

## Wednesday, April 3, 2024

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### Health workforce data in Canada: How to optimize its use within research

Date and Time: Wednesday, April 3 1:00 pm - 2:30 pm

Cost: Free

Registration: [Microsoft Virtual Events Powered by Teams](#)

#### "Details

The purpose of this webinar is to bring together health workforce researchers with key pan-Canadian data stewards and Health Workforce Canada to learn about the wealth of health workforce data available to Canadian researchers and interested stakeholders; to provide information on how to access and best use the available data; and to discuss associated data privacy issues. Through this interactive exchange, we aim to bridge the gap between data availability and research needs, and to foster collaboration and innovation for a more robust and responsive health workforce research landscape.

More specifically, the overall goals of this webinar are to:

- Provide a forum to broker and strengthen relationships between health workforce researchers, pan-Canadian health data stewards, and Health Workforce Canada.
- Build awareness of existing health workforce-related data holdings, how to access them, and privacy issues in order to optimize their use within CIHR-funded research."

## Monday, April 8, 2024

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### Career Transitions for International Health Professionals Info Session

Date and Time: Monday, April 8 10:00 am - 11:00 am

Cost: Free

Registration: [Career Transitions for International Health Professionals Info Session Tickets, Mon, 8 Apr 2024 at 10:00 AM | Eventbrite](#)

"Learn how the Career Transitions Program can help you find work in the Canadian health care industry or transition to a new field. (Please note: You must be a resident of Ontario to participate)

Career Transitions is an Ontario Bridge Training Program that is a sector specific Bridging program funded by the Government of Ontario. The program is delivered as a partnership between Catholic Centre for Immigrants (CCI) and World Skills Employment Centre and is designed for international health professionals like yourself to improve your employability in the Canadian Health Care sector and guide your career plan.

## Overview of the topics covered in the workshop

1. Extensive knowledge of the Canadian health system
2. Knowledge to navigate the licensing system
3. Identifying your transferable skills
4. One-on-one assistance to put together a good resume, LinkedIn profile, and guidance with writing a cover letter that is specific to health sector
5. Expansion of your network with professionals in your field
6. One-on-one support to develop an action plan that supports your goals

## Program Benefits

- Extensive knowledge of the Canadian healthcare system and the Canadian labour market
- Learn how to market your skills to Canadian employers
- Expansion of your network in the health care sector
- In-depth training for successful job applications
- interviews and retention
- Understanding the Canadian workplace structure
- One-on-one support to build a detailed action plan
- Receive weekly job postings and job alerts

## How it works

- 11 workshops over two weeks
- Receive a 200-page electronic workbook packed with information
- Facilitated by a seasoned employer with decades of experience in the Canadian healthcare sector

## Post Workshop

We will be available to assist with mock interviews for jobs/fellowships/residency. We will also share weekly job/internship/volunteer opportunities in unregulated health sector and other general employment counselling needs.

Where: Zoom (Link will be provided by e-mail)

Contact: [mejdi@ottawa-worldskills.org](mailto:mejdi@ottawa-worldskills.org)

## **Beyond Technology, Beyond Healthcare**

Date and Time: Monday, April 8 10:00 am - 3:00 pm

Cost: Free

Registration: [Beyond Technology, Beyond Healthcare Tickets, Toronto](#) | [Eventbrite](#)

## "Beyond Technology, Beyond Healthcare: Promoting Equitable and Integrated Health and Social Services for Newcomers and Refugees to Canada"

Join us in-person or online for an exciting event series that will focus on identifying best practices for service delivery and policy recommendations on integrated supports for newcomers to Canada. The series includes engaging keynote speakers, panelist discussions, a co-design workshop, and networking opportunities.

### Dates:

- Monday, April 08, 2024
- Tuesday, April 09, 2024
- Monday May 13, 2024
- Tuesday May 14, 2024 (in-person only)

There are limited tickets for in-person dates. Lunch will be provided for in-person attendees. Kindly note any dietary restrictions during registration checkout.

**Time:** 10 AM - 3 PM (Eastern Daylight Time)

**Location:** Women's College Hospital, Toronto, Ontario *or* Virtual (Zoom)

At this event, you'll have the opportunity to connect with settlement sector organizations and workers, people with lived experiences, healthcare providers, researchers and trainees.

Mark your calendars and get ready to go **beyond technology** and **beyond healthcare** with us at Women's College Hospital!

For more information or questions, please contact [Isabelle.choon-kon-yune@wchospital.ca](mailto:Isabelle.choon-kon-yune@wchospital.ca)

This event series is supported by funding from the Social Sciences and Humanities Research Council.

Abejirinde IO, Clark N, Salami O, Shaw J, Nikdel N, Sikstrom L and Redditt V. *Beyond Technology, Beyond Healthcare: Translating Intersectionality in the Promotion of Equitable Virtual Health Care Services for Newcomers to Canada.*"

## Tuesday, April 9, 2024

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### Beyond Technology, Beyond Healthcare

Date and Time: Tuesday, April 9 10:00 am - 3:00 pm

Cost: Free

Registration: [Beyond Technology, Beyond Healthcare Tickets, Toronto](#) | [Eventbrite](#)

**"Beyond Technology, Beyond Healthcare: Promoting Equitable and Integrated Health and Social Services for Newcomers and Refugees to Canada"**

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For more information or questions, please contact [Isabelle.choon-kon-yune@wchospital.ca](mailto:Isabelle.choon-kon-yune@wchospital.ca)

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Abejirinde IO, Clark N, Salami O, Shaw J, Nikdel N, Sikstrom L and Redditt V. *Beyond Technology, Beyond Healthcare: Translating Intersectionality in the Promotion of Equitable Virtual Health Care Services for Newcomers to Canada.*"

## Emotional Intelligence – The Heart of Leadership A Conversation with David Cory

Date and Time: Tuesday, April 9 12:00 pm - 1:00 pm

Cost: Free

Registration: [Meeting Registration - Zoom](#)

"Please join us for an exciting interview with David Cory, the President and founder of The Emotional Intelligence Training Company (EITC). David is a professional certified Coach and trainer with more than 20 years of experience in developing leaders' emotional intelligence. We will discuss the role of emotions in leadership and their impact on interpersonal relationships."

## Wednesday, April 10, 2024

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## Canada's Refugee Health System Atlas: National Innovation with Global Impact

Date and Time: Wednesday, April 10 1:00 pm - 2:00 pm

Webinar will be in English

Cost: Free

Registration: [https://newcomernavigation.zoom.us/webinar/register/8017086338961/WN\\_cTUm1W10Q2udWbnrDtqjDQ](https://newcomernavigation.zoom.us/webinar/register/8017086338961/WN_cTUm1W10Q2udWbnrDtqjDQ)

"Introducing the Canadian Refugee Healthcare System Atlas!

Are you curious about the complex web of healthcare services available to refugees in Canada? Look no further! The **Atlas** is your key to understanding this vital system.

The Canadian Refugee Healthcare System Atlas is a dynamic visualization tool of refugee health services. It's like Google Maps for healthcare, guiding you to organizations and resources dedicated to supporting refugees. Explore a bird's-eye view of refugee healthcare and settlement organizations across Canada. Data is derived from the groundbreaking "Characterizing Canada's Refugee Health System (CCRHS) study," as well as Statistics Canada, providing real-time and reliable information. Navigate the landscape of services, pinpointing where and how care is delivered.

### Why Attend :

Whether you're a healthcare or settlement professional, policymaker, or passionate advocate, The Atlas empowers you with knowledge. Join us as we bridge gaps, foster collaboration, and enhance refugee healthcare provision.

### Register Now

Unlock the secrets of the Canadian Refugee Healthcare System with The Atlas. Mark your calendar for an eye-opening webinar to transform how you see refugee health."

## Thursday, April 11, 2024

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### Federated Analysis: Statistical Review with Distributed Data

Date and Time: Thursday, April 11 1:00 pm - 2:00 pm

Cost: Free

Registration: [Federated Analysis: Statistical Review with Distributed Data Tickets, Thu, Apr 11, 2024 at 10:00 AM | Eventbrite](#)

"In the fourth webinar in HDRN Canada's *Federated Analysis: State of the Science Collective Learning Series*, **Dr. Nichole Austin** and **Dr. Félix Camirand Lemyre** will demonstrate the statistical analyses that can and can

not be conducted using practical examples. Moderated by **Dr. Kim McGrail**, the discussion will focus on key aspects around the value and challenges of using distributed data, as well as the areas where more scientific development is needed.

## ABOUT THE SPEAKERS

**Dr. Nichole Austin** is an Assistant Professor in the School of Health Administration at Dalhousie University, with a cross-appointment in the Department of Community Health and Epidemiology. She is an epidemiologist with research interests in health policy evaluation, health inequities and reproductive health. Recent and current projects explore the impact of supply-side abortion regulations on US abortion rates and provider availability, the impact of Canadian primary care reforms on medication management, and the relationship between provincial assisted reproduction coverage and subsequent fertility/birth outcomes.

**Dr. Félix Camirand Lemyre** is a statistician, methodologist and professor in the Department of Mathematics at the Université de Sherbrooke (UdS). He is also the director of the Statistical Consulting Center at UdS, a member of the Centre de recherche du Centre hospitalier universitaire de Sherbrooke and a researcher with [GRIIS](#). His research centres on statistical inference for exposures with measurement errors, dependence modelling, distributed data and time series analysis.

**Dr. Kim McGrail** is the CEO and Scientific Director of HDRN Canada. She is a Professor in the School of Population and Public Health at the University of British Columbia, Director of Research for UBC Health, and Scientific Director of Population Data BC. Her research interests are quantitative policy evaluation and all aspects of population data science.

## ABOUT THIS SERIES

Hosted by HDRN Canada, *Federated Analysis: The State of the Science Collective Learning Series* is a limited webinar series that shares knowledge from experts on the state of the science of federated analytics and related key topics. Lessons learned will be used to develop tools for and to provide support to researchers conducting federated analyses. [Watch past webinars](#).

*PLEASE NOTE: This presentation is in English only. The webinar will be recorded and posted on [hdrn.ca](#)."*

## Tuesday, April 16, 2024

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### Ask an Expert: Preparing for the arrival of high risk medical cases - Tips for resettlement case managers

Date and Time: Tuesday, April 16 2:00 pm - 3:00 pm

Cost: Free

Registration: [Meeting Registration - Zoom](#)

"Join the Society of Refugee Healthcare Providers and Janet Kurczaba for a Q&A session about supporting clients with intensive medical needs.

\*Spaces are limited. Preference will be given to non-clinician service providers (for example, case managers, community partners) working with Office of Refugee Resettlement (ORR) eligible populations. Register below and you will receive a confirmation email if there is space available.

Janet Kurczaba graduated from University of District of Columbia with a Bachelor of Science in Nursing (BS

N). She specialized in high risk neonatal care in the neonatal intensive care unit at a level 3 trauma hospital on the East Coast. She was a Director of Nursing for a national home health agency serving vulnerable, multi-ethnic, populations. Janet also served as national resource for home health agency regarding and implementing cultural literacy for staff.

Currently, Janet is Intensive Case Manager Supervisor overseeing the Intensive Case Management Team. She is responsible for reviewing high risk medical cases to potentially be assured. Janet determines if the necessary resources are available in the community to properly address client's medical needs. (Phoenix has a history of accepting high needs medical cases as we have the expertise to assess and have outstanding medical partners in the community).

This session will be an informal, discussion format. There will be no slides or presentation, but an opportunity for participants to ask Janet any questions they have about serving clients with high medical needs. Please submit your questions ahead of time through the registration form or by emailing [hello@refugeesociety.org](mailto:hello@refugeesociety.org)."

## Wednesday, April 17, 2024

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### Improving the Data Landscape on IEHPs: Recent Data on IENs Not Working as Nurses in Ontario

Date and Time: Wednesday, April 17 1:00 pm - 2:00 pm

Webinar will be in English

Cost: Free

Registration: [https://newcomernavigation.zoom.us/webinar/register/5817086356693/WN\\_akLNWNRrQIK0VoZtZt0Phg](https://newcomernavigation.zoom.us/webinar/register/5817086356693/WN_akLNWNRrQIK0VoZtZt0Phg)

A lack of comprehensive health workforce data makes it difficult effectively design and evaluate targeted supports for internationally educated health professionals in Canada. WES has examined how different stakeholders collect and share health workforce data and found that it is nearly impossible to ascertain how many IEHPs are in the country and where they are in their journey towards professional re-entry. In this webinar, WES will:

- Contextualize the fragmented health workforce data landscape in Canada
- Share key findings from a fall 2023 survey of internationally educated nurses (IENs) not currently working as nurses in Ontario
- Offer key considerations and policy implications linked to improving the health workforce data landscape in Ontario and Canada and more effectively supporting IENs in their journey towards registration and professional re-entry

#### Presenters:

- **Joan Atlin** – Director, Strategy Policy and Research (SPR), WES Canada

## Thursday, April 18, 2024

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# Ask an Expert: Supporting the Mental Health and Psychosocial Wellbeing of Newcomer Communities

Date and Time: Thursday, April 18 2:00 pm - 3:00 pm

Cost: Free

Registration: [Meeting Registration - Zoom](#)

"Join the Society of Refugee Healthcare Providers and Dr. Mary Bunn, PhD, LCSW for a Q&A session about refugee and newcomer mental health!

\*Spaces are limited. Preference will be given to non-clinician service providers (for example, case managers, community partners) working with Office of Refugee Resettlement (ORR) eligible populations. Register below and you will receive a confirmation email if there is space available.

Mary Bunn, PhD, LCSW is a licensed clinical social worker and Assistant Professor at the University of Illinois at Chicago (UIC), Department of Psychiatry. She is also Core Faculty and Co-Director of the Global Mental Health Research and Training Program in the UIC Center for Global Health and runs a therapy clinic for refugees and asylum seekers at the UI Health.

Informed by more than twenty years of licensed clinical practice experience delivering therapy services and developing mental health programs domestically and globally, her research focuses on the development and testing of community-based mental health prevention and care interventions for survivors of war and political violence across the migration continuum. This involves using implementation science and human centered design practices to develop and test a spectrum of services that improve mental health and strengthen families and social systems of care and connection. She is particularly interested in peer service models, family and group-based interventions and examining relational processes and factors in interventions.

This session will be an informal, discussion format. There will be no slides or presentation, but an opportunity for participants to ask Dr. Bunn any questions they have about mental health and newcomers. Please submit your questions ahead of time through the registration form or by emailing [sarah@refugeesociety.org](mailto:sarah@refugeesociety.org)."

## Monday, April 22, 2024

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### Jeunesse Flou(t)ée : Peut-on recruter sans discriminer la jeunesse?

Date and Time: Monday, April 22 12:00 pm - 1:15 pm

Cost: Free

Registration: [Jeunesse Flou\(t\)ée : Peut-on recruter sans discriminer la jeunesse? - CRIDAQ - UQAM](#)

#### "Résumé

Lors de sa première activité publique, le projet « Convergences | Projet de recherche sur les discriminations raciales, ethniques et religieuses chez les jeunes de Québec » est ravi d'accueillir Yamina Meziani, l'auteure du livre *Jeunesse Flou(t)ée : Peut-on recruter sans discriminer la jeunesse?*, pour une discussion autour de la complexité et de l'actualité des discriminations à l'embauche envers les jeunes en France. Est-ce qu'il aura des éléments sur cette problématique qui interpellent la réalité des jeunes au Québec ? L'animation de cette rencontre, assurée par les chercheuses et chercheurs du projet Convergences, tentera de susciter une réflexion autour de la qu



estion.

## Conférencière

**Yamina Meziani** est sociologue des discriminations et de la justice sociale, maîtresse de conférences au collège Sciences de l'Homme de l'Université de Bordeaux et chargée de mission « Parité, Égalité, Diversité » à cette même université."

## Tuesday, April 23, 2024

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### Health Data for All of Us: Earning Trust Through Transparency

Date and Time: Tuesday, April 23 8:00 am - 4:30 pm

Cost: Free (Online), \$10-\$200 (In Person, depending on professional role)

Registration: [Health Data for All of Us: Earning Trust Through Transparency Tickets, Tue, 23 Apr 2024 at 8:00 AM | Eventbrite](#)

"*Health Data for All of Us: Earning Trust Through Transparency* is HDRN Canada's second annual hybrid public forum for researchers, community groups, members of the public and policymakers to engage with topics related to health data access and use in Canada. Learn about HDRN Canada's areas of work and participate in discussions about the issues of trust and transparency in the use of health data in Canada.

This event will take place on Tuesday, April 23 via Zoom and in-person at Le Westin Montreal.

Our keynote speaker is **Dr. Antoine Boivin**, a family physician in the community of Center-South Montreal. Dr. Boivin is the co-founder and scientific director of the Centre of Excellence on Partnership with Patients and the Public. He is also co-director of the Quebec SPOR-SUPPORT Unit.

*PLEASE NOTE: If you would like to request a fee waiver, or if you are affiliated with **HDRN Canada**, please connect with us at [events@hdrn.ca](mailto:events@hdrn.ca) regarding registration for this event."*

### The “integration business” – A radical critique on migration, development and reception services

Date and Time: Tuesday, April 23 9:30 am - 5:00 pm

Cost: Free

Registration: [Scholars of Excellence Workshop – The 'integration business': A radical critique on migration, development and reception services - CERC in Migration and Integration - Toronto Metropolitan University \(torontomu.ca\)](#)

"In recent years there has been significant discussion of the “migration infrastructure”, notably the networks, institutions and organizations that mediate migration trajectories. There has also been critical analysis of the economies of migration control that have emerged around borders, both territorial and digital ones, and the private interests behind them. Less attention has been paid though to the sector that has emerged around migrant reception. This workshop takes a radical critical approach on to examining these concerns, looking at how provision of local migrant services, whether in border areas, or locations of settlement, give rise to a migrant “integration business”. This business becomes part of local economies, while resting on structures of inequality, displacement, dispossession and unequal capital accumulation, and deepening these processes.

The workshop is organized into two panels. The first focuses on the local aspects of this migration industry in both border areas and settlement locations, critically analyzing the ways locals, settled migrants and recently arrived asylum seekers, refugees or migrants become entangled in forms of service provision that extract capital and constitute multi-scalar processes of governance. The second panel expands this critical perspective by engaging with the broader policy and political discourses on migration and development. Contributors to both panels seek to unmask the processes of capital accumulation that underlie the regulation of mobility, territory, social life and political subjectivities...."

## A culturally informed framework when working with immigrants and refugees

Date and Time: Tuesday, April 23 1:30 pm - 2:30 pm

Cost: Free

Registration: [A culturally informed framework when working with immigrants and refugees Registration, Tue, 23 Apr 2024 at 1:30 PM | Eventbrite](#)

### "Description:

Paying attention to culture is vital to understanding the experiences and meaning individuals place on their psychological wellbeing. Immigrant and refugee communities require culturally responsive care embedded into organizational practices to address their post-migration stressors and social inequities. Culturally responsive care requires breaking down the language barrier, providing psychoeducation and explaining the role of mental health system.

Join this webinar with Dr. Lisa Andermann and Norma Hannant, MSW, and after attending you will be able to:

- Recognize the intersection of migration, mental health, and post-migration stressors.
- Understand cultural humility, cultural safety and cultural competency in practice.
- Become familiar with cultural formulation interviews (CFI) and the explanatory model to

understand an individual's life context, their needs and meaning they ascribe to their

problems to negotiate appropriate and relevant interventions and referrals.

### Presenters:

#### Dr. Lisa Andermann, MPhil, MDCM, FRCPC

Dr. Andermann, is an Associate Professor in the Department of Psychiatry, University of Toronto (UofT) and Co-Chair of the Equity and Inclusion Council (UofT). She is also the Director of the Toronto Addis Ababa Psychiatry Program.

In addition to her work at the Mount Sinai Ethnocultural Assertive Community Treatment, Dr. Andermann is a Consultant Psychiatrist at the Canadian Centre for Victims of Torture; and with the Northern Psychiatric Outreach Program providing outreach to remote communities on Baffin Island.

She co-edited a book entitled *Refuge and Resilience: Promoting Resilience and Mental Health among Refugees*

and Forced Migrants (Springer, 2014). She is a former Board Member of the Society for the Study of Psychiatry and Culture and current Board Member with the World Association of Cultural Psychiatry.

Lisa has an undergraduate degree in Anthropology from McGill University, where she completed her medical studies, and a graduate degree in Social Anthropology from Cambridge University.

### **Norma Hannant, MSW RSW**

Norma Hannant is a social worker at the New Beginnings Clinic in the Mood and Anxiety Services at the Centre for Addiction and Mental Health (CAMH). She provides mental health support for refugees and immigrants using a trauma-informed, culturally sensitive, anti-oppressive lens rooted in evidence-based practices.

Norma has worked in the mental health sector for over 20 years. She has experience in hospital-based settings, community-based counselling agencies and child and family services. She has taught and coordinated mental health workshops in Mexico, Chile and Brazil on the shared care model, psychosocial rehabilitation and stigma.

She has an interest in psychosocial community approaches in working with the Latinx diaspora. Norma is currently providing psychotherapy and mental health counselling as an Interim Federal Healthcare provider to refugee claimants. She speaks fluent Spanish. She has an undergraduate degree from the University of Waterloo, majoring in Spanish. Norma received her Master of Social Work degree from the University of Toronto in 2001."

## **Wednesday, April 24, 2024**

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### **Conference 2024 - Pathways to Inclusion: Community-Based Research in Immigration and Settlement**

Date and Time: Wednesday, April 24 9:30 am - 4:00 pm

Registration: [The Immigrant Education Society \(immigrant-education.ca\)](https://immigrant-education.ca)

"Welcome to the website for The Immigrant Education Society's 2024 conference: *Pathways to Inclusion: Community-Based Research in Immigration and Settlement*.

The conference will take place at the Central Public Library in Calgary, AB, Canada on April 24-25, 2024, and is organized by the Research and Program Development department at The Immigrant Education Society (TIES). The conference will bring together leading experts, researchers, practitioners, community leaders, and newcomers to explore the following four areas of focus:

**Climate Adaptation** – Featuring research on the impact of climate change on immigrants and innovative strategies for enhancing resilience and adaptation in new environments.

**Professional and Skilled Immigrant Supports** – Featuring research on effective support systems, policies, and programs that enable successful workforce integration and career continuity, particularly among immigrant professionals.

**Inclusion and Diversity in Immigrant Youth and Children** – Featuring research on promoting inclusion and diversity among immigrant youth and children.

**Education and Digital Literacy** – Featuring research on accessible education and developing digital literacy for immigrants."

## 17e édition du Symposium annuel sur l'immigration francophone

Date and Time: Wednesday, April 24 10:00 am - 6:00 pm

Inscription: [Accueil - Symposium Francophone \(immigrationfrancophone.ca\)](https://immigrationfrancophone.ca)

"Thématique 2024: **L'immigration francophone - des changements en perspective pour un nouveau départ.**

Les années 2023 et 2024 marquent le dernier droit dans la course aux changements en immigration francophone. L'élaboration par IRCC d'une première Politique en immigration francophone, l'adoption imminente d'une nouvelle cible en immigration francophone, les prochaines ententes avec IRCC, le nouveau Plan d'action sur les langues officielles, le renouvellement et la bonification de l'initiative des Communautés francophones accueillantes, le lancement des projets du Centre d'innovation en immigration francophone, la nouvelle Stratégie communautaire en immigration francophone, sont autant de changements que va connaître à brève échéance le secteur de l'immigration francophone.

De quoi susciter un élan d'optimisme dans les francophonies minoritaires qui plaident depuis plusieurs années pour une inflexion de la politique en matière d'immigration francophone afin de rétablir le poids démographique de la francophonie et d'assurer le bien-être des nouveaux arrivants et nouvelles arrivantes francophones qui s'installent dans nos communautés. Profitons donc du Symposium pour prendre un nouvel élan, revisiter notre parcours, constater nos progrès, s'inspirer des innovations réalisées et penser l'avenir de nos communautés à l'épreuve de nouveaux défis."

## Feeling Like an Insider, or Just a Means to an End? Equity and Inclusion in the Ontario Settlement Sector

Date and Time: Wednesday, April 24 1:00 pm - 2:00 pm

Webinar will be in English

Cost: Free

Registration: [https://newcomernavigation.zoom.us/webinar/register/3017049127497/WN\\_tyvopuSrQjqri1S02hbMuA](https://newcomernavigation.zoom.us/webinar/register/3017049127497/WN_tyvopuSrQjqri1S02hbMuA)

Speakers :

- Michaël Séguin, Assistant Professor, Saint Paul University;
- Bianca Briciu, Assistant Professor, Saint Paul University;
- Sahar Zohni, Manager of Operations, Planning and Performance, N4

Description:

This webinar will share the result of a partnership research between Saint Paul University and N4 about the subjective experiences of inclusion for immigrant employees in eight settlement agencies across Ontario. The research questioned to what extent the commitment of these agencies to the inclusion of immigrants was reflected in their work culture, policies, and structures. The webinar will discuss the tension between the agencies' celebration of diversity, their dedication to inclusion, and the constraints that lead sometimes to the utilitarian hiring of immigrants as means to an end. It will also present best practices and concrete strategies for creating a welcoming environment that promotes equity and inclusion. The focus will be on practices specific to the settlement sector.

or.

## Thursday, April 25, 2024

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### Conference 2024 - Pathways to Inclusion: Community-Based Research in Immigration and Settlement

Date and Time: Thursday, April 25 9:30 am - 4:00 pm

Registration: [The Immigrant Education Society \(immigrant-education.ca\)](https://immigrant-education.ca)

"Welcome to the website for The Immigrant Education Society's 2024 conference: *Pathways to Inclusion: Community-Based Research in Immigration and Settlement*.

The conference will take place at the Central Public Library in Calgary, AB, Canada on April 24-25, 2024, and is organized by the Research and Program Development department at The Immigrant Education Society (TIES). The conference will bring together leading experts, researchers, practitioners, community leaders, and newcomers to explore the following four areas of focus:

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**Inclusion and Diversity in Immigrant Youth and Children** – Featuring research on promoting inclusion and diversity among immigrant youth and children.

**Education and Digital Literacy** – Featuring research on accessible education and developing digital literacy for immigrants."

### 17e édition du Symposium annuel sur l'immigration francophone

Date and Time: Thursday, April 25 10:00 am - 6:00 pm

Inscription: [Accueil - Symposium Francophone \(immigrationfrancophone.ca\)](https://immigrationfrancophone.ca)

"Thématique 2024: **L'immigration francophone - des changements en perspective pour un nouveau départ**.

Les années 2023 et 2024 marquent le dernier droit dans la course aux changements en immigration francophone. L'élaboration par IRCC d'une première Politique en immigration francophone, l'adoption imminente d'une nouvelle cible en immigration francophone, les prochaines ententes avec IRCC, le nouveau Plan d'action sur les langues officielles, le renouvellement et la bonification de l'initiative des Communautés francophones accueillies.

De quoi susciter un élan d'optimisme dans les francophonies minoritaires qui plaident depuis plusieurs années pour une inflexion de la politique en matière d'immigration francophone afin de rétablir le poids démographique de la francophonie et d'assurer le bien-être des nouveaux arrivants et nouvelles arrivantes francophones qui s'installent dans nos communautés. Profitons donc du Symposium pour prendre un nouvel élan, revisiter notre parcours, constater nos progrès, s'inspirer des innovations réalisées et penser l'avenir de nos communautés à l'épreuve de nouveaux défis."

## Migration Working Group: Diaspora and transnationalism

Cost: Free

"Join CERC Migration for our upcoming Migration Working Group meeting. The April Migration Working Group addresses the theme of *diaspora and transnationalism*, and will be chaired by **Amin Moghadam**, Research Lead, Cities and Migration.

The Migration Working Group meets monthly to discuss the migration research of emerging and established scholars. Our meetings give researchers an opportunity to present their ongoing projects, learn about each other's work and share feedback..."

<https://calendar.newcomernavigation.ca>