

# Diversity and Inclusion— Maneuvering through the Maze of Canada's Immigration System

February 22, 2018 . 8:00 am to 11:30 am  
Sutton Hotel – 10235 101 Street, Edmonton, AB.

## Overview

Across all levels of government in Canada senior leaders and elected officials are committed to advancing diversity and inclusion by supporting a respectful environment in the workplace and by delivering services and programs that meet the diverse needs of Canadians. As a community we have a vested interest in supporting these goals and as public sector professionals we have an opportunity to make a positive impact by developing meaningful connections with neighbors and co-workers.

As a country, Canada is known for being one of the most welcoming nations in the world however the system is extremely complex and not widely understood. In this session FMI Edmonton Chapter is pleased to welcome an expert panel who will help unpack the complex web of government and community touchpoints that are involved in delivering a broad array of welcoming and settlement services to well over 200,000 newcomers to Canada each year.

This session will be of interest to public sector, non-profit and community leaders who are looking to broaden their understanding of Canada's Immigration policy, to be inspired by a panel of passionate and caring community leaders and to identify new opportunities to engage in leadership opportunities and build valuable experience.



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## Introduction

Did you know that one of every six Canadian residents was born outside the country? Every year over 200,000 people become Canadian citizens and take an oath of citizenship at ceremonies across the country. Immigration has helped to make Canada a culturally rich, prosperous and progressive nation but what about the costs and challenges that accompany the welcoming of these new citizens. In this session hear a panel of experts weigh in on the benefits and challenges of growing our Canadian culture and economy through immigration.

## Agenda

Time	Activity
08:00-08:35h	Introduction—Moderator, Bob Ascah
08:35-08:55h	Federal Government Policy on Immigration, Member of Parliament, Randy Boissonnault
08:55-09:10h	Alberta Ministry of Labor, Director, Immigrant Settlement and Language Programs , Alice Wong
09:10-09:25h	Alberta Ministry of Community and Social Services, Regional Director, Access and Service Delivery, Tom Sutton
09:25-09:35h	NAIT President, Glenn Feltham
09:35-9:55h	Canada Border Services Agency, Regional Program Manager, Enforcement and Intelligence Operations Division, Kristine Conroy
9:55-10:15h	Coffee Break
10:15-10:30h	City of Edmonton, Multicultural Relations, Antoinette Davis and Shahriyar Khan
10:30-10:45h	Catholic Services, Manager, Ese Ejebe
10:45-11:00h	Refuge Family Sponsorship Cultural Sector Consultant, Crystal Willie
11:00-11:15h	Community Leader, Entrepreneur, Investor, Board Director, Ashif Mawji
11:15-11:30	Q&A Panel discussion
11:30	Session ends

## And Now, A Word from our Speakers

# Randy Boissonnault



### Government of Canada, Member of Parliament for Edmonton Centre

Prior to his election, Randy was a successful entrepreneur, community leader, and philanthropist. He has a strong record of leadership in business, in public service, and in the not-for-profit sector.

Randy discovered his passion for leadership and public service at the University of Alberta, where he served as President of the Students’ Union. Since studying at the University of Oxford as a Rhodes Scholar, Randy has worked as a lecturer at the University of Alberta’s Campus Saint-Jean, and as a journalist and political commentator for CBC Radio-Canada and Les Affaires. Randy also owned and led a consulting business that helped small- and medium-sized businesses overcome their strategy and management challenges.

A proud Rotarian, Randy has a long history of charitable work, both locally in Edmonton and abroad. He founded Literacy Without Borders, an international NGO devoted to promoting literacy for both children and adults in the developing world and in Canada. He has also served as Vice Chair of TEDx Edmonton and Chair of the Board of Directors of the Francophone Economic Council of Alberta, the Francophone Sport Federation of Alberta, and the Canadian Francophone Games. He was one of the 50 founders of Startup Edmonton and was a finisher of the Ironman Canada Triathlon.

# Alice Wong



### Alberta Ministry of Labour Director - Immigrant Settlement and Language Programs

Alice Wong is the Director of Immigrant Settlement and Language Programs with Alberta Labour. She is responsible for both settlement and integration services and innovative language programs in support of newcomers in Alberta. Alice is also involved in a number of federal and provincial committees where she continues to develop and maintain her working relationships with her federal and provincial counterparts and to voice Alberta’s perspective and position as it relates to settlement and immigration to Alberta. Prior to this position, she has been in different roles gaining board perspective in the areas of labour market and immigration policies, advanced education and investment attraction.

## And Now, A Word from our Speakers

# Tom Sutton



**Alberta Ministry of Community and Social Services  
Regional Director, Access and Service Delivery**

Tom began his career with the Government Alberta in 1998 as a Child Welfare Trainee in Westlock, AB.

Tom has demonstrated leadership and dedication with 19 years of experience working in various child intervention roles, and 15 years of service to the Canadian Forces Primary Reserve as a Military Police Officer. In 2006, Tom moved to the Edmonton Region and assumed the roles of Manager for Specialized Services, Manager in the West Central Neighbourhood Centre, and eventually Senior Manager for the Edmonton Region’s Afterhours Centre and Intervention Support Services.

Born in Whitehorse, YK, Tom is a busy husband and father of two teenage girls. He enjoys spending time outdoors and actively volunteering with a number of community organizations.

A registered Social Worker since 2000, Tom holds a Bachelor of Arts degree in Psychology from the University of Alberta and a Post Baccalaureate Diploma in Management and a Master of Business Administration degree from Athabasca University.

# Glenn Feltham



**NAIT, CEO**

Dr. Glenn Feltham was appointed President and CEO of the Northern Alberta Institute of Technology (NAIT) in 2011 and has led the institute toward its vision of becoming one of the world’s leading polytechnics, with a focus on relevance and responsiveness. Prior to joining NAIT, Dr. Feltham served as Dean of the I.H. Asper School of Business at the University of Manitoba and prior to that, he was the department head of Accounting at the Edwards School of Business at the University of Saskatchewan.

In addition to strong leadership skills, Dr. Feltham’s educational background is extensive. He holds a Bachelor of Arts from the University of Alberta, a Bachelor of Science with a major in Business Administration and an MBA from the University of Montana, an LLB from Queen’s University Faculty of Law and a

PhD from the School of Accountancy at the University of Waterloo. Professionally, Dr. Feltham’s background is in law and in accounting though, his professional contributions are primarily in accounting. He holds a designation as a Certified Management Accountant (now CPA CMA) and was recognized as a Fellow of the Society of Management Accountants of Canada (now FCPA FCMA).

Beyond contributions to academic leadership and the legal and accounting professions, Dr. Feltham’s career has also been defined by service on several culture, social welfare, and policy development boards including Canada’s Royal Winnipeg Ballet, the Canadian Chamber of Commerce, Edmonton Chamber of Commerce, Winnipeg Airports Authority and United Way Campaigns in Winnipeg and Edmonton.



## And Now, A Word from our Speakers

# Kristine Conroy



**Canada Border Services Agency (CSBA), Regional Manager, Enforcement and Intelligence Operations Division**

Kristine Conroy is a manager within the Enforcement and Intelligence Operation Division of the Canada Border Services Agency. She began her career with the CBSA in 2000 and over the past 18 years has had the opportunity to work in various positions within the agency. Kristine has extensive experience as an Officer working front line operations at both the Vancouver and Edmonton International Airports. She also spend many years working as a Criminal Investigator and has a Hearings Officer within the Hearings and Appeals Unit. Currently, Kristine is leading the Inland Enforcement Unit in Edmonton. Kristine grew up in Edmonton and attended both Grant McEwan and the University of Alberta. Kristine is a mother of two teenagers and enjoys living an active lifestyle.

# Antoinette Davis



**City of Edmonton Multicultural Liaison (co-presenting with Shahriyar Khan)**

As a Multicultural Liaison with the City of Edmonton, Antoinette contributes towards building a City that is supportive of its many culturally and socially diverse communities. Prior to joining the City of Edmonton, Antoinette worked for the Government of Alberta, first as a Research and Policy Analyst with the former Ministry of International and Intergovernmental Relations and then as a Senior Project Lead with Alberta Health, where she advised on injury prevention.

Antoinette holds degrees from McGill University, the University of British Columbia and Saint Mary’s University. With a keen interest in public

health, community development and research, Antoinette has worked within federal government departments and agencies, research institutes and non-profit organizations in Botswana, South Africa, Japan, Canada and the United States, and she was last based internationally at UNICEF New York Headquarters where she worked on UNICEF’s engagement strategy in the lead up to the XIX International AIDS Conference in Washington, D.C.

In her spare time Antoinette serves on the board of Team Edmonton, a non-profit organization which promotes safe access to inclusive sports and recreation for Edmonton’s LGBTQ2+ community, and serves on the board of her Community League as Membership Director and Transportation Committee Chair.

## And Now, A Word from our Speakers

# Shahriyar Khan



### City of Edmonton , Multicultural Liaison (co-presenting with Antoinette Davis)

Shahriyar works closely with immigrant serving agencies, regulatory bodies, educational institutions, newcomer groups, interfaith and the mainstream community to ensure policies and programs support newcomers to transition smoothly into their new home. To this end, Shahriyar has initiated and managed a number of formal and informal collaborations and partnerships through to respond to the important issues such as resettlement, integration, health, employment, youth, seniors, program space, organizational capacity development and intercultural harmony. He advises the multicultural communities and community partners on how to navigate the City systems to access services as well as advising community stakeholders and multicultural groups on culture, race and faith relations.

Through his network he is able to support the multicultural community association’s board governance issues, strategic planning, funding applications and capacity building matters. Shahriyar’s Cultural Integration Project Report identifies ways of engaging multicultural communities in mainstream community leagues and community organizations. He has initiated the Edmonton for All strategy and Action plan for the Multicultural Relation Office of the City of Edmonton which focuses on key settlement and integration issues.

# Ese Ejebe



### Catholic Social Services, Manager

Ese Ejebe arrived in Canada as a privately sponsored refugee 20 years ago. She knows firsthand, the barriers as well as the opportunities that immigrants and refugees face when trying to integrate into Canadian society. Having witnessed the centrality of settlement programs in facilitating her own success in Canada, she decided to dedicate her career to providing the same type of welcome and support to other newcomers to Canada.

Today, Ese has a Masters of Social Work and has amassed 15 years of experience in the settlement sector. Beginning at a very young age, she has worked in several agencies of the Greater Vancouver area including the Multicultural Family Centre, DiverseCity Community Resources Society, North Shore Multicultural Society and most recently Catholic Social Services of Edmonton Alberta. In her current role at Catholic Social

Services, she provides settlement services to all categories of newcomers.

In her spare time, Ese enjoys participating in community led initiatives such as the Canadian Council for Refugees where she served as a board member for 2 years. She also enjoys participating in the performing arts and traveling.

## And Now, A Word from our Speakers

# Crystal Willie



### Purple Aspen Consulting, Cultural Sector Consultant

Since 2015, Crystal Willie has been working on a volunteer team from Bethel and Grace Lutheran Churches to sponsor a Syrian refugee family. Crystal is a cultural sector manager: a community organizer, project manager, editor, and writer. Crystal owns and operates Purple Aspen Consulting which provides management and governance services to museums, cultural sector organizations, and not-for-profits. She holds an MA and BA in History and a Professional Specialization Certificate in Cultural Heritage Sector Leadership from the University of Victoria. Crystal is active in her community and has twenty years of experience working and volunteering in the not-for-profit sector. Crystal grew up in several communities across Canada but she and her family call Edmonton home.

# Ashif Mawji



### Trust Science Co-Founder and Key Advisor

Ashif recently co-started this new tech venture (Trust Science) that helps determine trust levels (using science) for people, businesses, locations and more. Previously, Ashif led Upside Software Inc., a global contract management software leader used in 180 countries (he sold the company in 2012).

As a leader, Ashif’s list of accomplishments are many. In 2002 he was awarded the Ernst and Young Prairies Entrepreneur of the Year, in 2005 he was named as one of Canada’s Top 40 under 40 and in 2007 was named BDC’s Entrepreneur of the Year for Alberta and has received Canada’s 50 Best Managed companies award three years in a row. Ashif is

a past recipient of NAIT’s Alumni of Distinction Award and has also been recognized as one of the Top 50 Graduates in 50 years. More recently, Ashif was promoted from Hon. Lt. Colonel to Hon. Colonel for the 20<sup>th</sup> Field Artillery Regiment (Canadian Army) in 2017 and has been awarded the Queen’s Golden and Diamond Jubilee medals as well as the Alberta Centennial Medal.

Ashif has served and continues to serve on numerous boards in Edmonton including the Edmonton Police Foundation where he serves as Chair, Stollery Children’s Hospital Foundation, Edmonton Oilers Community Foundation and many more.

In 2015 Ashif was named a Henry Crown Fellow and is one of only three Canadians ever selected to this Fellowship Institute which is part of the globally renowned Aspen Institute.

Ashif is married and has two boys.

## And Now, A Word from our Speakers

# Robert Ascah



### **Moderator, Principal, [Albertarecessionwatch.com](http://Albertarecessionwatch.com)**

Robert Ascah holds degrees in Commerce and Public Administration (M.A) from Carleton University and completed his doctorate in political science at the University of Alberta in 1984. Before his appointment as Director of the Institute for Public Economics in 2009, he worked for the Alberta public service and in 1996, he joined Alberta Treasury Branches. He is now a Fellow at the Institute and is a frequent commentator on Alberta politics and economics. He lives in Edmonton with his wife Linda and two cats Koko and Rajah. He has recently launched [Albertarecessionwatch.com](http://Albertarecessionwatch.com) a website created to explore and monitor Alberta’s economy.