

# Thunder Bay Multicultural Association



*The Fabric of our Community*

*In partnership with*



**North Superior**  
Workforce Planning Board

## **Thunder Bay Immigration Forum**

November 9, 2010 · Victoria Inn · Thunder Bay

**STRENGTHENING  
THE FOUNDATION**



Citizenship and  
Immigration Canada

Citoyenneté et  
Immigration Canada

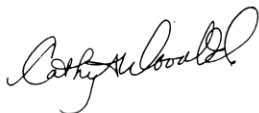
Dear Immigration Forum Delegate,

On behalf of the Thunder Bay Multicultural Association and the North Superior Workforce Planning Board, thank you for attending the Immigration Forum “Strengthening the Foundation” held on November 9, 2010! The goal was to dispel myths regarding immigration, newcomers, and their integration within the Canadian economy.

Seventy-four attendees were enlightened on how residents of a community are impacted when they do not work together to combat discrimination. The keynote address and the workshops on anti-oppression training, the effects of racism on a community, and the future of diversity on a community were some of the topics covered with much discussion from delegates. Comments from the delegates included:

- “Integration and participation is the key for the future of diversity.”
- “Good overview of multiculturalism from Mr. Al Yassini’s presentation – good stats and history”
- “The lunch keynote presentation was a powerful message for me. She represented the voice of many immigrants with her story of discrimination.”
- “Information from this forum and the networking were most valuable.”

The Forum also included the launch of two programs: *Profession North/Nord* and *tbwelcome.ca*. Over the coming year, the expansion of these programs and continued facilitation and training programs will foster the growth of togetherness and respect for the many cultures that make up Thunder Bay and Northwestern Ontario.



Cathy Woodbeck  
Executive Director  
Thunder Bay Multicultural Association



Marg Scott  
Executive Director  
North Superior Workforce Planning Board

*“To develop community capacity, programs and services to attract and retain immigrants”.*

(Thunder Bay Community Immigration Strategic Plan 2010 Mission)

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## Introduction

Thank you to all for registering for the 3<sup>rd</sup> installment of the Thunder Bay Immigration Forum.

At our first forum held in 2007 we were encouraged to *Build Bridges*. Topics like declining population, expanding immigration to the Northwest and diversifying the economy of Northwestern Ontario were included in the discussions. With the financial support of the LIP program, funded by the Ministry of Citizenship and Immigration, we gathered community leaders, including voices from the business, health and education sectors, federal and provincial government as and created Local Immigration Partners. Together we were able to produce a working document to act as a guide in directing the future of immigration to Thunder Bay. During the second immigration forum in 2009 we worked on *Filling the Gaps*, promoting to employers what a skilled immigrant would bring to the economy and their business. Employers learned the process of employing the internationally-trained, and several employers even got the chance to chat with existing immigrants concerning the obstacles to employment that they faced upon coming to Canada.

The goal of *Strengthening the Foundation* was to equip employers, human resource personnel, management and frontline community leaders with the tools needed to continue to ensure the successful attraction and retention of skilled immigrants and subsequently promote the attraction of Thunder Bay and Northwestern Ontario as the place immigrants want to invest in and raise their families.

Delegates were offered the choice of three morning workshops:

- *Session A: Immigration and Canadian Labour Market / Professions North Career Bridging Program*, Presented by Peter Paul, Project Leader – ALLIES (Assisting Local Leaders with Immigrant Employment Strategies);
- *Session B: Anti-Oppression Training*, Presented by Nora Angeles, Director, Interpreter Services at Barbra Schlifer Commemorative Clinic;
- *Session C: The Effects of Racism on a Community*, Presented by Meera Dhebar MSW, RSW World View Consulting

During our lunch break, we had the Launch of *tbwelcome.ca* followed by Lunch and the Keynote Speaker: Nora Angeles, Director, and Interpreter Services at Barbra Schlifer Commemorative Clinic. Her address examined the different types of discrimination faced by both Canadians and Immigrants in their everyday lives, and the importance of recognizing our own prejudices and biases.

The afternoon allowed delegates to choose: *The Effects of Racism on a Community*, Presented by Meera Dhebar MSW, RSW World View Consulting as Session D a repeat of for those who missed it in the morning. Session E: The Future of Diversity and Multiculturalism in Canada Presented by Ayman Al-Yassini, Executive Director, Canadian Race Relations Foundation; *Session F: NWO Immigration Strategic Planning Session* designed to bring communities together to discuss an immigration Partnership for NWO.

The 2010 Immigration Forum, *Strengthening the Foundation*, is a joint initiative of two programs housed by the Thunder Bay Multicultural Association: the Local Immigration Partnership (LIP), which has been involved with this Forum in previous years, and the

Welcoming Communities Initiative (WCI), funded by Citizenship and Immigration Canada. WCI is a program that is regional in scope, and since November 2009 has been helping communities such as Kenora, Sault Ste. Marie, Timmins, Sudbury and North Bay increase their capacity to welcome newcomers to Canada, by providing training opportunities and professional development for frontline workers, and the community at large. Areas of focus have included working with employers with regards to hiring diversity, providing anti-oppression and anti-racism training, as well as training in the Ontario Human Rights Code. The objectives of this years' Forum, and the natural progression of its focus, lead to a natural partnering opportunity that was both timely and needed.

Great continued support for the 2010 Immigration Forum was also provided by North Superior Workforce Planning Board, whose Directors generously contributed to this year's Forum. North Superior Workforce Planning Board works closely with the LIP program, and is instrumental in many of the initiatives undertaken by the Immigration Committee. It is a very positive thing to have their continued involvement in the Immigration Forum.



# Thunder Bay Immigration Forum

November 9, 2010 · Valhalla Inn · Thunder Bay

## STRENGTHENING THE FOUNDATION

### PROGRAM

Note: Subject to Change

8:00a.m.-8:45a.m.	<b>Registration and Refreshments</b>	Regency Lobby
8:46a.m. -8:55a.m.	<b>Opening Remarks and Greetings</b>  Cathy Woodbeck, Executive Director <i>Thunder Bay Multicultural Association</i>  Marg Scott, Executive Director <i>North Superior Workforce Planning Board</i>	Regency A/B
8:55a.m. -9:05a.m.	<b>Networking</b>	
9:05a.m.-11:20a.m.	<b>Concurrent Sessions</b>  <b>Session A</b> <b>Immigration and the Canadian Labour Market/ Professions North Career Bridging Program</b>  Peter Paul, ALLIES <i>Maytree Foundation</i>  Corine Loranger, Client Services Iseline Gandaho, Program Manager <i>Professions North/Nord</i>  <b>Session B</b> <b>Anti-Oppression Training</b>	Kensington   Regency A/B   Carleton Room

	<p>Nora Angeles, Director of Interpreter Services <i>Barbra Schlifer Commemorative Clinic</i></p> <p><b>Session C</b> <b>The Effect of Racism on a Community</b></p> <p>Meera Dhebar, Owner <i>World View Consulting</i></p>	
11:20a.m. – 11:35a.m.	<b>Networking Break</b>	
11:35a.m. – 11:40a.m.	<a href="http://www.tbwelcome.ca">www.tbwelcome.ca</a> <b>Marketing Campaign Launch</b>	Regency A/B
12:00p.m. – 12:30p.m.	<b>Lunch Buffet</b>	Regency A/B
12:30p.m. – 1:20p.m.	<p><b>Keynote Address</b></p> <p>Nora Angeles, Director of Interpreter Services <i>Barbra Schlifer Commemorative Clinic</i></p> <p>Knowing Oneself</p>	Regency A/B
1:20p.m. – 1:30p.m.	<b>Networking Break</b>	
1:30p.m. – 3:30p.m.	<p><b>Concurrent Sessions</b></p> <p><b>Session D</b> <b>The Effect of Racism on a Community</b></p> <p>Meera Dhebar, Owner <i>World View Consulting</i></p> <p><b>Session E</b> <b>The Future of Diversity and Multiculturalism in Canada</b></p> <p>Ayman Al-Yassini, Executive Director <i>Canadian Race Relations Foundation</i></p> <p><b>Session C</b> <b>NWO Immigration Strategic Planning Session</b></p>	<p>Carleton Room</p> <p>Kensington</p> <p>Regency A/B</p>
3:30p.m. – 3:35p.m.	<b>Networking Break</b>	
3:35p.m. – 4:00p.m.	<b>Plenary and Wrap Up</b>	Regency A/B

# **Workshop A: Immigrants and the Labour Market**

*Presenter: Peter Paul, Program Manager, ALLIES, Maytree Foundation*

ALLIES (Assisting Local Leaders with Immigrant Employment Strategies) is a project jointly funded by Maytree and The J.W. McConnell Family Foundation. ALLIES provide funding, technical expertise and networks to Canadian cities so that they can successfully adapt and implement local ideas for skilled immigrants to find suitable employment.

## **What is the issue?**

Immigrants are a key resource for building and strengthening Canada, particularly in light of our aging population and our declining birth rate. By 2011, we will rely 100% on immigrants for our net labour market growth; and by 2026, our net population growth will be derived entirely from immigration. Canada brings in roughly 250,000 immigrants per year. This figure is comprised of skilled immigrants and their families, family class immigrants and refugees. Of these, the largest group is skilled immigrants, i.e., individuals who have been selected by Canada as best equipped to meet the needs of our evolving economy. However, currently only four out of ten skilled immigrants are able to find employment that is relevant to their education and experience. The Conference Board of Canada, in a 2004 study, has estimated that our country's failure to recognize immigrants' learning and credentials costs the economy \$3.4 billion to \$5 billion in lost earnings every year.

## **What ALLIES brings to the table**

ALLIES provides resources to immigrant employment councils and networks to bring together local stakeholders and to develop their own practical solutions to help skilled immigrants find suitable employment. These multi-stakeholder groups are typically comprised of employers, community organizations, occupational regulatory bodies, post-secondary institutions, assessment service providers, labour, immigrant professional associations and all three levels of government.

To increase their ability to effect change at the local level and break down the barriers to hiring skilled immigrants, ALLIES offers:

- Web-based "how-to" guides on effective programs such as mentoring, internships, and public awareness campaigns;
- Coaches who will guide and mentor communities in the development of these programs;
- Grants to support the creation of local immigrant employment councils; and
- The website [hireimmigrants.ca](http://hireimmigrants.ca) which provides employers with interactive tools and resources to support the recruitment, integration and retention of skilled immigrants.

To complement these activities, ALLIES hosts annual conferences to share ideas, strategies and experiences about successful immigrant employment approaches.

To date, ALLIES has provided funding to Halifax, Montreal, Toronto, Saskatoon, Edmonton and Vancouver. ALLIES has also supported other communities across Canada with technical assistance and advice.

## **Workshop A: Professions North/ Nord**

**Presenters:** *Corine Loranger, Iseline Gandaho, PNN*

### **Our Vision:**

To be a leader in the preparation of new Canadians to the workforce by assisting internationally trained immigrants become accredited in their field and thereby improving their labour market access and facilitating their successful settlement in northern Ontario.

- Our staff is dedicated to providing a variety of services to internationally trained professionals in northern Ontario with the highest level of professionalism, confidentiality and respect, with the goal of increasing their chances of successfully accessing meaningful employment in their field.
- Professions North/Nord is committed to providing development services for all new Canadians in Northern Ontario. Based on the values of confidentiality, commitment and respect, our staff will work diligently with each client in order to ensure a high level of preparedness towards becoming an accredited professional.
- Our staff will guide clients to develop a comprehensive individualized portfolio, perform skills assessments, and utilize an employment network to ensure future jobs.

### **What is PNN?**

- A program to assist the internationally-trained immigrant (ITI) to become accredited and access employment in their chosen field
- Covers northern Ontario, with approximately 25 service windows
- Four main components
  - Career counselling
  - Portfolio Development
  - Workplace culture & communication training
  - Bridging to jobs

### **Career Counselling**

**Objective:** To assist clients in determining their short and long term career goals and guide them on their path to accreditation from the minute they contact our office to when they have secured meaningful employment.

### **Portfolio Development**

**Objective:** To ensure that the ITI has a comprehensive portfolio for proper assessment by professional organizations and is able to recognize gaps in prior learning that require enrolment in additional courses, or gaps in their experience that require placement assistance.

## **Workplace Culture & Communication Training (WCC)**

**Objective:** provide participants with key employability elements such as significantly enhanced critical thinking, problem solving, negotiating and influencing, teamwork, professional oral and written communication, public speaking, and presentation skills.

## **Bridging to Jobs**

**Objective:** to utilize the existing network of placement organizations to ensure that the ITI is able to obtain the experience and a job in their professional field.

- The client will be referred to the appropriate source for job preparedness.
- The client will be given networking, internship and work opportunities through Professions North/Nord and its partners.
- Professions North/Nord will follow up with employers and community stakeholders for the continued improvement of the program and to measure its success.

## **Management**

- Professions North/Nord is a program of the Management Development Centre's (MDC) Faculty of Management at Laurentian University.
- The MDC is governed by an executive team and a Director who will be responsible for the project: Drs. Sylvie Albert, Rana Haq, Rolland LeBrasseur, and Yves Robichaud, and Julie Henri.
- Professions North/Nord will work with existing community agencies that service internationally-trained immigrants to market the program as well as form strategic alliances so as to eliminate any potential duplication.

## **Head Office Staff**

- Iseline Gandaho – Program Manager
- Corine Loranger –Administrative and Client Services Officer

## **Partners**

- Ryerson University
- Contact North

## **Community Partners**

- North Bay Multicultural Centre
- Northern College, Timmins
- Thunder Bay Multicultural Association
- Sault Career Centre, Sault Ste. Marie

## **Workshop B: Anti Oppression**

**Presenter:** *Nora Angeles, Director of Language and Interpreter Services,  
Barbra Schlifer Commemorative Clinic*

PowerPoint: “Anti-Oppression Work -- the many paths to get there...”

- Participants introduced themselves and mentioned where their first descendents who came to Canada were from (on flipchart)
- They also stated their expectations (on flipchart).

Framework of Oppression:

WHAT IS OPPRESSION? Asked participants for their own definition of oppression – participants shared experiences, mentioned bullying incident where she spoke up for someone, working as a lone woman in an all men environment; other examples included:

- Bullying
- Isolation
- Low self esteem

HOW ARE WE AFFECTED BY OPPRESSION? Flip-charted how participants felt:

- Abuse
- Poverty
- Poor health
- Suicide
- Uneducated
- Crime
- Depression

WHAT GROUPS ARE OPPRESSED IN OUR SOCIETY AND WHY? –

Participants identified the different groups:

- Women
- Seniors/youth
- Immigrants/ Refugees
- People of Colour
- Poor/homeless
- People with Disabilities
  
- LGBTTTQQ
- Non Christian
- Uneducated

WHAT ARE THE EFFECTS OF OPPRESSION ON INDIVIDUALS/SOCIETY?

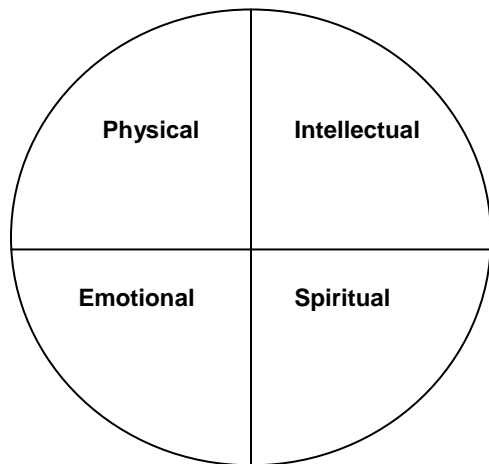
Asked each table to discuss popular ideas and stereotypes of the different groups; as well as the different systems that help spread those ideas; and then the individual acts – which people who believe in those ideas do

Women	People of Colour/ Aboriginal	Elderly	People with Disabilities	LGBTQQ	Poor	Non Christian
Emotional Weak Slut whore cunt	Want handouts Victims Good for nothing Hate their food Send them home Addicts/ lazy Incompetent Anti-Canadian Alcoholics Don't contribute Dangerous Not one of Us 2nd Choice	Medicated Slow Can't take care of themselves Crabby Racist Burden useless	Scary Violent put away Crazy burden Dangerous useless	Weird Unnatural Should be beaten up Immoral Promiscuous Diseased Infectious Change people	Lazy Uneducated Trouble Stupid Lazy At fault	Terrorists fanatics
<b>Systems</b>			<b>Acts</b>			
Media Culture Government Politics Society Justice Family School Health Education Court Religion Business Settlement Riches				Shunning Walking away Silent support Housing/ jobs Refuse to help Labeling Change them Refusal to accept them		

Shown the PowerPoint chart – showing how IDEAS – SYSTEMS – INDIVIDUAL ACTS interact and help to perpetuate oppression; drew the connections between these three creating a vicious cycle of oppression – powered by money on the mainstream side and fear on the marginalized side.

LOCATING SELF – asked everyone to put a check mark where they belong – whether marginalized or privileged group.

PIES WHEEL – talked about the opposite of oppression and showed the PIES wheel and explained the concept – compassion – seeing everyone in the same light we see ourselves – this is the opposite of OTHER-ING which is thinking that someone is not one of us, not like us, is different – which justifies the abusive things we do to them.



**PIES**

Concluded with emphasizing focusing on ourselves and being comfortable with who we are because we cannot help others unless we know how to help ourselves.



# Workshop C/D: The Effects of Racism in a Community

*Presenter: Meera Dhebar, Worldview Consulting*

## The Effects of Racism on a Community

*Racism is experienced in a number of ways, but how does it affect organizations, communities, committees, and other groupings as a whole?*

### 1. Thinking about community

- What do we mean by community?
- What are the different communities that we belong to?

Focus on one community in particular that you are a member of:

- What makes this community healthy?
- What are its challenges?

Discussion of mapping exercise in South Africa by students from neighbouring universities. Refer to attached illustrations of students' drawings of their Urban Community Map and Life River.

### 2. Social Determinants of Health: Refer to attached 3 pages

These 14 determinants are shown to have strong effects on the health of Canadians. The effects of these determinants are stronger than the ones associated with diet, physical activity, tobacco and excessive alcohol use.

Three levels of racism:

- Institutionalized racism
- Personally mediated racism
- Internalized racism

Healthy Immigrant Effect

### 3. What are the effects of oppression?

- What is oppression?
- What does it look like?
- What are its effects?

### 4. Impact of racism / oppression on:

- Mental health
- Neighbourhoods
- Employment and vulnerable work on immigrants, based on study of food bank users in Toronto

### 5. Black male mental health

- Gender, race and class interact in complex ways to increase risk for stress related illnesses and other psychological problems

- Studies show black men are exposed to more psychological stressors over their life course, increasing vulnerability to poor mental health
- Psychosocial factors affected include:
  - self esteem,
  - mastery,
  - life satisfaction

These factors in turn exacerbate mental health outcomes of black men

- Male gender socialization
  - Invulnerable to illness
  - Less likely to seek help for mental and physical health problems
  - Less likely to seek medical care in a timely manner
  - Minimize pain and suppress expression of need

Partially explains increased mortality rates associated with cancer and heart disease

- Sense of identity is influenced by accomplishing social roles
- Depression and other mental health disturbances result from social oppression and maladaptive coping strategies
- Among marginalized men, masculine power displayed unhealthily to account for inaccessibility of professional and economic achievements:
  - Street life
  - Illegal behaviour
- Black Americans have worse outcomes than White Americans in:
  - Employment
  - Criminal justice
  - Economic resources
  - Education

\*\*All of which are important determinants of health

- Prejudice and discrimination can generate
  - Rage, Anger, Frustration, Bitterness, Resentment, Grief, Despair
- These emotions then lead to depression
- To cope, violence and substance use may be used to protect one's physical self and integrity as a man and as an individual

## 6. Neighbourhood composition

- Racial and ethnic composition as having an association with depressive symptoms
- Based on rates of atherosclerosis (deposits of plaque and fat) and census data

Ethnic density hypothesis:

- Persons who live in neighbourhoods with greater percentage of residents of their own race/ethnicity have better mental health outcomes
- Social environments characterized by greater levels of social support and social cohesion

- Better access to resources through social connections

#### Residential segregation hypothesis

- Those in segregated neighbourhoods have worse mental health outcomes than those in areas with fewer people of their background
- Institutional racism
- Forced segregation due to historical and ongoing discrimination in housing markets and reduced economic opportunities
- Disadvantaged physical and social characteristics leading to higher rates of depression

#### 7. Social cohesion in neighbourhoods

- Deprivation and disadvantage linked to neighbourhood relationships
- Racial tensions
- Access to resources i.e. employment and housing
- Those in the area longer vs. newly arrived
- With fewer resources difficult to cope with new arrivals

#### 8. Who is Hungry?

- Annual survey of food bank users in Toronto
- Restrictive income programs of last resort and of first resort
- Federal programs: EI, Canada Child Tax Benefit
- Provincial programs: OCB, OW, ODSP
- Food bank users in Toronto:
 

▪ Canadian citizens	76%
▪ Landed immigrants	13%
▪ Convention refugee	6%
- Single person households now comprise the bulk of food bank users

#### The majority of users are the working poor

- Women, youth, racialized persons, newcomers, First Nations
- Earn minimum wage of \$9.50/hr
- Working 20.5 hours / week

#### 9. Strategies to effect change

- Influence of attitudes and beliefs on policy and legislation
- Consider 3 things that would like to see happen / change
- Consider 3 things that you would like to commit to doing in light of this, after today

This 2 hour session focused on various ways of understanding community, health, and impacts of oppression and racism. Differing perspectives from various disciplines were used to highlight the manner in which community is influenced by racism within an anti oppression approach.

Participants were asked to do an exercise where they envisioned the different types of community that they are a part of, they then shared what they feel contributes to the health and challenges of these particular communities.

The group then moved on to review illustrations by students of social work in two South African universities, one composed of marginalized black students, the other with privileged white students. The 'Life River' and 'Community Map' were designed for students to reflect on differences of privilege, and on the strengths within their community. The facilitator then presented information on privilege within community, and how the exercises of the university students relate to the Canadian and Northern Ontario context.

There was a review of the social determinants of health and its impact on the health of Canadians, race being one of the fourteen determinants. The facilitator presented information on the three levels of racism:

- Institutionalized racism
- Personally mediated racism
- Internalized racism

The next section focused on three different types of research. The first was university level research on the effects of racism on the mental health of black men and male gender socialization. The second looked at urban planning theories of neighbourhood inclusion, segregation and social cohesion. The third research was focused on food bank users across the city of Toronto, and implications of provincial policy and social assistance programs.

The presentation ended with a broader discussion of change, and strategies to effect change.

Participants' feedback of the presentation of was very positive. They commented that the presentation allowed them the opportunity to understand the subject from differing perspectives, could be applied to their work on many levels.



## **Workshop E: The Future of Diversity and Multiculturalism in Canada**

**Presenter:** *Ayman Al-Yassini, Executive Director, Canadian Race Relations Foundation*

There should be better, more fair and more comprehensive framework approaches (for both countries of origin and destination) than the current ones to address Canada's economic concerns, rather than the usual, current, and simple ways of doing things involving immigration.

The framework and present day legislation, approaches and programs in addressing Aboriginal concerns (who are ironically victims of racism, discrimination, superficial implementation of such legislation, obvious failure of such frameworks, etc.) should be assessed / revisited by doing the following:

1. Benchmarking with the ways New Zealand is taking care of their Aboriginals, i.e. The Maori People/s;
2. Benchmarking also with the ways the United States is taking with their Indian People/s; and
3. Mentoring Aboriginal Leadership and coming up with a Leadership Training/Mentoring Framework for them.

It seems that New Zealand's and the U.S.' frameworks, approaches, etc. are working much better than how Canada is addressing this concern. And assuming Canada has some of the best ways to address this very significant concern of its day-to-day governance, both short-term and long-term, we can only suspect that one of the biggest gaps is "Implementation" (as most programs do) but this doesn't mean this should be taken as "usual" and take it as a reality everybody should live with. Some think that the "things" in place for the Aboriginals are "superficially" approached and, therefore, more superficially implemented.

## **Workshop F: NWO Immigration Strategy Planning Session**

**Participants discussed the potential of a Northwestern Ontario Immigration Partnership/Strategy.**

**Issues Raised were:**

- Settlement and integration support for newcomers arriving in the communities of Northwestern Ontario
- Training for staff in each community around the process of immigration, settlement, visas and services available. Possibly as part of the next portal meeting – meet earlier on the first day for training.
- Identifying a local office in each community that could be the primary contact for newcomers. How could we promote and publicize this? How would it work in each community?
- Computer availability for newcomers to access TBMA services.
- Jobs and business succession was discussed at length
- How to effectively recruit business owners? How to post available businesses for sale?
- Portal needs.
- Posting jobs on the portal and having access to newcomers within Canada and abroad who are looking for work.
- May be easier and a better use of marketing money from portal to go to Canadian Immigrants job forums promoting the region. Relocating within Canada is much easier than waiting for the long term immigration process. Long term immigration is also important, but start within Canada for the meantime.
- Mary Barr and Nancy Wanagitunga from CIC were at the meeting to outline the Local Immigration Partnership program to the group. All were very interested in forming a strategic planning group for Immigration Northwestern Ontario.
- Housing was expressed as an issue in some communities and not in others.
- The group argued that Cathy Woodbeck should pursue writing a proposal to CIC for LIP funding to bring the group together as an LIP for Northwestern Ontario. Letters of support could be written and sent. Cathy will contact the group with details and what is needed as soon as proposal process is established.
- Creating a discussion group for communities on an existing portal for us to talk about issues and ask questions.
- Concerns rose over how a community would be affected if newcomers' families arrive without work or funds and had to rely on social assistance. This sparked a discussion on how the local economy still thrives with the input and spending of people on social assistance and government refugee assistance. DSSAB works these things out and it hasn't been a burden on individual communities.
- Each community would have different needs, varying services and the ability to settle newcomers. TBMA would be the hub to assist, train, provide services and outreach.
- The group created an email list for all participants.



## Presentation: [tbwelcome.ca](http://tbwelcome.ca) Official Launch

*Presenter: Michelle Lander –LIP Coordinator, Herman Hanschke*

In April 2010, after receiving our second phase funding to continue the LIP project, one of the line items from our working document was a Pro-Immigration Welcoming Campaign. *Sub-Committee 2 – Welcoming Committee*, added Welcoming Campaign to the work sheet as one of their short term goal and the idea was expanded.

We did not have a lofty budget but brought in Pat Forrest of Forrest Marketing and Communications to help us budget wisely and stretch our dollar for this campaign. We were hoping for an added feature that we can continue to build on as we stretch the dollars. [Tbwelcome.ca](http://Tbwelcome.ca) was that idea, hence, this campaign was built around it.

The goal of **tbwelcome.ca** is to foster a welcoming, supportive and inclusive community through education, promotion and participation. **“We are Thunder Bay”** promotes a sense of togetherness and respect for the many cultures that contribute so much to Thunder Bay.

Our budget allowed us to launch with Billboard and Bus Tail ads and also allowed us to erect a permanent welcome sign at the Thunder Bay Airport

Beside the twenty ways to say welcome, we chose five faces to launch this campaign, over time hoping to build and continue to add more faces.

Our first five faces represent your youth of tomorrow, your emerging trends, free spirit, your dedicated, and your role model. Our five faces can also be labeled as landed immigrant, skilled immigrant, 1<sup>st</sup> generation, refugee, and Aboriginal. In all they are now Canadians and have chosen Thunder Bay as their home. These five faces mean different things to their community, their families, their employers, and to themselves. But in the end they are 5 immigrants that live, work, and play in your neighborhood:



## Meet 5 immigrants that live, work, and play in your Neighbourhood



...My mom says "you were not born with a gold spoon in your mouth", meaning I must work hard and make good use of every opportunity that comes my way, and living in Canada is an opportunity that I have embraced fully [\(Read More\)](#)

As a new immigrant, Tove believes that "It takes three to four years for a community to warm up to you." For skilled immigrants who come here on their own - with no extended family (Tove was lucky enough to have in-laws) - the move can prove to be a great challenge. [\(Read More\)](#)



In the last two years since making Thunder Bay her home she has started to make a name for herself. She won the -10 and under- category of "So you think you got Talent" hosted by the Intercity Shopping Center.....  
.....It is a delight to see her perform, she dances with such energy from start to finish, her face lights up and her eyes sparkle under the bright light, [\(Read More\)](#)



Wahlay takes time to educate the community about his people and the struggles they face. For the refugees mainly, as a hill tribal people from mountainous area and remote jungle refugee camp, It is really exciting and scary to learn how to drive a car and operate a telephone, even using a microwave, stove, washer, dryer, vacuum, bank machine and elevator. [\(Read More\)](#)





As an educator, I asked Shy-Anne about the challenge that aboriginal youth face when they move to the city; she said "it is a big adjustment for most, but if they are up for the challenge they will succeed", ([Read More](#))

With over 20 ways to say Welcome, I welcome you to [tbwelcome.ca](http://tbwelcome.ca)

Tbwelcome is a webpage of the Thunder Bay Multicultural website. This gives us the advantage to add updates in-house and keep the page current. Navigation of the webpage is very easy, with the options to point and click on a particular topic or download the PDF newsletter format for general reading; however some of the articles are accompanied by videos that can only be viewed online.

The article on the webpage seeks to address issues and concerns of the community:

- "Don't stare... Smile" by Michelle Lander –"it's still relatively new to most people in the Thunder Bay to see a real live woman wearing a Hijab and not on TV."
- "Tempt your Taste Buds" - the great food at the Folklore festival, how to still enjoy cultural cuisine but address healthier choices.
- "Why Immigrants Migrate?" Clarifies the definitions of: Skilled Immigrants, Landed Immigrant, Refugee.
- Tolerance and acceptance as functions of economic conditions by John Potestio addressed the economic downturn in the economy and the negative view held by some about immigration

There are also links to cultural groups and cultural events that showcase the diversity that Thunder Bay has to offer and how each group continue to indulges in their culture while creating their Canadian identity.

I would like to thank our funder Citizenship and Immigration, Sub-Committee 2 for their continued input and support, Pat Forrest of Forrest Marketing and Communications, Carmen, our interpreter coordinator for organizing our 20 "Welcomes," Herman for working on Sundays, our five faces for participating on this campaign: Tevin, Tove, Harleem, Wahlay and Shy- Anne; and anyone else that I may have forgotten.

Look forward to many more Pro-Immigration Campaign Project in the months to come.

# **Keynote Address: Building a Solid Foundation**

*Presenter: Nora Angeles, Director of Interpreter Services, Barbra Schlifer Commemorative Clinic*

## **Building a Strong Foundation:**

1. Why do we need to?
2. World History – how did we get here?
3. Thunder Bay Demographics....
4. What can I do as an Ally? Advocate?

## **Eckhart Tolle – Born 1948**

*A New Earth*

*Awakening to Your Life's Purpose*

## **ERICK FROMM – 1900-1980**

*The Art of Loving, Escape from Freedom, To Have or to Be?, The Art of Being, The Anatomy of Human Destructiveness*

“If I AM what I HAVE, and if I lose what I HAVE, who then am I?”

“Just as modern mass production requires the standardization of commodities, so the social process requires standardization of humans, this standardization is EQUALITY.”

## **WHORM – Tim McCaskill**

- There is a geographical relationship between different parts of the world – Africa, Europe, India, China Americas, Middle East.
- 30000 BCE : relatively egalitarian hunting and gathering societies.
- 5000-1000 BCE: agricultural and class stratification, peoples in all parts of the world developed relatively permanent communities with art, architecture, philosophy and science.

## **A Hundred Years of Immigration to Canada**

### **1900-1999, Canadian Council for Refugees**

1900: 41,681 immigrants were admitted to Canada.

1900-1921: 138,000 Jews immigrated, many refugees fleeing pogroms in Czarist and Doukhobors from Russia.

1903: Chinese Head Tax increased to \$500.

1906: 4700 Indians from the Punjab arrived in Vancouver.

1907: more than 2300 Japanese arrives in BC resulting in a parade which ended in a riot.

1910: 1917: Immigration Acts: the power to regulate immigration; Census = 7,206,643 of which 49% are British, 19% are American.

War Measures Act to arrest, detain and deport enemy aliens.

1917: 4000 Hutterites immigrate to Alberta, from South Dakota, where they suffered prejudice because they were German speaking.

1919: Immigration Act amended to prohibit Doukhobors, Mennonites and Hutterites, because of peculiar habits. Citizenship can be revoked.  
1921: Census = 8,787,949 of which 52% are British, 19% are American and 5% are Russian.  
1923: 1929: doors reopened for Russian Mennonites – 20,000. June 1923: Chinese Immigration Act, prohibited Chinese immigrants.  
1923-1924: the suicide of 3 home children who came through a British program that brought 100,000 children from Britain into indentured labour in Canada.  
1925: Canada stopped the immigration of children below 14 unaccompanied by parents.

Nationalism is a form of incest, is our idolatry, is our insanity. Patriotism is a cult. It should hardly be necessary to say that by “patriotism” I mean that attitude that puts a nation above humanity, above the principles of truth and justice, not the loving interest in one’s own nation, which is the concern of the nation’s spiritual as much as its material welfare – never its power over other nations.

Just as love for one which excludes love for another is not love, love for one’s country which is not part of one’s love for humanity is not love but idolatrous worship.

We have always amended our Immigration Act to exclude those we feel unfavourable, for whatever reason. A practice we are still doing today.



## Our Thanks

From “Building Bridges”, “Filling the Gaps,” to “Strengthening the Foundation” it takes a dedicated team to achieve such a level of organizational dedication in moving this initiative along. With this in mind, we should take this time to thank our present stakeholders, a group of dedicated individuals covering organization and government departments and ministries:

Doris Rossi, North Superior Workforce Planning Board  
Chantal Bohémier, Association des Francophones du Nord-Ouest de l’Ontario  
Gina La Force, Thunder Bay Public Library  
Rebecca Johnson, Thunder Bay City Councilor  
Moffatt Makuto, Regional Multicultural Youth Council  
Tanya Niederer, Thunder Bay Regional Research Institute  
Mary Kozorys, John Rafferty’s Office  
Cathy Woodbeck, Thunder Bay Multicultural Association  
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Rebecca Hlady, Thunder Bay Multicultural Association  
Marg Scott, Executive Director - North Superior Workforce Planning Board

| The volunteer staff: Steven Bill, Nikolas Fiorito, Herman Hanschke

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Nora Angeles, Director of Interpreter Services - Barbra Schlifer Commemorative Clinic  
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Iseline Gandaho, Program Manager - Professions North/ Nord  
Meera Dhebar - Worldview Consulting  
Michelle Lander, LIP Coordinator - Thunder Bay Multicultural Association  
Herman Hanschke – Thunder Bay Multicultural association  
Cathy Woodbeck, Executive Director - Thunder Bay Multicultural Association

We also must give our thanks to our Forum sponsors, who made this event possible.

Thanks to:



Citizenship and  
Immigration Canada

Citoyenneté et  
Immigration Canada



**North Superior**  
Workforce Planning Board

Finally, we would like to extend a sincere “thank you” to all of our Forum delegates, for your great reviews, positive comments, and the many commitments to the LIP Project