

## NATIONAL CHILD DAY

National Child Day is the day when people across the country take time to celebrate Canada's most precious resource: Our Children!

National Child Day (November 20th) was proclaimed by the Government of Canada on March 19, 1993 to commemorate the United Nations' adoption of two landmark documents – The United Nations Declaration on the Rights of the Child (1959) and The United Nations Convention on the Rights of the Child (1989) – concerned with the basic human rights to which all children and youth are entitled, including the right to health, the right to play and the right to participate and have a voice in matters that affect them. By ratifying the Convention on the Rights of the Child in 1991, Canada made a commitment to ensure that children are treated with dignity and respect, and are protected from harm both in Canada and abroad.

National Child Day is a day to remember that children need love and respect to grow to their full potential. It is a day to marvel at the uniqueness of children and all they have to offer. It is also a day to celebrate the family and think about how adults affect the development of all children close to them.

## OBJECTIVES

The National Child Day Forum, hosted by Healthy Child Manitoba with government and community partners, has become a tradition in which community partners from across the province are provided an opportunity to gather for two days of networking and learning together about the healthy development of our children. While the National Child Day Forum centres on a variety of issues relevant to all children in Manitoba, historically, the primary focus of the event has been the early years (prenatal to 6 years). In 2015, the focus of the event was broadened to include youth and families.

This year's forum, Embracing Diversity, Nurturing Roots, is focused on working with Immigrant and Refugee children, youth and families in Manitoba. The event is intended to be an inclusive gathering, open to registrants of all cultural backgrounds.

The goals and objectives of National Child Day Forum 2015 are to:

- Increase general awareness of and cultural understandings about Immigrant and Refugee children, youth and families in Manitoba;
- Acknowledge the strengths inherent in Immigrant and Refugee children, youth, families and communities;
- Highlight the importance of partnerships and working more closely with Immigrant and Refugee populations, and demonstrate positive initiatives in this area;
- Contribute to professional development;
- Provide opportunities for networking and learning from each other; and
- Celebrate the rights of Immigrant and Refugee children and youth in Manitoba, which are enshrined in the Convention on the Rights of the Child.

*“The Convention applies to all children, whatever their race, religion or abilities, whatever they think or say, whatever type of family they come from. It doesn't matter where children live, what language they speak, what their parents do, whether they are boys or girls, what their culture is, whether they have a disability or whether they are rich or poor. No child should be treated unfairly on any basis.”*

*(Unicef, A Summary of the Rights under the Convention on the Rights of the Child, Article 2)*

### Did You Know?

A royal blue ribbon is worn on November 20th to show support for National Child Day. Canada's future depends on the healthy development of all children. The royal blue ribbon is a symbolic expression that children in Canada deserve prime consideration in all economic, social and political decisions, policies, programs and expenditures.

## PLANNING COMMITTEE

- **Dr. Steven Feldgaier**, Healthy Child Manitoba (Co-Chair)
- **Liz Robinson**, Manitoba Labour and Immigration (Co-Chair)
- **Lisa Murdock**, Healthy Child Manitoba
- **Elena Gagliardi**, Planners Plus Inc.
- **Alero Adeleye-Olusae**, Winnipeg Regional Health Authority
- **Andrea Klassen**, Healthy Child Coalition – South Eastman
- **Annette Willborn**, MB4Youth
- **Ariana Yaftali**, Mount Carmel Clinic
- **Brenda McDaniel**, Manitoba Education and Advanced Learning
- **Carmen Paterson-Payne**, Nobody's Perfect Parenting Program
- **Debra Mayer**, Early Childhood Education Unit, Manitoba Education and Advanced Learning
- **Diana Turner**, Manitoba Education and Advanced Learning
- **Dieudonne Christophe Mbele**, L'Accueil francophone
- **Dorota Blumczynska**, Immigrant and Refugee Community Organization of Manitoba Inc.
- **Edna McPherson**, Manitoba Family Services
- **Eliyana Angelova**, Manitoba Family Services
- **Etiene Serpa**, Immigrant Centre Manitoba
- **Felicien Rubayita**, Welcome Place
- **Heather Robertson**, Newcomers Employment & Education Development Services (N.E.E.D.S.) Inc.
- **Heather Rochon**, Family Dynamics
- **Ingrid Peters Derry**, Communities 4 Families: Downtown Parent Child Coalition
- **Jaymi Derrett**, Manitoba Recreation and Regional Services
- **Jean Tinling**, Mosaic Newcomer Family Resource Network
- **Jennifer Fallis**, General Child and Family Services Authority
- **Kathleen Gagné**, Public Health Agency of Canada
- **Kedeen Cummings**, General Child and Family Services Authority
- **Linda Plenert**, Sexuality Education Resource Centre Manitoba
- **Lindsay Kaluznick**, Manitoba Children and Youth Opportunities
- **Lisa Lacroix**, Public Health Agency of Canada
- **Mark Stine**, Elmwood Community Resource Centre
- **Nina Condo**, Elmwood Community Resource Centre
- **Omar Adan Abdullahi**, Child and Family All Nations Coordinated Response Network
- **Sandra Hernandez**, Immigrant Centre Manitoba
- **Shamail Khalil**, Mosaic Newcomer Family Resource Network
- **Shannon Struck**, Families Forward: Fort Rouge/River Heights Parent Child Coalition
- **Sharron Arksey**, Healthy Child Coalition – Central Region
- **Tony Tavares**, Manitoba Education and Advanced Learning
- **Valeria Santermer**, Healthy Start for Mom & Me

## KEYNOTE SPEAKERS

### Dr. Lloyd Axworthy

#### The Responsibility to Protect: Our Children and their Rights



Fifteen years ago, more than two thousand people from around the world gathered in Winnipeg to work out a draft agreement on the protection of child soldiers. At the time, Lloyd Axworthy met two girls from Uganda who had travelled thousands of kilometers to tell their tale of being abducted by the Lords' Resistance Army and plead for a chance to go to school. It was an act of courage that Axworthy will never forget. The determination, commitment and vision demonstrated at that Winnipeg meeting, and a reflection on the violence and atrocities committed every day upon children of the world and in our own community, inspired Axworthy to question what has gone wrong and, more importantly, how we can get back on track. Using the concept of responsibility to protect (R2P), a Canadian initiative, Axworthy explores the basis for setting out ideas and action proposals for responding to the present breakdown of agreement on standards, rules and actions that provide security for individuals, especially our most vulnerable citizens: our children. He asserts that the responsibility to protect children is not only an issue for poor countries, but includes our own communities. Our responsibility is global in scope. Therefore, what is needed is reform of our global institutions. This will require political change at a time when there is a fracturing of our beliefs and alliances. Axworthy is a firm believer that R2P can help restore a consensus.

### Dr. Joan Durrant

#### What is 'Discipline' in the Age of Children's Rights?

For some, the words "children's rights" conjure visions of powerless adults and un-socialized children leading the world to hell in a hand-basket. Is it true that upholding children's rights will lead to the end of discipline? Or does it pave the way for a new vision of discipline? The Convention on the Rights of the Child challenges us to re-conceptualize children as full persons with rights to protection, dignity and participation. It also obligates us to ensure that these rights are universally upheld, regardless of culture, nationality or religion. How do we teach children effectively in a way that upholds their rights in a country as diverse as Canada? In this talk, Joan Durrant sets out a vision of how we can achieve this goal, providing examples of her work on implementing rights-based discipline programs for parents and teachers in countries around the world.



## Dalton Higgins

### Fatherhood 4.0: Parenting Across Cultures in This Brave New World



In his book, *Fatherhood 4.0*, Dalton Higgins conducted candid interviews with some of Canada's most acclaimed multi-cultural personalities, public figures, intellectuals, entertainers, athletes and activists to explore their stories, memories, insights, and revelations about fatherhood, from the comic to the tragic. Through critical essays, first-person musings, interviews, conversations, spoken word, and dub poetry, Higgins discovered the place where cross-cultural fatherhood intersects with the worlds of technology, hip hop, and hipster culture. As an African-Canadian fatherhood advocate, Higgins speaks to how black fathers of this millennium are faring, as academics and pundits have debated for decades what is at the heart of the problem when it comes to the much-publicized shortcomings of black fathers.

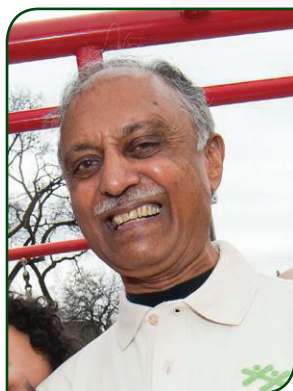
## Barbara Kaiser

### Opening the Culture Door

Everyone has a culture and our culture is the framework for our lives. Children naturally develop the characteristics that their own culture values. They begin to construct their identity – to understand who they are – from understanding their own culture and by responding to how others see and relate to them. As demographics change, so too does our need to understand children and families from diverse cultures. To form a positive self-concept, Barbara Kaiser asserts that children must honor and respect their own family and culture and have others honor and respect them, too.



## MASTER OF CEREMONY



**Strini Reddy** was born and raised in South Africa. In his 42 year career in education he taught at all levels from primary to post-secondary in 5 countries. Over the years, he has been the recipient of numerous honors and awards for his work in education, social justice, peace and anti-racism. He was among the first Manitobans to be inducted into the Order of Manitoba. He is also the recipient of the Queen's Jubilee Medal as well as the Governor General's Caring Canadian Award. In 2013 he was awarded an honorary Doctor of Laws degree from the U of Manitoba in recognition of his distinguished public service. Strini was the first chair of the Provincial Healthy Child Advisory Committee, a capacity in which he served for 12 years.

*The word Origami is derived from two Japanese words, oru (to fold) and kami (paper). By the 1800s, the term for paper folding had evolved to origami. Origami began as a high art form, strictly used for ceremonial/religious purposes in Japan. Today, origami has evolved into a world-wide recreational activity that challenges the artist to fold a single square of paper into a complex shape, without the use of cuts or glue. Cranes are the most classical figures of Japanese origami tradition. According to Japanese legend, a person who folds 1000 cranes will have his or her wish granted. Usually, these paper cranes (senbazuru) are strung together and hung on display.*

## SCHEDULE

### November 17, 2015: Pre-Conference Data Day

- 8:30 am Registration and Continental Breakfast
- 9:00 am Welcome  
**Leanne Boyd,**  
**Director-Policy Development, Research and Evaluation, Healthy Child Manitoba**
- 9:10 am **Dr. Rob Santos, Healthy Child Manitoba**  
**Manitoba's Immigrant and Refugee Children, Youth, and Families:**  
**The Need for Diversities of Data and Knowledge**
- 10:00am **Dr. Jan Stewart, University of Winnipeg**  
**Bridging Two Worlds: Program and Services for Newcomer and Refugee Children**
- 11:00am Refreshment Break
- 11:15 am **Dr. Regine Uwibereyeho King, University of Manitoba**  
**Working with Newcomers to Build Healthy Families and Communities**
- 12:15 pm Lunch
- 1:00 pm **Dr. Lori Wilkinson, University of Manitoba**  
**Immigrant Youth and Victimization from Bullying:**  
**Evidence from a Canadian Longitudinal Study**
- 2:00 pm Refreshment Break
- 2:30 pm **Panel Presentation: Settlement Sector Associations, Local Initiatives and Priorities**  
**Bequie Lake - Manitoba Immigrant and Refugee Settlement Sector Association**  
**Teresa Burke - Manitoba English as an Additional Language Organizations**  
**Abdi Ahmed - Immigration Partnership Winnipeg**
- This panel will provide an opportunity for participants to learn more about the umbrella groups, partnerships and initiatives that are underway in the immigrant settlement sector and create greater awareness around local and national issues and priorities related to immigrant settlement, and opportunities for working together.
- 3:45 pm **Leanne Boyd, Healthy Child Manitoba**  
 Closing Remarks

## November 18, 2015: Embracing Diversity

- 8:00 am Registration and Continental Breakfast
- 9:00 am Welcome  
**Strini Reddy**  
**Elder Kathy Mallett**  
**Honourable Melanie Wight, Minister, Children and Youth Opportunities**
- 9:30 am **Keynote Dr. Lloyd Axworthy**  
**The Responsibility to Protect: Our Children and Their Rights**
- 10:30 am Refreshment Break
- 10:45 am **Muuxi Adam**  
**A Personal Story**
- 11:30 am **Liz Robinson, Manitoba Labour and Immigration**  
**The Manitoba Picture – Growing Through Immigration**
- 12:00 pm Lunch  
Greetings: **Honourable Erna Braun, Minister, Manitoba Labour and Immigration**
- 12:30 pm Cultural Performance by **Peaceful Village Drummers**
- 1:00 pm **Breakout Session A: Embracing Diversity**
- Embassy A **ECD Workshop**  
**Sharon Taylor**
- Embassy B **Parenting In a New Country: A Two Way Street**  
**Shamail Kahil, Gabriela Galli, Melinda Pascual and Jean Tining**  
Integration of Newcomers in host societies: Is it a one-way or two-way street? Mosaic-Newcomer Family Resource Network family program's team will share their personal stories as immigrant and refugee parents dealing with life changes, building communities and finding a sense of "home" in Canada. The presenters talk about their own process of settling and adjusting to parenting in Canada, some of the challenges they have faced and how their involvement with Mosaic's unique mentorship program has had a positive impact on their own parenting and lives.
- Embassy C **Trauma and Distress of Immigrant and Refugee Families:  
The Journey of Strength, Resilience and Healing**  
**Rosa Maria Garcia de Gonzalez**  
In this workshop, the presenter reviews the context of families' pre- and post-migration, including how the experience of migration, trauma and living in refugee camps interferes with healthy child development. The presenter also explores how collaborative-based practices focus on nurturing roots for strength, resilience and psychological well-being of families, thus contributing in the healing process.

- Embassy D **Coming Home or Lost in Transition:  
The Experiences of Newcomer Children and Youth in Manitoba's Schools**  
**Sally Wai, Dr. Yatta Kanu, Karen Koroma and Heather Robertson**  
 This workshop combines research and promising programming to improve the educational outcomes of newcomer children, in particular, children with war-affected experiences. Yatta Kanu shares her research and findings on experiences of African students in Winnipeg schools; Karen Koroma discusses programming offered by the Sierra Leone Refugee Resettlement Inc. and the Newcomer Youth Educational Support Services coalition; Sally Wai shares her experiences working with the Pathways to Education Program at Community Education Development Association; and Heather Robertson shares information about the Newcomers Employment & Education Development Services provided to Winnipeg's newcomer community
- Embassy E **Integration and Diversity: Individual Cultural Proficiency**  
**Steve Reynolds**  
 This workshop aims to raise awareness and build intercultural skills by addressing how our cultural values are the foundation for our everyday behaviour; how our cultural values affect our communication; and how we can create connections and improve communication cross-culturally.
- Embassy F **Welcoming Communities: A Rural Perspective**  
**Laurie Sawatzky, Richard Harder, Joy Escalera and Don Boddy**  
 This presentation focuses on the impact of newcomers on rural communities and how successful adaptation to change can be accomplished. The benefits of social connections between the host population and newcomers are highlighted, including the vital role of community volunteers, how the unique strengths of rural communities can be used, and how the challenges of rural life can be addressed to influence outcomes. Particular attention is directed to approaches and partnerships that have proven successful in supporting rural children, parents and families.
- Regency **The Benefits of Including Sexual and Reproductive Health Education in Programming for Both Youth and Parents/Adults**  
**Blandine Ngo Tona and Bre Woligroski**  
 Through 28 years of work with newcomer communities, SERC identified issues such as dating, premarital relationships, contraception, sexually transmitted infections/HIV, sexual behaviour and sexual orientation as topics that often are not discussed openly within immigrant families. Immigrant parents, like all parents, have the right to relevant and accurate information about their sexual rights and responsibilities, in order to make healthy and informed decisions as parents raising children in a new culture.
- 2:30 pm Refreshment Break
- 3:00 pm **Keynote Dr. Joan Durrant**  
**What is 'Discipline' in the Age of Children's Rights?**
- 3:45 pm **Strini Reddy**  
 Closing Remarks
- 5:30 pm Evening Banquet and Entertainment

## November 19, 2015: Nurturing Roots

- 8:00 am Registration and Continental Breakfast
- 9:00 am Welcome  
**Jan Sanderson, CEO, Healthy Child Manitoba Deputy Minister, Manitoba Children and Youth Opportunities**  
**Dina Juras, Regional Director, Public Health Agency of Canada**
- 9:15 am **Keynote Barbara Kaiser**  
**Opening the Culture Door**
- 10:15 am Refreshment Break
- 10:45 am **Breakout Session B: Nurturing Roots**
- Embassy A **Play is the Universal Language**  
**Debra Mayer**  
Manitoba's ECD community has embraced playful learning and intentional teaching, the 1-2 approach recommended by the Council of Ministers of Education, Canada. Are there any special considerations when welcoming children from immigrant and refugee families? At the heart of children's healthy learning and development is honour for their family, culture and community. Nurturing relationships and a circle of support help children to start strong and be prepared for lifelong growth, learning and success. Play is the universal language. This workshop explores how we can set goals that are both challenging and achievable, create child centred learning environments, holistically integrate all areas of curriculum across children's developmental domains, and align our practices from preschools into the early years of school.
- Embassy B **Parenting: Strengthening Families in Canada**  
**Ariana Yaftali and Catherine Biaya**  
The presenters will provide an introduction to Strengthening Families in Canada, include information about the program's philosophy, varied approaches to delivery, outreach and community involvement, and reflection on personal experiences concerning the effectiveness of the program.
- Parenting and Engaging Newcomer Parents: Approaches and Outreach**  
**Brigitte Dorge and Emmanuelle Beauregard**  
The panel presenters discuss strategies developed to engage newcomer parents in organizational programs, including building relationships, supporting diversity and balancing integration challenges. An overview of Pluri-elles' program delivery provides as an example of one approach taken. Challenges and stigmas on engaging newcomer parents are covered with open discussion on solutions for increased outreach.  
**Note: this session is bilingual, open for both French and English participation.**



Embassy C

**Life After War in Manitoba Schools:  
Is There Hope for Refugee and War-Affected Youth?  
Tony Tavares**

This workshop focuses on how schools can better prepare to meet the needs of children and youth from war-affected or refugee backgrounds, including discussion on the challenges and successes over the last decade in making Manitoba schools safe, welcoming places where youth from refugee and war affected backgrounds can heal and flourish and reference to two resources developed for teachers: Life After War: Education as a Healing Process for Refugee and War-Affected Children (2012) and Building Hope: Refugee Learner Narratives (2015)

Embassy D

**Hugh John Macdonald School:  
An Intercultural Community School Living Out Its Diversity  
Irene Sheldon, Warren Goulet, Elizabeth Martim**

Hugh John Macdonald School is an intercultural community school located in central Winnipeg. The middle school breathes life within the community, as its students and staff are a reflection of the culturally diverse community it serves. The active interchange and intersection of cultures is the source of resiliency for the work of restoration, growth and hope in the most challenging of circumstances. This community of learners is committed to a shared metaphor where success and significance rest on multi-faceted, meaningful relationships that nurture resilience.

Embassy E

**Diversity Enhances Care, Enriches the Community  
Dr. Catherine Cook**

The presenter discusses relevance and benefits of an inclusive approach to diversity and culturally proficient practices, including definitions around diversity, inclusion, cultural proficiency; core components of a culturally proficient organization; and the creation of a Manitoba-specific Indigenous-cultural safety online training curriculum.

**The New Canadian Prevention Initiative, A Cultural Community Engagement:  
Our Leadership Lessons about Social Inclusion  
Martin Itzkow**

In this panel presentation, the presenter shares ideas about the New Canadian Prevention Initiative and how it has engaged and assisted immigrants and refugees in their settlement journey. Specifically, a range of approaches and accomplishments to engage and collaborate with cultural communities are discussed, with a focus on effective public engagement and active participation.

Embassy F

**Building Bridges: Newcomer and Aboriginal Children and Youth  
Amal Ahmed Shire**

Learn about the 'Youth Peace Camp' and approaches taken to encourage awareness, connection and relationships between newcomer and aboriginal children and youth.

- Regency **Our Selves, Our Daughters: The Importance of Culturally Appropriate Services and Responses When Working with Women and Girls Who Have Experienced Female Genital Cutting**  
**Simret Daniel and Linda Plenert**  
Female genital cutting is a practice deeply rooted in the diverse cultures of many source countries of newcomers to Canada. When women affected by female genital cutting access services, their vulnerability is increased if service providers lack the knowledge and skills to deal effectively with their concerns. This workshop addresses community change and the complexity of female circumcision as a long held cultural tradition, a human rights issue, and a dilemma regarding child protection and Canadian law. The information provided addresses stereotypes and stigmatization of individuals who come from female genital cutting practicing communities.
- 12:15 pm Lunch
- 12:30 pm Cultural Performance by **Hugh John Macdonald Jazz Group**
- 1:15 pm **Panel Presentation**  
**Building Bridges and Strengthening Relationships Between Newcomer and Aboriginal Communities'**  
**Mandela Kuet, Lenard Monkman and Warda Ahmed**  
The focus of this plenary session will be to explore the relationship between newcomer and aboriginal communities as well as the efforts needed to build bridges between them.
- 2:30 pm Refreshment Break
- 2:45 pm **Keynote Dalton Higgins**  
**Fatherhood 4.0: Parenting Across Cultures in This Brave New World**
- 3:30 pm **Strini Reddy**  
**The Last Word**
- 3:45 pm **Elder Kathy Mallett**

## KEYNOTE SPEAKERS

**Dr. Lloyd Axworthy** is recognized as a leader in foreign affairs. Before becoming President of The University of Winnipeg, Lloyd's political career spanned 27 years, six of which he served in the Manitoba Legislative Assembly and 21 in the Federal Parliament. He held several Cabinet positions, notably Minister of Employment and Immigration, Minister Responsible for the Status of Women, Minister of Transport, Minister of Human Resources Development, Minister of Western Economic Diversification and Minister of Foreign Affairs from 1996-2000. On leaving public office, Lloyd served as Director and CEO of the Liu Institute for Global Issues at the University of British Columbia prior to his appointment at The University of Winnipeg. In the Foreign Affairs portfolio, Lloyd became internationally known for his advancement of the human security concept, in particular, the Ottawa Treaty – a landmark global treaty banning anti-personnel landmines. For his leadership on landmines, he was nominated for the Nobel Peace Prize. For his efforts in establishing the International Criminal Court and the Protocol on child soldiers, he received the North-South Prize of the Council of Europe. Before leaving office, Lloyd initiated the International Commission on Intervention and State Sovereignty (ICISS) which developed the Responsibility to Protect (R2P) concept that was later adopted in the 2005 World Summit Outcome Document of the United Nations.

**Dr. Joan Durrant** is a Child-Clinical Psychologist and Professor of Community Health Sciences at the University of Manitoba. Her research and community work, which focus on the prevention of violence against children, have received national and international recognition. Joan has made presentations at the United Nations headquarters in both New York and Geneva, and served on the Research Advisory Committee of the United Nations Secretary-General's Study on Violence against Children. She was the principal researcher and co-author of the Canadian Joint Statement on Physical Punishment of Children and Youth, an authoritative research document that has been endorsed by more than 500 professional organizations in Canada, and she co-edited *Eliminating Corporal Punishment: The Way Forward to Constructive Discipline*, which became UNESCO's position statement on corporal punishment of children in schools. Most recently, Joan collaborated with Save the Children to develop a program to help parents adopt a rights-based approach to discipline, which is being implemented in more than 30 countries. She has consulted to governments and organizations around the world.

**Dalton Higgins** is a National Magazine Award-winning journalist, broadcaster and author who has written six books that interweave the worlds of digital culture, diversity and popular culture into one potent mix. As a long-time community worker and facilitator with Toronto's More Than a Haircut fatherhood and positive parenting program, Dalton has been hailed as an important voice on fatherhood for a new generation of diverse, media-savvy and technology-influenced dads. Dalton has provided keynote addresses and workshops at a number of parenting conferences, including Canada's first International father involvement conference in 2008 (Fatherhood Involvement Research Conference) all the way to the more recent 2015 Canadian Fatherhood National Conference in Hamilton Ontario.

**Barbara Kaiser**, a graduate of McGill University, Montreal, Quebec (MA Curriculum and Policy Studies), has worked for over three decades as a teacher, administrator, and education consultant. She is the co-author of a number of behaviour-based publications, and she has presented workshops and keynote speeches on the topic of challenging behavior and related issues throughout the United States, Canada, Singapore, Australia, New Zealand, Switzerland, and Mauritius. Barbara recently developed a Provincial Anti-Bullying Strategy with the Nova Scotia Department of Education and an instructional DVD series and related workshops focused on managing children's challenging behavior.

## PRESENTERS

**Abdikheir Ahmed** is the Immigration Partnership Winnipeg (IPW) Coordinator at the Social Planning Council of Winnipeg. IPW is a multi-sectoral collective that brings a new form of collaboration, at the community-level, to newcomer settlement and integration. IPW works to establish, facilitate and implement a community-wide strategy for improving the settlement and integration of immigrants and refugees in Winnipeg.

**Warda Ahmed** was born in Somalia and raised in India. She is a 4th year Social Work student at University of Manitoba and currently doing her field placement at the Social Planning Council of Winnipeg. She has worked in the settlement sector of Winnipeg for past 8 years as a Settlement Worker & Life Skills Trainer serving the newcomer community in downtown Winnipeg. Warda is fluent in 4 languages (English, Hindi, Urdu and Somali). She is currently working as a certified interpreter for Canada Border Services Agency, Immigration and Refugee Board of Canada and Citizenship and Immigration Canada. Winnipeg has been home to Warda, her sister, mom, uncle, aunt and cousin for past 11 years!

**Emmanuelle Beauregard** is a counselor and workshop facilitator at Pluri-elles (Manitoba) inc. Emmanuelle completed an attestation of college studies in community development and intercultural relations. Also, having completed a degree in sexology, she volunteered abroad on several health promotion projects. Emmanuelle's experiences made her passionate about multicultural issues and perspectives.

**Catherine Biaya** is originally from the Democratic Republic of Congo and arrived in October 2007 as a Government sponsor refugee. She finished her studies at the Red River College in the Community Development/Community Economic Development Program and is working at Mount Carmel Clinic as a Community Health Facilitator. Catherine serves as a bridge between newcomer's communities Francophone and services providers.

**Don Boddy** moved to Manitoba in 1978 and to Portage la Prairie in 1998. Don has worked in the social services field for nearly 25 years and is currently the Settlement Services Coordinator with the Newcomers' Welcome Centre, a program of the Portage Learning and Literacy Centre. Don has been in this work since April 2014 and is passionate about the work he does assisting newcomers from around the world in making Portage la Prairie and the Central Plains area home. Don has been involved in the community in several capacities as a volunteer and staff.

**Teresa Burke** is the ED of Manitoba English as an Additional Language Organizations (MEALO Inc.) MEALO supports the settlement language sector in Manitoba through information-sharing, offering professional development, and by representing the needs of settlement language at provincial and national forums. MEALO has 30 members across Manitoba that support adult newcomer students at varying levels of language ability, from literacy to those entering post-secondary and professional programs.

**Dr. Catherine Cook** facilitated the Winnipeg Regional Health Authority (WRHA) Cultural Proficiency & Diversity Advisory Committee which was established in 2010. The purpose of this committee was to act as a valued source of credible advice to the development of the Cultural Proficiency framework. The Winnipeg Health Region (WHR) adopted the Cultural Proficiency and Diversity framework to inform actions to address the cultural proficiency and thus better meet the needs of an increasingly diverse population of Manitoba. This framework was approved by WRHA Senior Management on October 11, 2011 and by the WRHA Board of Directors on April 24, 2012. The WRHA is facilitating the development of a Manitoba specific Indigenous Cultural Safety Online Training Curriculum in collaboration with the British Columbia Provincial Health Services Authority. This work will further support the implementation of the WRHA Cultural Proficiency framework through staff and students engaging in the online training.

**Simret Daniel** is the Our Selves Our Daughters' project facilitator. She brings extensive experience in the African continent addressing Female Genital Cutting, and now within the immigrant context in Canada. Simret also coordinates the Knowledge Into Action project at Sexuality Education Resource Centre Manitoba which focuses on working with newcomer communities around the issues of HIV and STBBI awareness and coordinating a support group for women who are living with HIV. She is a nurse by training and a community developer at heart.

**Brigitte Dorge** is a counselor and workshop facilitator with Pluri-elles (MB) Inc. Her educational background in International Development Studies provides a holistic lens on the social, political and economic structures facing newcomer parents. Working and studying abroad has provided Brigitte with the perspective and knowledge base to support and work with newcomer families.

**Joy Escalera** has worked at Westman Immigrant Services in Brandon for four and a half years. Currently she is the Family Program Facilitator. She also serves as a certified interpreter with Brandon Community Language Centre. Joy came to Canada from the Philippines with her husband and children in December 2010. Her educational background is in psychology and she worked as a clinician in various mental health facilities in the Philippines for more than ten years.

**Gabriela Galli** is a newcomer parent from Argentina has been in Canada for four years and is a Lead Mentor in Mosaic Family Programs.

**Rosa Maria Garcia de Gonzalez** is a therapist who has worked with families of diverse backgrounds and cultures. Rosa Maria and her family came to Canada in the early 90s. Over the years and from different roles she has supported families in their process of healing, integration and belonging in their new homeland.

**Warren Goulet** is a parent in the Hugh John Macdonald School and is a life-long residence in the community. He has been on staff at Rossbrook House for 39 years and has been the Operation Manager for the past 15. He is a former student of Hugh John Macdonald School and will speak with knowledge and keen insight about the school's history, its present and future aspiration.

**Richard Harder** was born and raised in Paraguay and moved to Manitoba in 1989. He speaks four languages and has special interest in working with diverse cultures. He is also fascinated in the social sciences and has spent most of his life working in the services sectors, including in Paraguay, US and Canada. Later in life, Richard pursued post-secondary education and holds a B.A. in psychology and an M.A. in Marriage, Family and Child Therapy. Richard started his current career as program director with Eastman Immigrant Services (in Steinbach) in May 2004.

**Vinh Huynh** is in his ninth year as Principal at Hugh John Macdonald School. He has served and worked in the inner city for the entire span of his 23 years as an educator. He is also actively involved in the community as a resident in the West End and can be seen enjoying riding his double tandem bike with his children throughout the neighborhood.

**Martin Itzkow** has focused his long-standing consulting career in developing and supporting community. His role with the General Child and Family Services Authority has been as an Associate and recently the lead for the NCPI. He has been with the NCPI from the onset in 2009. His past experience as the Provincial Director of Immigration and Settlement Services and Public Policy has assisted him in retaining strong connections with cultural communities, and immigrant and settlement service providers. Over the past two decades as a community consultant, he has conducted and trained others to apply multiple approaches to community engagement and participation. He is a master practitioner in techniques such as appreciative inquiry, conversation cafes, future search, and group visual tools. His overarching frame of reference is based on compassion and empathy.

**Shamail Kahil** is a newcomer parent from Sudan has been in Canada seven years and is both a Lead Mentor in Mosaic Family Programs and a settlement worker at Mosaic.

**Dr. Yatta Kanu** is an international educator and distinguished scholar and professor in the Faculty of Education at the University of Manitoba. She is a teacher educator and curriculum specialist who has taught and worked extensively with teachers, school administrators, and educational policy makers in diverse countries including Sierra Leone (from where she hails), Pakistan, India, Tanzania, Kenya, United States, and now Canada. Her research and scholarship focus on educational access and equity for minority students, specifically Aboriginal students and African refugee students in Canada.

**Régine Uwibereyeho King** is Assistant Professor in the Faculty of Social Work, University of Manitoba. Her research interests include psychosocial processes of healing and reconciliation after mass violence, women's rights, survivors of organized violence who resettle into their former communities and in other countries as refugees and immigrants. Dr. King is also interested in cross-cultural mental health interventions, indigenous knowledges and methodologies, and transnational social work. She has published on gacaca truth commission, grassroots intergroup dialogues, psychosocial healing interventions, working with immigrants and refugees, and North-South partnerships in social work education. She is committed to social justice, human rights, and healthy communities.

**Karen Koroma** was born in Steinbach, Manitoba and graduated from the Steinbach Regional Secondary High School with a Math/Science and Humanities Diploma. She went on to study Church Administration at Providence College as well as Bookkeeping & Accounting for Small Business at Red River College. Karen is currently working for Manitoba Family Services in Administration and Finance. Together with her husband Peter, who was born in Sierra Leone, West Africa, founded Sierra Leone Refugee Resettlement, Inc. in July 2000. SLRR, Inc. sponsored approximately 300 refugees from Sierra Leone and continues to assist them and other newcomers with resettlement and integration services. A six week Summer Learning program for newcomer/refugee children from grades 1-12 was started in 2007 and an After-School program is being launched in October 2015. Karen is also a founding member of The Newcomer Youth Educational Support Services Coalition, which focuses on strengthening the learning skills and sustainable education of newcomer and at-risk children and youth within a family centered and community focused environment by providing free enriching educational after-school and summer learning support programs.

**Mandela M.Kuet** is an active advocate and newcomer youth leader with the Immigrant and Refugee Community Organization of Manitoba Inc. Originally from South Sudan, Mandela immigrated from Cairo, Egypt to Canada in 1998, at the age of 12 years. Mandela's first home was located in Central Winnipeg, but he and his family soon relocated to Winnipeg's North End, which has been home to Mandela for the last 17 years. Through his work in the newcomer community, Mandela created a safe space for newcomer and Indigenous youth to interact and nurture their common values, beliefs and life experiences. Mandela continues to work toward building stronger relationships between newcomer and Indigenous communities by connecting with active Indigenous youth leaders, including Michael Champagne and Lenard Monkman.

**Bequie Lake** works with the Manitoba Immigrant and Refugee Settlement Sector Association (MIRSSA), a coalition of 47 organizations that provide settlement services to immigrants and refugees. In her role with MIRSSA, Bequie supports communications and capacity building for the settlement sector, and participates in local, regional and national initiatives to support improved settlement and integration of newcomers.

**Kathy Mallett** is a mother of two daughters and grandmother of four grandchildren. Kathy is a descendant of a Red River Metis, Cree, Ojibway and Orkney fur trade family, and she is a member of the Fisher River Cree Nation. Kathy was born and raised in Winnipeg, where she spent her earlier years growing up in Winnipeg's inner city area. Kathy is a history Graduate from the University of Winnipeg. Before her recent retirement, Kathy devoted over 40 years of government and community service to the Indigenous community in Winnipeg, advocating and addressing various issues involving treaty rights, education, housing, family violence, child welfare, international development, community and economic development, and early childhood development. Kathy's dedication and commitment to Indigenous children, youth and families was first recognized in 1985 when she received the YWCA Woman of the Year award for Community Service. In 2011, Kathy received the Order of Manitoba, and most recently, Kathy was honoured by the Errol Black Chair in Labour Issues and the Canadian Centre for Policy Alternatives Manitoba for her leadership role in the creation of many highly effective Indigenous institutions in Winnipeg's inner city. Although retired, Kathy is busier than ever with her continued involvement with several community projects and community boards.

**Elizabeth Martim** is a staff member at Hugh John Macdonald School. She first joined the school as a Cross Cultural Support worker and after receiving her teacher accreditation, she accepted the opportunity to serve in her present capacity as a teacher. Through her extensive experiences as a teacher in Kenya and sustained work at Hugh John Macdonald, Elizabeth models a way of respectfully navigating cultural diversity in the many details and interactions in the life of an intercultural school community.

**Debra Mayer**, MA, ECE III is an early childhood education consultant with Manitoba Education and Advanced Learning's ECE Unit where she promotes a play-based pedagogical approach to literacy, numeracy and the Kindergarten curriculum. With over 35 years of experience in the early childhood field, Debra has worked within the non-profit and public sectors, taught for both the University of Winnipeg's Faculty of Education and for Red River College's ECE Program, and worked as an early childhood educator, director, and nursery school teacher. Debra has facilitated workshops and offered keynotes that have inspired and energized early childhood folks in every province of Canada and the Yukon, as well as the US, Israel and Jamaica.

**Lenard Monkman** is a proud father of 2. Born and raised in Winnipeg, Manitoba. He is a volunteer community organizer with Aboriginal Youth Opportunities (AYO!) and is passionate about building bridges between the indigenous and non-indigenous communities. He is a second year student, at the University of Winnipeg and hopes to major in the Urban and Inner-City Studies Program.

**Blandine Ngo Tona** is sexual and reproductive health facilitator at SERC. She brings many years of experience to her work with newcomer groups in settlement agencies and in African communities. Blandine has conducted extensive research on newcomer experiences, challenges and needs in Manitoba.

**Melinda Pascual** is a newcomer parent from the Philippines has been in Canada for three years and is the Family Program Coordinator and a Lead Mentor in Mosaic Family Programs

**Linda Plenert** is one of Sexuality Education Resource Centre Manitoba's Sexual and Reproductive Health Facilitators. She has many years' experience working cross-culturally and training service providers in cultural competence with regard to sexuality related issues. Linda's work at Sexuality Education Resource Centre Manitoba also includes resource development and community education in the areas of family communication about sexuality, relationships in a new culture, women's sexuality, and sexuality and aging.

**Strini Reddy** was born and raised in South Africa. In his 42 year career in education he taught at all levels from primary to post-secondary in 5 countries. Over the years, he has been the recipient of numerous honors and awards for his work in education, social justice, peace and anti-racism. He was among the first Manitobans to be inducted into the Order of Manitoba. He is also the recipient of the Queen's Jubilee Medal as well as the Governor General's Caring Canadian Award. In 2013 he was awarded an honorary Doctor of Laws degree from the U of Manitoba in recognition of his distinguished public service. Strini was the first chair of the Provincial Healthy Child Advisory Committee, a capacity in which he served for 12 years.

**Steve Reynolds** has been living and working cross-culturally for the past 10 years, including two years as an adult ESL instructor in Osaka, Japan. Since returning to Manitoba in 2007, Steve has worked first as an ESL instructor and later as workplace diversity coordinator, providing settlement, language, employment and community connections services for newcomers from over 100 countries who now call the Pembina Valley their home. Steve's work takes him into workplaces throughout the region to partner with employers and their staff as they work to improve communication, integration, and employee retention by building language skills and intercultural proficiency in the workplace.

**Heather Robertson** has been developing and delivering programming for children, youth and families for over 15 years in the areas of crime prevention, education and recreation. Her focus has been incorporating skill development and psychosocial supports into programming as a way of increasing the overall wellbeing of program participants. Heather graduated in 2005 with her Bachelor of Social Work and spent several years working in the education system as a Community Support Worker. Since 2008 she has been employed at Newcomers Employment & Education Development Services (NEEDS) Inc. and has experience creating appropriate programming and supports for a variety of culturally diverse communities. Aside from her role as Senior Program Manager at the NEEDS Centre, Heather is completing her Masters in Marriage and Family Therapy through the University of Winnipeg and is involved with several community organizations and boards including Manitoba Immigrant and Refugee Settlement Sector Association Inc., Youth Agencies Alliance (Programming Chair) and Humankind International.

**Liz Robison** is the Director of Settlement and Language Training with Manitoba Labour and Immigration and has worked in the field of immigration and settlement for over 30 years. Since joining the province in 2002, she has been involved in areas of settlement program and policy development, funding and sector capacity building; and has worked in partnership with service providing organizations, communities and government departments to develop many of the programs that are now part of the settlement service landscape in Manitoba. Prior to her time with government, Liz spent 20 years in the non-profit sector working directly with immigrants and refugees, providing settlement services, managing and developing programs, and participating on many national settlement sector working groups to support the development of the field.

**Dr. Rob Santos** is the Associate Secretary to the Government of Manitoba's Healthy Child Committee of Cabinet and Executive Director of Science and Policy at Healthy Child Manitoba. Rob has represented Manitoba on several federal, provincial and territorial committees ranging from early childhood development to youth, as well as an advisor for the Canadian Institutes of Health Research - Institute of Human Development, Child and Youth Health; the Centre of Excellence for ECD; Statistics Canada's Aboriginal Children's Survey and National Longitudinal Survey of Children and Youth; and the Strategic Knowledge Cluster on ECD. Rob currently co-chairs the province's Oversight Committee for Child and Youth Mental Health (OCCYMH) and serves on the Board of Directors for the Winnipeg Regional Health Authority. He is also cross-appointed as a Research Scientist at the Manitoba Centre for Health Policy and an Assistant Professor in the Department of Community Health Sciences, College of Medicine, Faculty of Health Sciences, University of Manitoba. Rob is proud to be the Canadian-born child of two newcomers to Manitoba.



**Laurie Sawatzky** has worked in the Settlement Sector for 14 years, and has been the Director of South Central Immigrant Services (SCIS) at Regional Connections in Winkler for the past 12 years. Laurie is president of the Manitoba Immigrant and Refugee Settlement Sector Association (MIRSSA), an umbrella organization representing 45 member organizations that provide settlement services throughout the province. Laurie is also on the Board of Directors of the Canadian Immigrant Settlement Sector Alliance (CISSA-ACSEI) and is a representative for Manitoba at the National Settlement Council in Ottawa.

**Irene Sheldon** is the Child Care Program Manager with Immigrant Refugee Community Organization of Manitoba. She provides leadership and oversight for the center that offers child care for the EAL Adult learners who attend the four classes at Hugh John Macdonald School.

**Amal Ahmed Shire**, originally from Somalia, and has lived in Winnipeg for approximately 11 years. He is a graduate from the University of Manitoba and is committed to working with newcomers, helping them to get the benefits they are entitled to, by breaking down barriers.

**Dr. Jan Stewart**, Ph.D is a Professor and the Coordinator of Advanced Studies in Education in the Faculty of Education at The University of Winnipeg. She is currently Acting Associate Dean and was the Director of The Institute for Children Affected by War at The Global College from 2006-2011. Jan is the lead investigator of a three- year national research program funded by Social Sciences and Humanities Research Council (SSHRC), The Canadian Education and Research Institute for Counselling (CERIC), and Mitacs Canada to study educational strategies and career development programs to support refugee and immigrant children and youth in Canada (2014-2018). She has conducted international research and teacher development programs in Zimbabwe, South Sudan and Uganda. Her latest book entitled, Supporting Refugee Children: Strategies for Educators (UTP), has received formal endorsements from leading researchers and public figures in the fields of education and migration. Jan has conducted numerous seminars at national and international conferences on the needs and challenges of children who have been affected by conflict, violence, abuse, mental health issues, neglect, and human rights violations. She is the author of The STARS Program, The Tough Stuff Series Middle/High School and bestselling book, The Anger Workout Book for Teens.

**Tony Tavares'** interest in the education of newcomer children dates back to his own experiences as a young newcomer learner in Winnipeg School Division's inner city schools. At age 19 he initiated and coordinated a summer program for Portuguese-Canadian children and youth at Victoria Albert School. Tony has over 30 years experience in community development, social justice advocacy, and diversity and equity education. As a consultant with Manitoba Education and Advanced Learning, Tony has been involved in policy and curriculum development, international languages, English as an additional language and antiracism education. He led the ESL Program review from 2001 to 2004, which led to the development of the Department's ESL Action Plan (2005), which included strategies related to improving the educational outcomes of newcomer learners from disrupted education and war-affected backgrounds.

**Jean Tinling** is the Director of Family Programs at Mosaic-Newcomer Family Resource Network where she has worked with many newcomer women and men to develop a citywide network of parenting and family programs for newcomers, with a unique mentorship component.

**Sally Wai** has worked with newcomer refugees and immigrants for the past nine years. Sally developed and implemented a resource center for immigrant/refugee women where they can share different cultures and their resilience in overcoming traumas. In recent years, Sally has worked with community-based organizations, school divisions, newcomer service providers and after school programs for newcomer youths to see what is working – and not working – for newcomer youths in the education system and how we can all come together to bring about change.

**Dr. Lori Wilkinson** is a Professor in the Department of Sociology at the University of Manitoba. She specializes in immigration and refugee studies, particularly on issues related to discrimination, settlement and health among newcomers to Canada. She teaches in these areas in addition to quantitative and qualitative research methods. She is currently working on several projects related to newcomers and their use of settlement services and difficulties accessing these services. Along with articles and reports, she has coauthored two books, *The Research Process* 3rd edition (2015) and *Understanding Social Statistics* (2015), both published by Oxford University Press. She is currently the editor of the *Journal of International Migration and Integration* and the Director of Immigration Research West, an academic and community think-tank concerned with issues related to successful settlement and integration.

**Bre Woligroski** is a sexuality and reproductive health facilitator at Sexuality Education Resource Centre Manitoba. Her work is focused on facilitating workshops on healthy sexuality with newcomer youth. Bre holds an extensive background in sexual health, human rights, and feminist pedagogy. She has received numerous awards, most recently being named one of CBC Manitoba's Future 40 leaders.

**Ariana Yaftali** works as a Community Health Facilitator at Mount Carmel Clinic. In her current job, she is working closely with Middle Eastern, Afghan, Iranian, Pakistani and Bhutanese groups. She got her primary and high school education in Kabul city and later on she was forced like many other Afghans to leave Afghanistan in late 80s during the communist regime. She was residing in Pakistan for many years where she persuaded her secondary education and started her career with United Nations Afghanistan Programme in Islamabad until she left Pakistan in April 2002. Ariana holds a Master's degree in Business Administration (MBA) from Preston University.

**NOTES**



A large, faint background illustration featuring two stylized human figures in shades of purple and pink, holding hands. Above them are three stars in light green, yellow, and light blue. The entire page is overlaid with horizontal grey lines for writing.

