



SASKATCHEWAN
INTERCULTURAL
ASSOCIATION

A large collage of various community activities, including children playing, people working together, and cultural events, serves as the background for the report title.

2021-2022 ANNUAL REPORT

Promoting harmony among all people

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WHO WE ARE

The Saskatchewan Intercultural Association is a social impact organization founded in 1964. Since its beginning, SIA has been committed to supporting cultural groups retain their distinctive cultural identity, language and arts. SIA provides programs and services that empower and relieve barriers for Newcomers and Indigenous people in the areas of securing employment, language advancement, and cultural understanding. An integral part of SIA has always been to provide anti-racist education and promote intercultural understanding to the general public through workshops, programming, and community events.

MISSION

To promote intercultural understanding and the retention of cultural identity and language to fully include newcomers and Indigenous peoples in Canadian society.

VISION

We aspire to build an equitable community that accepts and celebrates all cultures.

VALUES

RESPECT



COMPASSION



TRUST



INCLUSION



KINSHIP



OBJECTIVES

1. To promote intercultural co-operation and understanding within the community.
2. To provide education, advocacy and awareness in ways that will promote diversity and combat racism.
3. To welcome newcomers to Canada in ways that honour the treaties, recognize that we are all treaty people, and support the path to reconciliation.
4. To provide services for newcomers to Canada so that they may fully participate in Canadian society.
5. To promote the retention of language and cultural traditions as essential components of multiculturalism.
6. To provide programs and services for the most vulnerable members of newcomer and Indigenous communities.
7. To provide information and advisory services to newcomers to Canada, ethnic and cultural groups and other interested organizations.
8. To promote diversity and harmony among all people.

STRATEGIC PRIORITIES 2019-2022

1. To optimize financial stability and growth by diversifying funding sources, improving fundraising, and effectively utilizing resources.
2. To enhance our programs and services by nurturing a culture of innovation and continuous improvement that meets the changing needs of our community.
3. To strengthen our efforts in reconciliation by including Indigenous Ways of Knowing in our hiring practices, physical spaces, staff training, curricula, programming, and exploring ways to further incorporate Indigenous world views within our organization.
4. To promote positive relationships within the community, including modeling and teaching interculturalism, anti-racism, diversity, and inclusion.
5. To develop and implement a strong marketing and communications plan that expands awareness and impact of SIA in the community.

EXECUTIVE DIRECTOR'S MESSAGE



Although 2021-22 started with the same need to be adaptable and work through the everchanging environment created by a global pandemic, SIA continued to offer an incredible array of services to our community. The creativity of our staff and their ability to be flexible in how we offer our programming has allowed us to serve more than ____ clients this year.

Our annual report gives you a snapshot of each of our programs and services and I encourage you to peruse through it to learn more about our accomplishments. I would like to highlight a few of the organizational successes and a few new developments that happened in the last fiscal year.

We were recertified as a Great Place to Work in May which renewed our focus on putting great efforts into providing an environment where our staff feel valued, supported, and safe. We were thrilled to hear that we were also named one of the Best Workplaces for Women, Best Workplaces Managed by Women, and selected as one of the Best Workplaces in Canada for 2022. We placed #36 out of the top 50 companies across Canada in the category of 50-99 employees. This was inspirational for the SIA team and continues to encourage us to not only maintain our positive work culture but find ways to further enhance it every day.

In June, we hired a new member of the leadership team when Bobby-Jo Ouellette joined us as our Intercultural Programs Manager. She helped the Intercultural team launch a new initiative called Corporate Culture Club in the fall which has been a great success in providing a safe space where employers in leadership and HR can discuss matters of cultural diversity, equity and inclusion, anti-racism, and reconciliation. SIA's leadership team regularly attends these sessions, and I also had the great privilege of presenting on Leading Diversity and Inclusion in the Workspace at the December gathering.

We hosted our fourth annual SamosaFest on July 28th, where we celebrated International Friendship Day with our community friends and partners. Due to the removal of restrictions and very low cases, we were able to offer delicious samosas and refreshments and everyone was able to stay and watch our amazing cultural performances. We were able to celebrate with over 250 people coming to enjoy the day with us.

SIA partnered with the City of Saskatoon and the Saskatchewan Health Authority to offer our first Vaccine Clinic on July 30th where we offered our clients and members of the community their first or second vaccination. We vaccinated 50 people in the 4-hour clinic.

In the fall, our proposal to continue the PACT program was approved for another three years. We wrote two proposals for the provincial government in November and were a successful applicant for both. We started offering Settlement Services in January and Bridging to Employment in February. These new programs and services are great additions and have pushed us to expand into a new space in our current building which we are preparing to move into soon.

This March, the SIA leadership team attended the National Metropolis Conference in Vancouver, BC. This conference was attended by over 800 people from across the country working in settlement and had not happened in person for three years. This was an incredible opportunity to network and hear about all the programming, services, and research happening regarding settlement and integration across Canada.

Our board and staff planning retreat was pushed back later than usual so we could have it in person. We hosted an incredible day out at Wanuskewin in May with Elder Florence Highway joining us who shared her wisdom and teachings with over 50 board and staff. We spent the full day working on team building with facilitator, Tonya Wirchenko, learning and visiting, and eating delicious food together.

A great accomplishment this year was the collaborative effort of the board and staff with the creation of a SIA Anti-Racism Policy. This policy was developed over the last six months and was officially approved by the board on June 3rd. This policy will provide SIA with a framework to address concerns or incidents of racism at personal, inter-personal, organizational and structural levels should they occur. I would also like to share our Anti-Racism Policy Statement with you: SIA's anti-racism policy challenges racism and actively changes the policies, behaviors, and beliefs that perpetuate racist ideas and actions. SIA is committed to identifying, preventing, and eliminating systemic racism in all aspects of our work and to lead by example in the advancement of racial equity.

As SIA has not only survived but thrived during the ongoing pandemic, we also recognize that there has been fatigue and frustration with the ongoing conditions we have continually had to maneuver around. It has been a steady process over the last year of working so very hard to balance keeping people safe while also keeping things running smoothly. We have managed to fluctuate up and down between being completely virtual, to balancing a hybrid of online and in-person, to now offering some programming back just in-person. This constant fluctuation is not always easy to manage, but our staff and management have always kept our staff and our clients' safety at the forefront when making decisions on how programming will run.

With the recent shift towards more in-person activities, our staff have enjoyed social activities with each other, and we are highly appreciative of the return to meeting in person, eating food together, and most of all, making each other laugh and having the whole room or office hear it. More recently, I have enjoyed telling people that they are on mute less and running staff meetings that are a room full of chatter instead of quiet boxes on a screen.

Nothing about operating an organization during a global pandemic has been easy but I am forever thankful for SIA's dedicated and passionate Staff, supportive and committed Board, collaborative and helpful Partners, and our generous and encouraging Funders. We are only able to make a difference in our community because of your collective contributions to support what we do. We look forward to continuing to work with all of you in the future.

Submitted with respect and in solidarity,

Jess Hamm, Executive Director



PRESIDENT'S MESSAGE



It is safe to say that the SIA Board of Directors has had a busy year. From some last minute Executive member changes, to navigating meetings and planning virtually, creating new sub-committees, trying our best to navigate a pandemic, and not in the least the ever changing local and international events that bring to light the importance of our efforts as a Board and SIA as a whole. I would say this has been the busiest year I have experienced since becoming a board member in 2018.

Our first meeting after the AGM began with our Annual Board Orientation. Shortly after, we moved into organizing the various committees and sub-committees for the year. Some new decisions were made regarding the functioning and make-up of our committees. The Board feels it is of great value to ensure staff are also present on each committee and sub-committee. This creates more interaction between staff and board; something that has been difficult to encourage due to the pandemic. It has also encouraged

realistic expectations for the Board and a better understanding of the day-to-day experiences of working at SIA, and also allows for active participation from staff on matters that most often directly effect them.

This year we added an Anti-Racism Policy Sub-Committee, specifically devoted to the assistance and creation of, you guessed it, an Anti-Racism Policy for SIA. A lot of time and effort have gone into the creation of this policy from both Board and staff. We are hopeful that the existence of this policy demonstrates the core values and beliefs of SIA and also works to find appropriate resolution should the policy ever have to be utilized.

A new and important development this year is the Governance and Planning committee (supported but the Equity and Anti-Racism committee), deciding to create mandatory Anti-Racism training for new board members. The existing members attended (virtually), in the evenings of April 4-5. Presented by SIA staff, Tamica, Leah and Bobby-Jo, we felt it was a valuable experience to share with our fellow board members.

The Staff and Board Retreat that took place this May at Wanuskewin Heritage Park, for me, was one of the highlights of the year so far. This marks the first time in over two years that staff and board were together for a team building, professional development opportunity. I was happy to meet staff members that I had yet to meet, get to know some much better, and even meet some board members face to face for the first time since they joined the board.

SIA continues to grow and expand, both in its physical location and in the programs and services it offers. This is no small feat given the ongoing challenges that COVID-19 continue to create. It has been clear to the Board that our Executive Director, Jess Hamm, and the Management Team have taken great care and effort into making the ongoing changes and run smoothly and safely for staff and clients. This is evident in that SIA has been certified for Best Place to Work Managed by Women, and made the top 50 Great Place To Work Canada list for 2022.

We will have several new board members for the upcoming year. While we are sad to see so many valuable members leave, we are excited to welcome new members that bring with them new skills, experience and perspectives to our team. I would like to say a very heartfelt thank you to each of the board members that will soon be leaving us this year: Caroline Cottrell, Ross Thompson, Areeb Faruqi, and Rose Wu. We will miss your contributions to our work and very much hope to see each of you at an SIA event in the near future. On behalf of the Board, we wish each of you the very best.

Warm regards,

Maria Soonias Ali

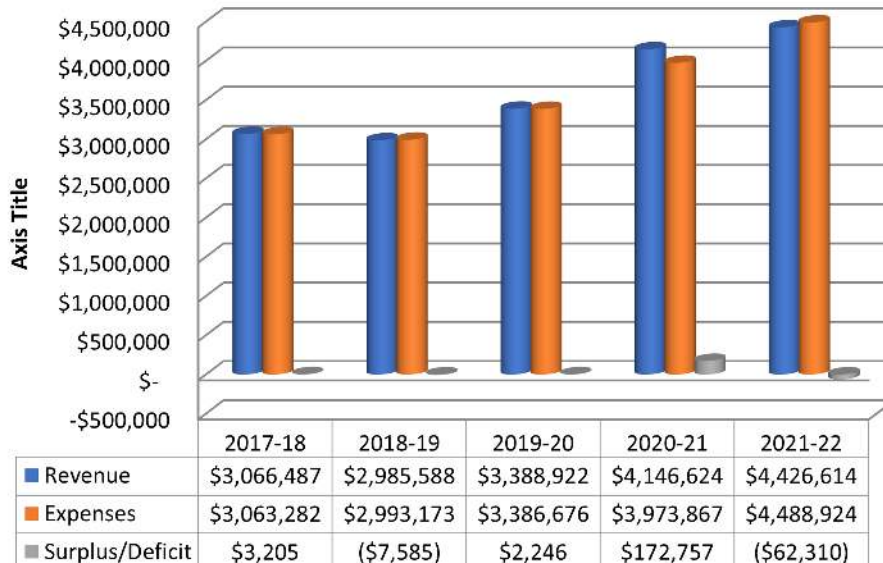
TREASURER'S MESSAGE



As the Treasurer for SIA, it is my pleasure to report on the financial performance of the association for the year ending on March 31, 2022.

We have a deficit of \$62k from our operations for this financial year compared to a surplus of \$172k last year. Below is a chart of comparative revenue, expenses, and surplus (deficits) over the last four years from our audited statements.

SIA: Revenue and Expenses



Compared to last year, our revenue grew by 7%. Government funding is our major source of revenue which represents 98.8% of all revenues this year (compared to 97.8% last year). This trend has been increasing over the years as Government funding is growing over the years. The total revenue of the association this year was \$4.42 million compared to last year's \$4.14 million. This increase is primarily due to the increase in operational funding. Please refer to schedule 1 of financial statements for detailed information of program revenue and schedule 2 of financial statements for detailed information of program and administration expenses.

Lingard+Dreger, Chartered Professional Accountants audited the financial statements of SIA for the fiscal year 2021-2022 and issued a clean report. This means that the financial statements are a fair representation of the financial position of SIA, in accordance with Canadian Accounting Standards for Not-For-Profit organizations.

Our Association's financial position remains very healthy with unrestricted net assets of \$501k and a very strong cash balance of \$439k. Account Receivables are substantially lower than last year's (\$60k vs. \$185k), but, most of it is from Grants Receivables. Our liabilities remain low with the long term debt balance of \$62k (originally \$120k) which is expected to be paid off by 2022-23.

On behalf of the SIA Board, I wish to thank the Finance and Administration staff for their individual and collective roles and hard work and continued efforts to improve the day to day activities of the association to successfully deliver each and every program.

Lastly, I would personally like to thank Jess, Fungai, and Elena and the entire team at SIA for continuing their amazing work and support for the community. I am very fortunate to work with such a great enthusiastic team and look forward to working with all of you for another year.

Subash Biswal

STAFF & BOARD

Board of Directors

President
Maria Soonias Ali

Vice-President
Brooks Norton

Treasurer
Subash Biswal

Secretary
Leslie Szeto

Directors

Areeb Fauqi Bob Cram Caroline Cottrell Felix Hoehn Lenora Felix Rose Wu Ross Thompson Susan Clark

Administration Team

Jess Hamm Abdur Ahmad Fungai Marowa Ryan Palik Haven Seto Nafiseh Zamani Bobby-Jo Ouellette
Elena Tenorio Song Fang Zhang Justin Waldrop Paige Adrian Kerry Desjarlais Danielle Sturgeon

Employment Team

Amee Joshi Kenisha Blair-Walcott
Aris Night Kennedy Kreutzwieser
Christian Klein Kimberly McKay
Colleen Slade Mimi Nguyen
Cooper Muirhead Rhonda Miller
Erika Kambeitz Rune Tarnowetzki
Jeanelle Blackstar Sara Warman
Jennifer Leson Taryn Millard
John Johnson Tenneisha Nelson

Settlement Team

Abdullah Olewi
Anum Mehdi
Brigitte Strzeszewski
Dave D'Eon
Heather Findlay

Intercultural Team

Christina Wong
Donna Heimbecker
Lara Paul
Leah Wignes
Russell McAuley
Tamica Small

Youth Team

Ahmad Daro
Baka Ngeleka
Brent Cote
Fafali Ahiahonu
Gabriela Potosme
Kessa Fillo
MacKenzie Guliak
Mariana Souza
McKenzie Claypool
Ranya Hadab

Language Team

Andrea Koh
Charlene Siwak
Cheryl Peters
Dan Shi
Jillian Baker
Mohammad Shoubt

English Instructors

Amanda Goldbach
Anita Verlangen
Brittany Meisner
Candace Knihniski
Denise McConney
Emilie Peters
Fatima Sana
Gina DiPaolo

Gregory Reese
Hannah Jodrey
Imran Mahmood
Joshua Clarkson
Joshua Haugen
Liliana Dominguez
Lourdes Duran
Marco Milani

Navdeep Dhillon
Nyla Meginbir
Paige Appleyard
Patton MacClean
Sandra Harvey
Sarah Groat
Shernette Shaw
Todd Johnson

Care for Newcomer Children

Akmla Kamboh
Farrah Penpena-Obelidon
Jialin Li
Musarrat Saeed
Naglaa Mehrez
Rahila Arif
Razia Yasin

Ria Songcayauon
Sena Kim
Shashwati Gope
Shazia Azim
Van Thi Nguyen
Yuan Li



SETTLEMENT SERVICES

SIA is excited to announce that we were one of three organizations who were awarded contracts in early 2022 to do provincially funded settlement work within Saskatoon. This contract created three new Settlement Coordinator positions to further support the needs of all newcomers in the province. SIA can service the Saskatoon community and other clients within a 200-kilometer radius of the community.

Settlement programs and services help Saskatchewan retain immigrant newcomers by providing orientation to resources in the community, needs assessments, settlement planning and referrals to employment services and other supports. Settlement Services Programs will provide the pathways to services needed for Newcomers to Saskatchewan that will lead to their successful integration and retention in Saskatchewan.

SIA will tailor our services to meet the specific settlement needs of newcomer clients throughout the different stages of their settlement journey: some at pre-arrival/ pre-immigration stage, some as newly arrived newcomers, and others who seek settlement services at various points within their five years of being in Saskatchewan. These clients may also be accessing support with varying levels of English language proficiency, life and work experience, job-related skills, diverse employment goals, and varying integration challenges in their new country. Through multiple channels, SIA will provide Tier 1 services that will provide a first-stop service to newcomers before and when they first arrive in Saskatchewan, including a needs assessment when required. and will, if required. Newcomers can also be referred to Tier 2 services, which involve an in-depth settlement action plan that can provide additional services such as language or employment-related programs.



450 clients per year who will be given first-stop service and needs assessments (Tier 1)

175 clients per year who will be provided with in-depth settlement counselling and assistance (Tier 2)

Our Settlement Coordinators take a very holistic and hands on approach to service our clients based on needs and the important steps required during the settlement process. We look forward to supporting all future clients with settlement support services in our community.

ZONE SETTLEMENT SERVICES

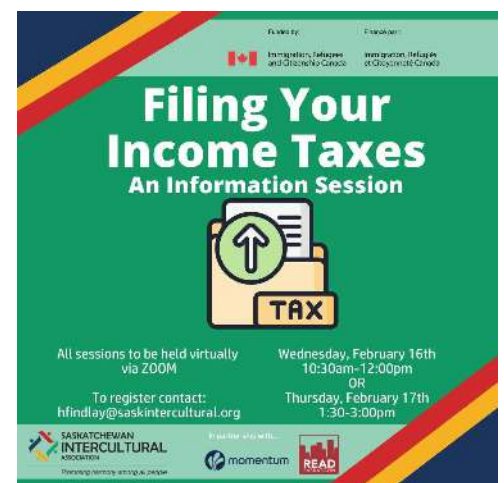
In year two of our Zone Settlement services, we've organized many outreach activities: information sessions, large community events, marketing materials, and collaborations with other organizations in the community. We work hard to seek out clients to ensure that incoming referrals are met with care and that clients have the knowledge and ability to access support services across Saskatoon.

Information sessions given by Zone Settlement Services over the past year include individual, family, and group information sessions. Follow-ups are provided consistently, especially for families where each member may need their own personalized supports. Group information sessions were based on trending needs of the newcomer community, as identified by polling our language students.

Group sessions included a Financial Literacy series, with presenters from other community organizations such as READ Saskatoon, as well as from within the Saskatchewan Intercultural Association, specifically the Language and Culture teams. In December, we hosted a Community Connections event to bring newcomer clients together and present information on services offered in Saskatoon. We also collected some donations for the clients and their families.



Zone Settlement supported various clients within SIA. Our Youth Program participants benefited from a session about mental health for children. Clients were also assisted with registering their children in SIA's Youth Programs. Having our clients enroll their children helps them stay in LINC classes and other programs over summer holidays, school PD days, and other holidays in the fall and spring. We also helped connect clients with our SK CultureXchange Program, a partner program that connects newcomers to experienced residents in Saskatoon. We also made several referrals to our Employment Counsellors as our clients began to focus on finding work.



EMPLOYMENT PROGRAMS

EMPLOYMENT COUNSELLING SERVICES

Employment Counselling Services (ECS) is a unique employment service that offers one-on-one support for permanent resident and refugee clients who are job searching and career planning.

Applications for ECS are accepted year-round. Clients can freely schedule meetings on a date and time that works for them as we offer additional flexibility with evening and weekend meeting times.

We also extend our services across Saskatchewan. Hosting our meetings on Zoom has allowed us to reach clients throughout the province. ECS has received positive feedback from clients who have secured employment in both entry level and professional roles. We also support clients who have enrolled in training courses, diploma/degree programs, or who are working towards professional certification.

566 services and employment-related activities provided for clients in a range of areas:

- Referrals to settlement and community support
- Self-assessment and career exploration
- Career shifts to a new industry
- Job searching
- Business communication
- Resume and cover letter writing
- Interview preparation and skills development, including mock interviews
- Building networks
- Volunteer opportunities
- Education assessment support
- Licensing and certification support



BRIDGING TO EMPLOYMENT (B2E)

B2E is SIA's newest employment program! After information sessions held online, we interviewed dozens of interested participants and were able to select ten clients who have received professional experience and education outside of Canada. March 21st, 2022 marked B2E's first intake, where clients are supported in classroom instruction and workplace mentoring as they develop skills including networking capabilities, digital literacy skills, job hunting skills and a general introduction to the Canadian workplace.



Our participants come from a variety of professional backgrounds including engineers, administrators, accountants, banking professionals, software designers and sales and marketing professionals. We started our first intake by meeting through video conferencing software and meeting in person at the SIA office. We look forward to celebrating with our clients as they enter the Saskatchewan workforce.

“

The Bridging to Employment program which is offered by Saskatchewan Intercultural Association is an eye opener for newcomers like me. Through the training provided I learned not only about Canadian work culture also how to start finding work. This is a great place to learn about various opportunities available for a healthy and secure life in Canada. In addition to this, I learn the values of Indigenous culture and the Canadian government's goal of public safety and welfare. By B2E providing me with all the fruitful information they prepared me to have successful career and future in Canada. Thank you for the opportunity provided to me.

— Bairavi, B2E Graduate

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MENTORSHIP

Mentorship is an employment bridging program for professional newcomers looking to continue their careers in Canada. Our participants come from a wide variety of industries and professions, and are highly educated with many years of experience. Participants are motivated and ready to work but are in need of additional resources and support in order to enter the local labour market and overcome common barriers that newcomers face in their job search.

Mentorship offers three intakes annually which begin in February, May, and September. Every intake consists of an 8-week classroom portion and an 8 to 12-week work placement internship. Each intake accepts 16 participants from a variety of professional backgrounds and countries of origin. To help them find career success, we deliver a variety of workshops which include knowledge of the current labour market, Canadian workplace culture, resume and cover letter writing, interview skills, and opportunities to meet local employers through presentations and interview preparation. After this eight-week classroom component, clients participate in a three-month internship with a company or organization related to their professional background. This internship allows them to connect to the local industry, gain valuable Canadian work experience, and build professional networks in Saskatchewan.



46 Mentorship graduates

28 Clients who found work in their professional field
(others furthered their studies, or found entry-level work)

13 Home countries of Mentorship clients:

Brazil	Iran	Pakistan
China	Kazakhstan	Russia
Colombia	Madagascar	Sri Lanka
Egypt	Nigeria	Vietnam
India		

10 Industries that Mentorship clients are trained in:

Agriculture	Human Resources
Banking and Finance	Information Technology
Business Development	Marketing
Engineering	Natural Sciences
Healthcare	Social Sciences

Mentorship held its third annual Mentorship Connects Alumni Event virtually for clients who participated in previous intakes of the program. This networking event allows clients to see former classmates and meet other alumni from different intakes. The event also gives program staff the opportunity to re-connect and re-engage with past clients to continue our relationship with them. More than 40 participants signed up for this event!



LEARNING INTERCULTURALISM THROUGH EMPLOYMENT (LITE)

LITE is a unique employment program geared towards newcomer and Indigenous folks aged 18-30 who are unemployed or underemployed in Saskatoon. Over the course of 8 weeks of paid classroom instruction, participants will not only learn how to write their resume and cover letter to get noticed, but also basic digital literacy, public speaking, networking. What sets this program apart from other employment programs is LITE also spends a significant part of the classroom portion on issues of racism, equity, and social justice.



When the classroom portion is complete, participants move into 12-week paid work placements. Our employer partners are almost as diverse as our participants – and while coordinators attempt to pair clients with experiences that match skills, qualifications and experiences, placements are most often available as entry level in hospitality or retail work.

30 clients served

8 clients who were hired after their work placement

5 clients who found work independently

6 clients who returned to school

“

I am truly grateful to have been given the opportunity to participate in the LITE program. I like everything about the program. I am very thankful to all the staff. Everyone was really nice, helpful and had so much knowledge to teach us. My favourite part was learning about Indigenous culture. I enjoyed making connections with different individuals in the group and in the community. I will use all the knowledge I have learned in the program for the rest of my life. I would definitely recommend anyone to participate in this amazing program.

— Assiatu, LITE Graduate

”



ENGLISH FOR EMPLOYMENT (E4E)

E4E is in its eighth year, offering lessons on employment topics with an emphasis on the language component for our clients' job search and integration into the Canadian job market. E4E helps newcomers better their communication and interpersonal skills to find work, participate in job interviews, and socially interact in work environments. The program provides newcomers with the opportunity to gain knowledge of Saskatchewan's employment culture and connect them with the labour market. Due to COVID-19, classes have primarily been online but are making a progression to move back into face-to-face classes.



75% of clients find employment after participating in E4E

2 intakes per year (with a morning and evening class)

12 seats per class

This year alone, we've helped a physician in his home country obtain a volunteer position at the Red Cross while his credentials are being processed. He has also started a job in Customer Service to help him improve his English while he waits to take a test that will help him get his Medical License in Canada. Another student was a university professor in Human Anatomy and Biology. E4E was able to help the student get a survival job, and, more importantly, the student was able to secure a research supervisor position starting this summer. She is very excited to be working in the field that she was looking for. Others go on to further, more specialized training, or even have helped clients polish their language skills.

CAREERNET

CareerNet is unique at SIA as the only employment program to be offered in a fully online format. From La Ronge to Estevan: if you have an internet connection, we can welcome you on board to help advance your career! The program prepares Newcomer professionals to re-enter their professional field in Canada through employment skills training and engagement with a professional mentor. A part-time program, CareerNet offers flexibility to participants by offering virtual classes twice per week with a chance to be paired with a professional mentor.



“ It has been an awesome experience with not just my Mentor but the CareerNet team as a whole. I am hopeful that this is the beginning of a mutually benefitting relationship; as I am looking forward to more participation and volunteering with CareerNet. ”

— CareerNet Graduate

A variety of in-class workshops are offered to help participants improve employability, understand the local job market, and recognize the role they can play in reconciliation efforts. A significant barrier for Newcomers arriving during the COVID-19 pandemic is networking. CareerNet helps address this challenge by matching participants with a mentor in their professional field for weekly meetings.

15 Home countries of CareerNet clients:

Afghanistan	Nepal
Bangladesh	Nigeria
China	Peru
Egypt	South Korea
Ghana	Trinidad & Tobago
India	United Arab Emirates
Iran	Venezuela
Jordan	

21 Industries that CareerNet clients are trained in:

Accounting, Agriculture, Architecture, Banking and Insurance, Business Analysis, Civil Engineering, Economics, Electrical Engineering, Finance, Geographic Information Systems, Human Resources, Information Technology, Law, Logistics and Supply Chain Management, Marketing and Communications, Mechanical Engineering, Medicine, Pharmacy, Quality Assurance, Teaching, Telecommunications

“ [My mentor] is also an immigrant in Canada and her story really motivated me a lot. At the same time, she gave me many practical advices, which was so beneficial for me. ”

— CareerNet Graduate



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PROFESSIONAL ADVANCEMENT & CAREER TRAINING (PACT)

PACT is a free work preparation program for newcomer women in Saskatoon. The program is designed for professional women with foreign educational qualifications and work experience, who want to work in Saskatchewan in the fields of Science, Technology, Engineering, and Mathematics (STEM), Human Resources, Finance, Accounting, and Business Administration. Clients in the program participate in a series of employment skills related workshops over 8 weeks. It is then followed by a 12-week paid work placement in the clients' area of training.



“

Any women who wants to attend this program, by the time you finish this program, you will not be disappointed. You will praise the day you made the decision to attend the program. You will be so happy if you attend the program because the program brings out the best in us.

—Bunmi, PACT Graduate

”

30 clients served

23 clients who completed work placements or found permanent employment

12 Home countries of PACT clients:

Bangladesh	Ethiopia	Nigeria
Brazil	Ghana	Philippines
China	India	Syria
Egypt	Iran	Vietnam

“

As a result of this program I have learned many things, not just for my employment skills but also life. I have regained my confidence.

— Myra, PACT Graduate

Thanks to the PACT program I had the opportunity to connect with ladies from different countries and learn about First Nations culture, this helped me understand and celebrate multiculturalism.

—Zeyit, PACT Graduate

”



LANGUAGE PROGRAMS

Language learning is a necessity for all newcomers as it plays a major role in pursuing citizenship; accessing employment; furthering education and integrating into Canadian society. SIA offers 26 LINC (Language Instruction for Newcomers to Canada) classes at five different locations, including SIA's main office, to make learning accessible to newcomers all over the city. LINC has maintained a positive relationship with our various offsite locations, including Evangelical Free Church, Wildwood Mennonite Church, Bridge Ministry International Church, and Forest Grove Community Church. LINC has six classes dedicated Employment Related Language Training (ERLT) and one unique employment class geared toward women specifically (Women LEAD). While our LINC programs have the seating capacity for 383 total students, we were able to assist almost twice as many clients over the past year!

“

When I first came to Canada five months ago, I was afraid to answer the phone, talk to my neighbors, and I didn't know how to express my thoughts in English... After a few months of study I have become confident to communicate and dare to go for a job and interview, I think I have achieved my goal. Thank you very much for this program organized by SIA, which allowed me to meet two very good teachers, let me meet friends from different countries, and left me with so many wonderful memories.

— Mindy, LINC Women LEAD Graduate

”



750 clients served

87 children provided with care while parents attend classes

135 clients served by our LINC counsellor to address in-depth needs



“

When I came to Canada, I used to stay away from dealing with people because I do not understand what they are talking about or what they will say to me, and I would not go to shops and stores without help.. But with the passage of time and perseverance in studying English, I understood what they were talking about and I could answer them.. and I'm a fourth grader now..and I'm very grateful to my LINC teachers at SIA who taught me.

— Amira, LINC Student

”

“ I would like to say thank-you, especially to express my gratitude to all my teachers. I think this diploma for me will be a wonderful, a most treasure and a last one in my life. I know that English learning is a lifelong process, and not only just language, but also include culture background, and the way of thinking, etc. I will learn English continue. ”

— Xiandi, LINC Student



Due to the pressures of COVID-19, we have offered blended learning opportunities for clients, with 60% of our classes held over zoom to accommodate students who for various reasons might be unable or uncomfortable with in-person classes. While the other 40% is offered face-to-face to affirm social connections, maintain validity of assessments and engage learners in activities that might be less effective when conducted virtually.

Our clients can access services that meet their needs; gain knowledge to help them make decisions about life in Canada; acquire new skills and connections to prepare for entry into the Canadian labour market and connect to communities and social networks within the city. Our programming, events and classes seek to assist newcomers in achieving these aims as they settle themselves in a new place.

74 clients who received certificates for moving up a language level

23 clients trained in CPR & First Aid from the Canadian Red Cross

Out of all clients who left LINC classes:

45% found employment

11% began higher education

4% started their own business



“ English learning is a long process and heavy responsibility. Thanks to SIA all the staff, it is you who makes us newcomers feel warm and caring. Thank you so much SIA LINC Program. I will start my new career as a Technologist next week, I will continue improving my English in the SIA environment. ”

— Wan, LINC Student

“ By improving my English language skills, I was able to read the Saskatchewan Driver’s Handbook and took the written test and finally I got my driver’s license. I was able to find a job at Tim Hortons and make proposal to CFRC Community Radio to have an Afghan cultural program there. They accept my proposal and from April, I’ll start my training in the radio too. After four training in April, I’ll have my own program in Radio. ”

— Maryam, LINC Student



YOUTH PROGRAMS

SIA Youth Programs consist of two individual parts, the ConnectED Pathways which runs throughout the school year, and the ConnectED Summer which runs every day through July and August. Between the two programs, we supported over 200 participants from several different nations. We offered activities that enhance language development, self-confidence, teamwork, and community integration. Our achievements provided newcomer children and youth with an opportunity to meet, play and learn with one another while becoming more confident with their new lives in Canada.



CONNECTED SUMMER

The ConnectED Summer Program adapted to a hybrid model in 2021. Our diligence in following COVID-19 protocols allowed us to offer an experience to smaller group both virtually and in-person each day. Connecting, playing, and learning together again in-person was rewarding for our staff, participants, and their families. Despite the restrictions faced this year, our summer was filled with many engaging and educational activities that allowed participants to get to know the community and the province of Saskatchewan!

“

They are connected to the community and other kids instead of staying alone at home. They went to so many different places and played so many different games. They also learned some skills from the art part, like making bracelets and necklaces. They made new friends. They also practiced their English. In one word, this program was fun and provided many skills and knowledge to the kids. Thank you very much!

”

— Xiaohua, ConnectED parent



Our success was a result of a combination of creative expression, physical activity, and community exploration. Some of the highlights and excursions from our summer program include:

- Hiking at Cranberry Flats
- Marv Friesen's bike donations and bike safety training
- Arts, crafts, yoga, and dance
- Visiting Indigenous Elders in the community
- A tipi demonstration and hiking at Wanuskewin
- Apex Trampoline Park, mini golfing, kick boxing, bowling, soccer, and tennis
- Boating and rafting at Blackstrap Provincial Park
- Pumpkin carving sponsored by Black Fox Distillery
- Field trips to the Nutrien Wonderhub children's museum and the Saskatchewan Science Centre



CONNECTED PATHWAYS

The ConnectED Pathways program is offered throughout the school year during school breaks and professional development days, along with monthly events that are open to the community. Pathways follows the same goals and mindset as the ConnectED Summer program and encourages community enrichment. Among our standout activities were pumpkin carving, cheering on the Saskatoon Blades, and gingerbread house decorating with the Saskatoon Police Service, where we not only decorated small gingerbread houses but also a life-sized house that was displayed at the police station entrance.

A major success this year was Winter Culture Day, an event that showcased the benefits of winter in our community. We hosted snowshoeing and cultural storytelling - along with hot chocolate of course! The talented Clarissa Burns, a local Queen Trapper, demonstrated different traditional skills such as fire building, bannock baking, log tossing, and nail pounding. This unique event was appreciated by newcomer families from over 15 different countries, as winter in Canada can be isolating. This showed the fun that could be had in winter on the prairies!



INTERCULTURAL PROGRAMS

SIA's Intercultural programs were created to assist newcomers on their learning journeys while they establish their new lives in Saskatoon. The CultureSync team creates opportunities to learn about Canada's diversity, with a focus on Indigenous cultures through cross-cultural showcases, land-based learning, and hands-on experiences like beading and traditional crafts. CultureSync has developed exciting ways to celebrate and educate about the many cultures that make up Saskatoon, while connecting local residents to community services through our programming.

Intercultural and Anti-Racism education workshops are delivered to SIA clients, community members, and many businesses and organizations. CultureSync creates safe spaces in our workshops/classes to engage, educate and initiate crucial conversations with individuals about the histories of Canada, Indigenous histories, inclusion, diversity, equity, and reconciliation.

This programming utilizes a critical lens while unpacking uncomfortable and complex issues such as privilege and unconscious biases. Our facilitators are skilled at navigating tough conversations and supporting all participants through their learning journey, wherever that may be.

800 people educated in our Anti-Racism workshops

21 cultural events held

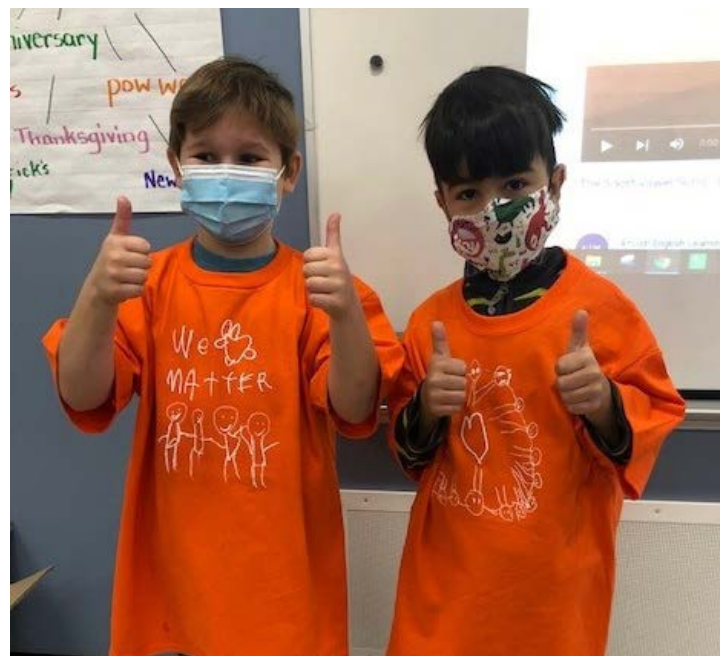
1,087 participants in all events, with some joining online from around the world!

TEA TIME WITH SIA

Tea Time with SIA is an online webinar series that invites guests to present on topics that teach about culture and history and improve wellness. We invite newcomers, schools, and the general public to attend.

This year we hosted webinars on six different topics:

- Ramadan & Eid Celebrations
- The legacy of Residential Schools
- What Does Orange Shirt Day Mean to You?
- Winter Wellness
- Lunar New Year Celebrations
- Get Your Irish On!



Tea Time with SIA also provides **Global Story Boxes** to select winners. These prize boxes contain cultural and educational materials that clients can enjoy with their family at home. This can include books, art, and information on local cultural resources. Our Winter Wellness session also gave away survival kits for your car!

COMMUNITY CONNECTIONS

Community Connections invites newcomers and their families to local events that help them enjoy Saskatoon living. Outings have included:

- cruising on the Prairie Lily boat
- visiting the WDM's Festival of Trees
- taking in holiday lights at Glow Saskatoon

Community Connections staff are also involved in *Rock Your Roots: Walk for Reconciliation* with Reconciliation Saskatoon. In 2021, we booked eight intercultural performers who played for a live Facebook audience.



INTERCULTURAL COOKING

The Intercultural Cooking series provides an opportunity for cooks to share a dish that is unique to their culture. The chef shares their recipe, with participants cooking along with them over Zoom from the comfort of their home kitchens. Participants can also be provided with ingredients when needed. This year we hosted sessions to make Ukrainian perogies and Chinese Kung Pao Chicken!

CORPORATE CULTURE CLUB

Corporate Culture Club hosts events for leadership, managers, and HR professionals in Saskatoon to meet and discuss Equity, Diversity, and Inclusion initiatives. The goal is to help local workplaces create actionable steps that will have a real impact on our labour market. We also offer an opportunity for networking and socialization, with food and entertainment provided.

This year we hosted three events with different keynote speakers. They were well-attended and we appreciate the engagement and productive conversations from our guests!



SK CULTUREXCHANGE

The SK CultureXchange connects newcomers to experienced residents in the Saskatoon community. The CultureXchange program is a unique way for Saskatoon residents to get involved on a more personable level to enhance the newcomers experience by providing guidance, mentorship and most importantly develop cross cultural friendships to help create a sense of belonging.

230 participants and volunteers in the SK CultureXchange

150 partner sessions, group outings, and cross-cultural meetings

“

As a newcomer, I suppose that the most difficult challenge is communication with others. The language is strange, the culture is different, and the way of thinking is entirely dissimilar! Therefore, it is hard to find a proper connection to local people. But I am so lucky that the SK Culture Xchange Program helped me out... It is building a solid bridge between newcomers and volunteers.

— Feng, SK CultureXchange participant

I am paired with Feng, who is from China and I am from Nigeria. You can notice the difference [in our cultures] between Asia and Africa. We got off on a good relationship from the first meeting. He is an engineer and I'm an architect. We discussed our diverse cultures in relationship with Canadian culture. We've visited different locations in Saskatoon for sightseeing and orientation. The program has been a rich experience for both of us. We hope to explore more avenues in future.

— Olufemi, SK CultureXchange volunteer

”



INTERCULTURAL GATHERING

As part of the SK CultureXchange, we hosted our first Intercultural Gathering, a social event for people to enjoy intercultural performers while getting to know one another.

We launched this series with three special guests: singer Maryam Masoomi, hoop dancer Lawrence Roy Jr., and the Yevshan Ukrainian Folk Ballet Ensemble.



SASKATOON MULTILINGUAL SCHOOLS

The Saskatoon Public Schools rental office allowed our Heritage Language Schools to rent classrooms and other facilities (cafeterias, gymnasiums) once again, while following public schools' COVID-19 safety measures.

Continuing last year's trend, only 15 schools were operational this year with a mixture of some being fully in-person, fully online, or a hybrid of both. Several schools were able to take advantage of technology and had a very successful year being fully online while others still struggle and are trying to figure out what would work for them to continue running. Schools that closed for the year are looking forward to being back in person in the coming fall.

Our SMS coordinator has reported a good relationship between our schools and Saskatoon Public Schools Rental Office. We are hoping to build on this connection as we would like to seek additional classroom spaces to be made available to our growing schools. Meetings regarding this are being set up with the SPSD Rental Office. Amid the pandemic, two new Arabic schools were generated at the beginning of the year.



SIA is thankful to the Saskatchewan Association of International Languages (SAIL) for providing us with extra support and laptops to assist the schools through these tough times. On February 26th, SMS took part in a live Facebook event to celebrate the 2022 International Language Day.

Six schools took part - thank-you for your support!

- Brasinha Portuguese Language School
- Alseraj for Learning Arabic Language
- Chinese Language School of Saskatoon
- Filipino Language School
- Heritage Chinese Language School
- Saskatoon Bangla School

Our Co-chairs, Eleanor Shia and Jeeyu Birch both offered greetings via video on behalf of SMS during the online event.

SAMOSAFEST

SamosaFest is our annual community event that raises awareness for our programming and services while providing an opportunity to network with all our friends in celebration of International Friendship Day. Our guests get a delicious boxed lunch with samosas, and can stay to enjoy cultural performances throughout the day. This year, on July 28th, we hosted an outstanding lineup of talented performers:

- Joseph Naytowhow, drummer, singer, and storyteller
- Megan Kent, principal dancer with DancEgypt
- Qu'Appelle Valley Square Dancers
- Lawrence Roy Jr., hoop dancer
- Chinese Martial Arts Academy
- Greg Edmonds, saxophonist



PARTNERSHIPS

Saskatchewan Association of Immigrant Settlement and Integration Agencies (SAISIA)

SAISIA is an umbrella agency that serves newcomers by providing settlement and integration agencies in Saskatchewan with access to professional development and opportunities to network, as well as links to resources they can use to strengthen and enhance their internal procedures, client programs and services. SAISIA is the voice of immigration and settlement agencies to the federal, provincial and municipal governments, the community, and the public.



SIA leadership serves on the Board of SAISIA and staff sit on their working groups with the intention of contributing to provincial collaboration and sharing of best practices in the sector.

City of Saskatoon Diversity, Equity, and Inclusion Advisory Committee (DEIAC)

The function and mandate of the DEIAC is to provide advice to City Council on policy matters relating to the following:

- diversity and inclusion of all citizens within the community
- emerging equity or diversity issues or trends arising in the community
- initiatives to combat racism, acts of prejudice or hate in the community
- initiatives to promote acceptance of all citizens of Saskatoon
- consideration of the Calls to Action of the Truth and Reconciliation Commission in formulating City policies and initiatives diversity in naming streets and City infrastructure
- explore barriers faced in accessing city services, information, programs and facilities
- explore barriers to participation in public life and achievement of social, cultural and economic wellbeing of residents
- proposed City of Saskatoon policies, initiatives, and civic programs and services to meet changing needs of a diverse community
- employment and employee awareness policies, initiatives, and civic programs.
- provide advice and recommendations on the development and contents of a new Diversity, Equity & Inclusion Policy.
- monitor the success of the DEIC and to advise City Council on ways for the City of Saskatoon to increase success in working with community organizations, business and labour, all orders of government, and other stakeholders to create an inclusive and diverse community where everyone is welcomed and valued.
- support education and awareness programs on diversity, equity and inclusion of all citizens in the City of Saskatoon in consultation with the Administration and within budget allocated by City Council.



SIA has consistent seat on this committee and acts as a liaison between SIA, members of the public appointed to the Committee, and the City. SIA provided its perspective and expertise when making recommendations through the Advisory Committee to assist the City in developing policy related to the mandate of the Committee.

Saskatoon Police Advisory Committee on Diversity (SPACOD)

SPACOD strives to strengthen relationships with Indigenous and Metis People, new Canadians, persons with disabilities, Saskatoon's gender and sexual diverse community, the justice system, local tribal councils and numerous community-based organizations within our community.

The committee meets on a quarterly basis to share ideas and identify strengths and gaps in services which Police provide that impacts members of our community.

SPACOD's mission is to serve as a link between the Saskatoon Police Service and the diverse communities of Saskatoon. The committee provides education and open lines of communication to improve relationships to better work with the community in an open and respectful environment.

Reconciliation Saskatoon

Reconciliation Saskatoon is derived from a collaboration of organizations, non-profits, businesses, faith-based communities, and partners within Saskatoon that provide safe and respectful spaces to have conversations that build a better understanding of reconciliation. It also creates opportunities for everyone to engage in the Truth and Reconciliation Commission's Calls to Action.

Meetings occur every three months when a new season arrives, and it includes members from Indigenous and non-Indigenous communities. Over the course of the pandemic, meetings took place on Zoom, with a recent in-person meeting at River Landing to honouring long-term member and residential school survivor Gilbert Kewistep. Reconciliation Saskatoon engages the community with events such as talking circles, book clubs, the raising of the Reconciliation Flag at City Hall, Wícihitowin Indigenous Engagement Conference, Rock Your Roots: Walk for Reconciliation, and Reimagining Canada Day.

Two SIA staff take part in these initiatives as Members of Reconciliation Saskatoon.



Saskatoon Refugee Coalition (SRC)

The Saskatoon Refugee Coalition (SRC) is an advocacy and support group committed to the rights and protection of refugees and vulnerable migrants in Saskatoon. The organization also assists in the sponsorship and settlement of refugees to Saskatoon. The work of the SRC is collaborative and partners with other settlement agencies to provide settlement services and to educate its clients and stakeholders about refugee conditions around the world and what roles they can play towards the integration of refugees in Canadian society.

SIA is committed towards bringing awareness about the retainment of the human dignities of refugees and its role as a social impact organization. Two staff members sit on the SRC committee to engage in discussions and take action in tandem with the purpose and mandate of the SRC.

Thank-you to an amazing number of community partners who send donations, offer workshops, contribute presentations, host volunteers and work placements, or share resources.

Our programming wouldn't be the same without you!

Aboriginal Consulting Services	Karam Auto Ltd.	Saskatchewan Workers' Compensation Board
Alpha and Omega Strategies	KB Accounting Services	Saskatoon Blades
ALS Environmental	Kernels Popcorn	The Saskatoon Club
Bannock Express	Labour Standards (Government of Canada)	Saskatoon Food Bank
Bitrix Enterprise Inc.	The Lighthouse	Saskatoon History & Folklore Society
Black Fox Distillery	Métis Nation - Saskatchewan	Saskatoon Inn & Conference Centre
CHEP Good Food Inc.	Neighbourhood Home Care Services	Saskatoon Police Service
City of Saskatoon	Nomad Strategies	Saskatoon Public Library
City of Warman	Nutrien	Saskatoon Youth Soccer
CLASSIC Law Inc.	OUTSaskatoon	SaskTel
Cameco	Outter Limits	SCYAP
Canpotex	Parks Canada	Shah Accounting & Tax Services
Canada Revenue Agency	Pharmasave Riversdale	SheNative
Canadian Red Cross	Prairie Proud	SK Startup Institute
Canadian Tire	Quadrant Newmedia	TinyEYE
Catholic Family Services	Read Saskatoon	Toastmasters Saskatoon
Child and Youth Friendly Saskatoon	Rides By Marv	True North Photo Booth
David Aplin Group	Saskatchewan Food Industry Development Centre Inc.	uBreakiFix
d3h Hotels	Saskatchewan Human Rights Commission	University of Saskatchewan
Family Services Saskatoon	Saskatchewan Polytechnic	Wanuskewin
Federated Co-operatives Ltd.	Saskatchewan Research Council	Willow Point Financial Ltd.
FoodSafety 1st		WorkSafe Saskatchewan
Garda World		YMCA
HomeQuarter Coffeehouse & Bakery		786 Accounting & Tax

We also want to thank the many individuals who perform at our events, volunteer with our various programs, offer prayers, and lend advice and love.

You honour us with your gifts!

THANK-YOU TO OUR FUNDERS



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