the "African community", that we conducted as part of the "Racism, Violence and Health Study" we will present the salient results that emerged in the interviews as well as provide some recommendations designed to facilitate the adjustment process of this particular group of newcomers.

**ORGANIZER:** David Este, Ph.D, University of Calgary

**PARTICIPANTS:** David Este, Ph.D, University of Calgary  
Wanda Thomas Bernard, Ph.D, Dalhousie University  
Jackie Fields, BSW, MBA, Ph.D student, University of Calgary  
Christa Sato, BA, BSW (C), University of Calgary

**P2 "WE HAD A PLAN": EXPLORING THE IMPACT OF THE ONTARIO HEALTH INSURANCE PLAN ON NEW PERMANENT RESIDENTS FOYER**

Before becoming eligible for the Ontario Health Insurance Plan (OHIP), all new permanent residents (NPR) to Ontario must go through the government-mandated three-month waiting period. This qualitative study explored the effects of the three-month waiting period on NPR's experiences of accessing health services throughout the initial stages of settlement.

**ORGANIZER:** Andrea Bobadilla, Western University

**PARTICIPANT:** Andrea Bobadilla, Western University

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**P3 EMPLOYMENT SERVICES NETWORK: ENHANCING EMPLOYMENT OUTCOMES FOR INTERNATIONALLY-TRAINED JOB SEEKERS THROUGH HORIZONTAL SECTOR COLLABORATION**

**FOYER**

The CASIP Employer Services Network (ESN) is a promising service coordination model that enhances employment outcomes for internationally-trained job seekers. The ESN connects employers and agencies serving internationally-trained job-seekers resulting in greater access to internationally-trained talent for employers, as well as professional development for employers and community service staff.

**CO-ORGANIZERS:** **Tamara Novik**  
**Roland Rhooms**, Skills 4 Change and CASIP  
**Nella Iasci**  
**Kim Carrigan**  
**Petra Kukacka**

**PARTICIPANT:** **Roland Rhooms**, Skills 4 Change and CASIP

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**P4 THE AGENCY DATA ON MIGRATION (ADMIG) PROJECT: A PILOT STUDY**

**FOYER**

National level public data sources do not provide sufficient data on the different classes of immigrants and temporary residents within Canada. This poster will present an overview of the ADMIG (Agency Data on Migration) Project, a pilot project exploring agency administrative data as a potential source of data on immigrants and temporary residents, and preliminary results from a survey of agencies and from the analyses of data from two agency partners.

**CO-ORGANIZERS:** **John Shields**, Ryerson University  
**Ann Kim**, York University  
**Reem Attieh**, York University  
**Luin Goldring**, York University  
**Valerie Preston**, York University  
**Philip Kelly**, York University  
**Luann Good Gingrich**, York University

**PARTICIPANT:** **John Shields**, Ryerson University

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**P5****THE ROLE OF THE NATION-STATE, POWER, AND IDEOLOGY:  
PRE-IMMIGRATION LIFE-STORIES****FOYER**

The presentation reveals the interim results of the ethnographic sociolinguistic study investigating the effects of transnational flow of resources and ideologies on professional establishment of Internationally Educated Professionals. In particular, the role of the nation-state as both the push and the pull factor for migration is explored.

**ORGANIZER:**                    **Zhanna Perhan**, University of Toronto

**PARTICIPANT:**                **Zhanna Perhan**, University of Toronto

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**P6****TRANSFERABLE SKILLS FOR GRADUATES FROM EDUCATION PROGRAMS:  
PEDAGOGICAL SHIFT AND CULTURE CHANGE****FOYER**

This study would look at transferable skills in terms of what is thought to be needed in terms of carry-forward skills for students and graduates of education programs, how the skills are taught by the teachers in the program, and a sense of why such training is believed to be crucial in the current job market. The purpose is to gain a better understanding of the transferability of skills and competencies learned in the education program for employment outside the teaching environment, in order to facilitate the integration and inclusion of graduates from these programs to gain employment experience and to support their employment integration in the current job market.

**ORGANIZER:**                    **Vafa Neghabian**, Ontario Institute For Studies in Education of the University of Toronto

**PARTICIPANT:**                **Vafa Neghabian**, Ontario Institute For Studies in Education of the University of Toronto

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**P7****SOUTH ASIAN ETHNIC MEDIA: CREATING PUBLIC SPACE FOR INCLUSION****FOYER**

This poster illustrates, how the South Asian (SA) ethnic media define their role in community service? Are the community voices heard and integrated by providing a public space to create policy dialogue, by the ethnic media? How do ethnic media representatives define racism reflected in the mainstream media?

**ORGANIZER:**                    **Syeda Nayab Bukhari**, Ph.D. Candidate, Simon Fraser University

**PARTICIPANT:**                **Syeda Nayab Bukhari**, Ph.D. Candidate, Simon Fraser University

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**P9****"ALL FOR THE FAMILY": MIGRATION OF INTERNATIONALLY EDUCATED NURSES TO CANADA THROUGH THE LIVE-IN CAREGIVER PROGRAM****FOYER**

Using a case study methodology and the concept of global care chains, fifteen nurses who migrated to Canada through the Live-in Caregiver Program were interviewed for this study. Findings illustrate how the paradox and contradictions between immigration and nursing policy complicates the process of integration for this group of nurses.

**ORGANIZER:** **Bukola Salami**, University of Alberta

**PARTICIPANT:** **Bukola Salami**, University of Alberta

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**P10****WHEN VISIBLE MINORITY IMMIGRANT WOMEN ARE INVISIBLE IN PUBLIC HEALTH POLICIES: THE LESSONS TO BE LEARNED FROM TUBERCULOSIS PREVENTION AND CONTROL IN CANADA****FOYER**

Drawing on the example of the problem of tuberculosis within the population of visible minority immigrant women, we provide recommendations for the inclusion of these women in health research and policy in Canada to improve the understanding of their health experiences and reduce their health inequalities and inequities.

**ORGANIZER:** **Sylvia Reitmanova**, University of Ottawa

**PARTICIPANTS:** **Sylvia Reitmanova**, University of Ottawa  
**Denise Spitzer**, University of Ottawa

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**P11** **LABOUR MARKET OUTCOMES OF IMMIGRANT TEACHERS IN MANITOBA****FOYER**

This poster presents mixed methods data on the labour market outcomes of immigrant teachers who participated in an academic and professional bridging program and/or a mentoring initiative in Manitoba between 2006-2011. Analysis of employment statistics and qualitative interviews is provided, and government policy and academic programming implications are discussed.

**ORGANIZER:** **Dr. Clea Schmidt**, Faculty of Education, University of Manitoba

**PARTICIPANT:** **Dr. Clea Schmidt**, Faculty of Education, University of Manitoba

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**P12 DIVERSITY AND INCLUSION CHARTER OF PEEL****FOYER**

The Diversity and Inclusion Charter of Peel is a regional initiative that involved extensive community consultation to foster equity in Peel. The Charter's goal is to ensure the cooperation of residents, communities, organizations and governments to achieve the full inclusion of all who live, work and play in Peel.

**CO-ORGANIZERS:**        **Monica Valencia**, RDR Coordinator  
                                 **Varsha Naik**, RDR Chair

**PARTICIPANT:**        **Monica Valencia**, RDR Coordinator

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**P13 HUMAN RESOURCE DEFICIT IN ATLANTIC CANADA:  
A CHALLENGE FOR REGIONAL ECONOMIC DEVELOPMENT****FOYER**

Fertility decline and population out-migration have resulted in a decline of labour force in Atlantic Canada which is projected to slow down economic growth in the region. The region offers competitive advantage in many economic development-related projects such as hydroelectricity development and ship-building, in addition to fisheries and agriculture. Hence strategies to develop labour force through training, increased utilization of existing labour force, attraction of out-migrants back into the region and increased immigration are essential for regional economic growth and development. This presentation highlights some challenges faced by regional policymakers in labour force development and to promote public discussions around labour market issues in Atlantic Canada.

**ORGANIZER:**        **Ather H. Akbarin**, Saint Mary's University

**PARTICIPANT:**        **Ather H. Akbarin**, Saint Mary's University

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**P14 PERCEPTIONS OF STRESS AND MENTAL HEALTH OUTCOMES  
OF IMMIGRANTS AND NON-IMMIGRANTS IN CANADA****FOYER**

This study evaluated effects of immigrant status, socio-demographics and area of residence on perceptions of stress and mental health outcomes using the 2007/2008 Canadian Community Health Survey. The outcomes varied depending on area of residence and immigrant status. These results can be taken into account by employers and settlement agencies.

**ORGANIZER:**        **Natalia Lapshina**, Department of Psychology, Western University

**PARTICIPANT:**        **Natalia Lapshina**, Department of Psychology, Western University

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**P15 CHANGES IN THE CANADIAN RELIGIOUS LANDSCAPE (1981-2011)****FOYER**

Census (1981-2001), NHS, and General Social Survey (1991-2011) data are used to describe trends in the Canadian religious landscape, the contribution of immigration to religious diversity, and the dynamic nature of religious affiliation. Patterns in religiosity, for those with and without a religious affiliation, are also explored.

**ORGANIZER:** **Statistics Canada**

**PARTICIPANTS:** **Peter Shi Jiao**, Statistics Canada  
**Tina Chui**, Statistics Canada

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**P16 YO CUENTO: LATIN AMERICAN IMMIGRANT CHILDREN TELL THEIR STORIES****FOYER**

This study involved 10 children born in Latin America who had lived in Canada for five years or less. The main findings from this study include the impact of grandmother/grandchild separation on immigrant children, childrens multiple transitions across countries and within Canada, childrens worries due to language barriers, and the value children place on peer cultural brokering.

**ORGANIZER:** **Monica Valencia**, The Regional Diversity Roundtable (RDR)

**PARTICIPANT:** **Monica Valencia**, The Regional Diversity Roundtable (RDR)

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**P17 HELPING NEWCOMERS TO PREPARE FOR CANADIAN CITIZENSHIP VIA E-SERVICES ONLINE****FOYER**

How to better serve newcomers about citizenship preparation and community awareness in an interactive and innovative environment? A convenient and free e-service online option is now available to give newcomers easy access to citizenship support without leaving home.

**ORGANIZER:** **Edwin Wong**, Project Manager, SUCCESS

**PARTICIPANT:** **Edwin Wong**, Project Manager, SUCCESS

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**P18****BUILDING BRIDGES: CONSISTENCY, PORTABILITY AND CAPACITY OF INTERNATIONAL ACADEMIC CREDENTIAL ASSESSMENT IN CANADA****FOYER**

Since 2007, CICIC embarked on a multi-phase project to improve the consistency and portability of academic credential assessments conducted in Canada. The project aims to help internationally trained newcomers integrate into the workforce in addition to facilitating their assessment of academic credentials for admission into Canadian colleges and universities.

**ORGANIZER:** Nancy Tran, The Council of Ministers of Education

**PARTICIPANTS:** Nancy Tran, The Council of Ministers of Education  
Natasha Sawh

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**P19****EXPLAINING THE HEALTH IMMIGRANT EFFECT IN CANADA: DO EXERCISE AND FOOD MATTER?****FOYER**

Using Canadian Community Health Survey from 2000 to 2013, this study investigates the factors behind well-documented unhealthy health assimilation of immigrants with number of years spent in Canada. Following closely the decomposition exercise suggested by Borjas (1985), I determine how much of this observed change in health is explained by within-cohort and across-cohort effects. Furthermore, I examine if there is any change in pattern of physical activities or nutrition preferences with years since migration. A quantile-type regression is proposed in order to take into account the impact of a covariate on the entire distribution of the health outcome.

**ORGANIZER:** Duangsuda Sopchokchai, Ph.D. candidate, University of Ottawa

**PARTICIPANT:** Duangsuda Sopchokchai, Ph.D. candidate, University of Ottawa

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**P20****IMMIGRANTS AND PUBLIC TRANSIT IN TORONTO: A QUALITATIVE ANALYSIS OF SOCIAL ISSUES AND BARRIERS****FOYER**

This poster will provide racialized immigrants' accounts and experiences of public transit in Toronto. The analysis identifies key transportation issues and barriers affecting immigrants, as well as how they may be gendered. The project provides recommendations of transit policies that can provide for better settlement and social inclusion for immigrants.

**ORGANIZER:** Amardeep Kaur, BA (Politics), MPL (Urban Development)

**PARTICIPANT:** Amardeep Kaur, BA (Politics), MPL (Urban Development)

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**P21****MOTHERS MATTER: MOTHERS AS AGENTS OF SOCIAL CHANGE IN THEIR FAMILIES AND THEIR COMMUNITIES****FOYER**

The workshop will outline why mothers are agents of social change within their families and within their communities. Will review general social change principles and how the HIPPY program has embraced and translated them into concrete measurable outcomes. One example of a general social change principle is: Community members have the capacity to participate as change agents in their own lives and communities. The HIPPY Translation: Mothers have the capacity to teach other mothers (Home Visitors) and Mothers are their child's first and best teacher and have the capacity to teach their children. The outcomes are: Home Visitors are proficient at implementing the HIPPY Program and mothers have the skills to support their children.

**ORGANIZER:** **Wazi Dlamini-Kapenda**, Manager of Multicultural Programs, HIPPY Canada

**PARTICIPANTS:** **Wazi Dlamini-Kapenda**, Manager of Multicultural Programs, HIPPY Canada  
**Debbie Bell**, CEO-President, HIPPY Canada

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**P22****TEACHERS WITHOUT BORDERS: EXPERIENCES, TRANSITIONS, AND IDENTITIES OF REFUGEE WOMEN TEACHERS FROM YUGOSLAVIA****FOYER**

This study explored settlement experiences of refugee female teachers from Yugoslavia who immigrated to Canada between 1993 and 1998; documented the ways in which socially constructed categories such as gender, race, and refugee status have influenced their post-exile experiences; and identified the government's role in the process of settlement.

**ORGANIZER:** **Snezana Ratkovic**, Research Officer, Brock University

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**P23****RETURN ON INVESTMENT IN INTERNATIONALLY EDUCATED NURSES: A PRELIMINARY ANALYSIS****FOYER**

CARE Centre for Internationally Educated Nurses embarked on a study to determine the return on investment made in supporting IENs to achieve registration in Ontario.

The study revealed that once registered and employed, the average income tax paid by IENs results in recovery of the investment faster than that from domestically educated nurses.

**ORGANIZER:** **Ruth Wojtiuk**, CARE Centre for Internationally Educated Nurses

**PARTICIPANTS:** **Ruth Wojtiuk**, CARE Centre for Internationally Educated Nurses  
**Zubeida Ramji**, CARE Centre for Internationally Educated Nurses

Current policy initiatives aim to address the shortage of skilled workers in Canada by encouraging skilled foreigners to settle in Canada. International Students (IS) are particularly encouraged to find employment in Canada upon graduating because they are seen as being better integrated into Canadian society, having already undergone Canadian education and training. We conducted several focus groups to explore the adjustment and transition experiences of IS from two universities in Ontario, Canada, that are especially popular among IS. Particular attention is paid to the perceived barriers IS encounter as they begin to establish themselves as workers in Ontario, as well as their experiences utilizing the services and programs available to help them integrate into local communities. We explored critical policy assumptions by studying the extent to which assumed outcomes align with the lived experiences IS face as they enter into the Canadian labour market. Additionally, public policy implications are discussed.

**ORGANIZER:**                    **Colin Scott**  
   **Saba Safdar**  
   **Roopa Desaitrilokekar**  
   **Amira El-Masri**

**PARTICIPANTS:**            **Colin Scott**



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