

Beyond “Canadian Experience”

MOBILIZING DIVERSE TALENT FOR CORPORATE AND COMMUNITY SUCCESS

Objectives

- To generate innovative ideas for promoting meaningful and sustainable integration of immigrants into the Canadian labour market, to the benefit of businesses and local communities.
- To share the findings of academic and community research on “Canadian experience” and immigrant labour market integration, highlight promising practices for tapping diverse talent, and facilitate dialogue between the private sector, community service organizations and immigrant leaders in the North West area of Toronto.

Location: North York Memorial Hall, North York Civic Centre, 5110 Yonge Street, Toronto, ON M2N 5V7

Agenda

8:30 Coffee and Registration

9:00 **Welcome:** Dr. Lin Fang, University of Toronto

9:05 **Keynote speaker:** John Tory, Chair, CivicAction

9:20 Presentations

- Charles Achampong, Manager, Corporate & Stakeholder Relations, TRIEC
- Dr. Izumi Sakamoto, Lead researcher, Canadian Experience Research Project
- Adriana Salazar, Mennonite New Life Centre, Newcomer Skills at Work Project

9:30 The Diversity Opportunity: Recruiting and Hiring Diverse Talent

- **Presentation:** Promising practices in diverse hiring: **Matt Petersen, Director of Diversity Strategies, CIBC**
- **Video:** Newcomer Voices and Employment Challenges
- **Roundtable Discussion:** Hiring practices for recruiting and retaining diverse talent

10:30 Break

10:45 Return on Investment: Workplace Learning for Mutual Success

- **Presentation:** Immigrant internships as promising practice: **Anne Lamont, President & CEO, Career Edge Organization**
- **Research-based Theatre Presentation:** Newcomer employment experiences & HR professionals
- **Roundtable Discussion:** Internships, mentorships and other strategies for bridging cultures and building mutual trust

11:45 Discussion

12:15 Closing Remarks

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The “**Beyond Canadian Experience**” Project is a collaboration of the University of Toronto Factor-Inwentash Faculty of Social Work, Mennonite New Life Centre, and Chinese Canadian National Council Toronto Chapter. The project is funded by Social Sciences and Humanities Research Council of Canada (SSHRC). Building on our recently completed research projects on employment challenges faced by skilled immigrants, we aim to engage in multi-stakeholder collaboration and broad knowledge mobilization activities with knowledge users using creative means such as arts-based methods and interactive public outreach forums.

Speaker Bios

John Tory: John Tory is a lawyer, business leader, community activist and broadcaster. He was formerly an elected representative serving as Member of Provincial Parliament, as Leader of the Ontario PC Party and as Leader of the Official Opposition in the Ontario Parliament. The early years of Mr. Tory’s career were spent practicing law in Toronto, and he was later elected as a managing partner of one of Canada’s biggest law firms. In the 1980’s he served as Principal Secretary to Ontario Premier Bill Davis and as Associate Secretary of the Ontario Cabinet. In 1995, John Tory joined the Rogers Group of Companies, first as President and CEO of Rogers Media Inc. and then as President and CEO of Rogers Cable, Canada’s largest cable and internet service provider. He presently serves on the Board of Directors of Rogers Communications Inc. and a number of other companies. Mr. Tory has an extensive background in volunteer community service. He served as volunteer Chairman and Commissioner of the Canadian Football League and has chaired fundraising campaigns for St. Michael’s Hospital and the United Way. He maintains an active involvement in those two organizations, as well as chairing the current fundraising campaign for the Toronto International Film Festival. He also holds leadership positions in a wide range of charitable organizations ranging from autism to kids at risk, Canadian authors and children with physical disabilities. John Tory was a founding Board Member and is the voluntary Chair of the Greater Toronto CivicAction Alliance (formerly the Toronto City Summit Alliance), a highly respected city-building organization. He hosts a daily three hour talk show on Canada’s leading talk station Newstalk 1010. John Tory’s community work has been widely recognized. He is a recipient of both the Paul Harris and Mel Osborne Awards from the Rotary and Kiwanis organizations respectively and was named a Life Member of the Salvation Army Advisory Board. He is also the recipient of an African Canadian Achievement Award. John has also been a director on the Toronto Region Immigrant Employment Council’s Board since 2010. John and his wife Barbara have been married for 33 years and have four children and two grandchildren.

Matt Petersen: Matt currently serves as the Director of Diversity Strategies for CIBC where he is responsible for leading the global team that is accountable for developing strategies and programs that supports the attraction, retention and development of diverse talent for CIBC. Since taking over this function for the bank in 2010, Matt’s leadership, strategic planning, and ability to impact and influence senior leaders helped CIBC to be recognized as one of Canada’s

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Best Diversity Employers for the first time in 2011. Matt began his career in HR with Kelly Services Canada where he provided strategic staffing solutions and support to Fortune 500 companies such as IBM, Walt Disney, Xerox, and S.C. Johnson. Additionally, Matt has worked as a part-time instructor with Centennial College’s continuing education program teaching several Human Resources courses that are compulsory for the Certified Human Resources Professional Designation.

Anne Lamont: Anne is President and CEO of Career Edge Organization, a national not-for-profit organization that has worked with over 1000 employers across Canada to provide meaningful work experiences to over 10,000 talented interns since 1996. Anne’s involvement with the not-for-profit spans 15 years from her initial role as Executive Champion of its paid internship programs while VP, Government & Community Affairs at RBC. Through her broad experience in the private, public and not-for-profit sectors, Anne brings a multi-faceted perspective and comprehensive expertise to the areas of diversity, inclusion and employability, providing innovative solutions to issues that have societal and economic impact.

About the Organizers

Izumi Sakamoto, Ph.D. (Associate Professor, University of Toronto Factor-Inwentash Faculty of Social Work): Izumi is the principal investigator for the Canadian Experience research project and for this research collaboration. Her training and practice span Canada, the United States and Japan, and she brings to her extensive research on the employment experiences of skilled immigrants a range of interdisciplinary perspectives from social work, social psychology, and cultural psychology. With over 12 years of experience in research and community work focusing on immigration, Izumi has obtained five federal research grants focusing on employment challenges, psychosocial issues, access to services, and social policy. In 2007 she received a Community-Based Research Award of Merit Honourable Mention.

Lin Fang, Ph.D. (Assistant Professor, University of Toronto Factor-Inwentash Faculty of Social Work): Lin is a co-investigator for this academic-community collaboration. She is also the Chair of the Research and Planning Committee of Chinese Canadian National Council Toronto Chapter (CCNCTO). Lin has worked with the immigrant communities as a community organizer, a social worker, and a social work supervisor for over a decade. Her research and publications focus on the psychosocial wellbeing of immigrant, refugee, ethnocultural and racialized (IRER) groups. Currently Lin is collaborating with community-based agencies such as Across Boundaries, Canadian Mental Health Association, Community Resource Connections of Toronto, and Hong Fook Mental Health Association, to examine culturally responsive services for the IRER communities.

Charles Achampong (Manager, Corporate & Stakeholder Relations): Charles is a marketing and partner relations professional with experience in creating and managing existing relationships

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among the corporate, international development and non-profit sector. He joined the TRIEC team in November 2010 where he is responsible for convening and collaborating with a variety of Toronto based stakeholders to increase their awareness and capacity to further integrate skilled immigrants into the local labour market. Charles came to TRIEC from the Vancouver 2010 Organizing Committee where he spent a large part of his five years identifying and developing new strategic partnerships to better align the Olympic brand with all its partners. Prior to coming to Toronto he also volunteered his time with a number of student based projects such as the Vancouver Board of Trade’s Leaders of Tomorrow program. Through this initiative he mentored and coached students to develop their leadership and managerial skills to assist them in becoming future leaders of Vancouver’s business community. He holds a Bachelor of Commerce degree from the University of Ottawa and a Master of Business Administration with a focus on international business from Simon Fraser University in Vancouver.

MENNONITE NEW LIFE CENTRE: With three service locations across the GTA, the Mennonite New Life Centre facilitates newcomer settlement and integration through community services and community engagement. The Centre has extensive experience using community based research to generate policy and program recommendations to address the barriers faced by internationally trained workers in search for fair and meaningful work. Our Newcomer Skills Project, supported by the Metcalf, Donnelly and Atkinson Foundations, has generated a research report, three policy briefs, a community forum and a documentary film. Current work involves participatory community mapping of income and employment challenges for immigrants in North West Toronto. In May 2011, the Mennonite New Life Centre received an Economic Justice Award from the Council of Agencies Serving South Asians.

THE CHINESE CANADIAN NATIONAL COUNCIL TORONTO CHAPTER (CCNCTO) is an organization of Chinese Canadians in the City of Toronto that promotes equity, social justice, inclusive civic participation, and respect for diversity. CCNCTO strives to achieve these objectives by conducting activities in the areas of: public education, systemic advocacy, community development and coalition building. The organization has extensive experience in working in the areas of civil rights and race relations, volunteer development and leadership training, fostering political awareness and participation among the Chinese Canadian community, and hosting cultural and social events.

THE TORONTO REGION IMMIGRANT EMPLOYMENT COUNCIL (TRIEC) is a multi-stakeholder council that brings leadership together to create and champion solutions to better integrate skilled immigrants in the Toronto Region labour market. Founded by Maytree and the Greater Toronto CivicAction Alliance in 2003, TRIEC is taking action on the underutilization of skilled immigrants’ education, talent and experience. We help employers and immigrants find solutions. We connect companies to programs that can help them better recruit and retain immigrants; we develop and distribute learning tools and curriculum; and we help immigrants build their professional connections through mentoring and professional immigrant networks.